

POSO OMAEQNOMENEWAK:

I am very pleased to present the attached Annual Report of the Menominee Tribe. I also look forward to presenting the Annual State of the Nation Address at this 18th Annual General Council.

In the State of the Nation Address I will convey the message that the Menominee Nation continues to progress and we are prepared to face the challenges of the 21st century.

It would be remiss to not mention the whirlwind of controversy surrounding the legal interpretation of the Menominee Constitution where the Menominee Tribal Legislature reached an impasse with the Tribal Judiciary in regard to the Separation of Powers issue. My personal opinion is that the primary function of the Tribal Legislature is to enact Tribal laws and ordinances, and if for some reason the Tribal Legislature adopts a law that is unconstitutional, then the court has the power of judicial review and can enforce corrective action.

The highlights of this past fiscal year include the following:

- Tribal programs were administered effectively without having a draw down from Reserve funds to operate, a common practice in previous years.
- New construction has taken place which includes:
 - major Casino expansion
 - Menominee Auto Service Center
 - Menominee Business Development Center
 - South Branch Community Center
 - Keshena Fire Station
 - HUD Homes at Middle Village
 - New bridges at Keshena and Neopit
 - New Tribal Office Building (FIC/HUD)
 - Clinic expansion
- New Youth Council formed
- Youth at Risk committee work implemented
- Mining update
- Treaty case update
- Indian gaming update
- Forestry concerns
- Hunting and Fishing codes
- Legend Lake issue update

In closing, I want to encourage the Tribal members at the Annual General Council to engage in meaningful and productive dialogue at this years General Council. I will be prepared to answer all questions concerning the Menominee Nation.

Respectfully submitted,

John H. Teller, Chairman

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1996 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
LISA WAUKAU P.O. Box 542 Keshena, WI 54135	TERM-98	799-3846 WORK 799-3989 HOME
NORMAN SHAWANOKASIC HCR 1, Box 141A Keshena, WI 54135	TERM-98	799-3321 WORK
MAGARET R. SNOW Route 3, Box 83 Suring, WI 54174	TERM-99	414-842-4608 HOME
LLEWELLYN F. BOYD P.O. Box 731 Keshena, WI 54135	TERM-99	799-5238 WORK 799-4789 HOME
ROBERT E. DEER 201 East Fairview Green Bay, WI 54301	TERM-99	608-264-8941 Work 414-336-2367 HOME

1996 COMMITTEE LISTING

ADMINISTRATIVE REVIEW BOARD

CHAIRPERSON: Leslie Penass
Lisa Waukau
Wendell Kenote
Donald Waukechon
Orvis Peters
Alt: Irene Dickenson

EDUCATION COMMITTEE

CHAIRPERSON: Lisa Waukau
Lew Boyd
Karen Washinawatok
Evelyn LeRoy Annamitta
Becky Brunette
Alt: Mike Cook

GOVERNMENT AFFAIRS

CHAIRPERSON: Louis Dixon
Lew Boyd
Ken Fish
Jeremy Weso
Kanasa
Alt: Lorena Thoms

MANAGEMENT COMMITTEE

CHAIRPERSON: Leslie Penass
Norman Shawanokasic
Carol Dodge
Royal Warrington
Tony Warrington
Alt: Beatrice Brunette

YOUTH COUNCIL AD HOC

CHAIRPERSON: John Teller
Vice-Chair: Lauren Waupoose
Secretary: Brooke Warrington
Brandi Zhuckkahosee
Justin Peters

CULTURE COMMITTEE

CHAIRPERSON: Louis Dixon
Margaret Snow
Pat Peters
Wayne Martin
Myrna Jackson
Alt: Sherry Lachapelle Corn

ELDER'S COUNCIL

CHAIRPERSON: Frieda Bergeon
Bob Deer
Earl Wescott
Gwen Washinawatok
Tillie Zhuckkahosee
Alt: Mabel Brown

HEALTH COMMITTEE

CHAIRPERSON: Frieda Bergeon
Margaret Snow
Jeannine Keshena
Catherine Robinson
Yvette Snow
Alt: Karla Kanasa

MINING IMPACTS

CHAIRPERSON: Lew Boyd
Bob Deer
Gordon Keshena
Marlin Basina
Nelda Goodman
Alt: Dolores O'Brien

Mary Kay Waupoose
Jake Thunder
Chanda Bell
Talena Peters
Dar Kylee Grignon

ATTORNEY, PROGRAM William Kussel

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 1996 was the fifth 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, Michigan Circuit Court and the United States District Court for the Eastern District of Wisconsin.

During Fiscal Year 1996, 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. 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.

This office spent significant time representing Menominee Tribal Social Services in several Indian Child Welfare Act (hereinafter ICWA) cases throughout Fiscal Year 1996. This office represented Tribal Social Services in 34 Wisconsin State Court appearances, 10 foreign state court appearances, and 9 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, Michigan Circuit Court and Minnesota Circuit Court.

Significant amount of office time was spent defending and litigating several lawsuits involving Menominee Tribal Programs.

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.

ATTORNEY, TRIBAL Rita Keshena

The past year has been marked with litigation and attempts to settle the long-standing problems for the Tribe which have resulted from the Tribe's association with Bob Berry and his company, GamePlan Inc. This report will review these two aspects of the Tribe's legal positions.

A short synopsis of the Tribe's relationship with Bob Berry and GamePlan is presented to refresh the Tribe's collective memory about GamePlan. Robert Berry and GamePlan, Inc. have been involved with the Tribe since early in 1992. Mr. Berry apparently acted as a consultant to the Tribe in the area of gaming and entered into an agreement with the Tribe whereby he provided consultant services to the gaming operations. There was also established a joint venture between the Tribe and GamePlan which was known as Menominee GamePlan. This company was intended to be a consultant for other Indian Tribes that were setting up gaming. The only Tribe that Menominee GamePlan had a business relationship with was the San Carlos Apache Tribe of Arizona. After many months, Menominee GamePlan was unable to reach an agreement with San Carlos and finally The Arizona Department of Gaming would not approve Menominee GamePlan unless the entire Menominee Tribal Legislature had background checks at a cost of almost \$30,000. The Legislature refused on grounds that it was separate from the chartered entity, Menominee GamePlan. As a consequence, Bob Berry was refused approval by the State of Arizona which was necessary for him to carry on business in Indian gaming.

A complication in the relationship between the Menominee Tribe and Bob Berry was the purchase by the Tribe of 1,200,000 shares of stock in GamePlan at a cost of \$250,000. The Tribe has made many demands on Bob Berry to repurchase this stock; however, he has repeatedly denied that he has the money to do so.

As a conclusion to the experience of the Tribe with Bob Berry, the Tribe made one last effort to bring the matter to closure on September 13, 1996, and demanded that Mr. Berry make some effort to pay back the Tribe. Mr. Berry said that his business was unable to make any payment to the Tribe.

SUMMARY: The Tribe owns 1,200,000 shares of stock in GamePlan, Inc. The value of this stock is unknown, however, all indications are that it is worth little or nothing. The Tribe lost \$250,000 in this venture. The Tribe does not have a remedy. Any attempt to sue Bob Berry would be fruitless and would cost the Tribe even more money.

LITIGATION REPORT. CASE NO. 1.

ANDREW PYATSKOWIT VS. MENOMINEE INDIAN TRIBE, 96 CV 04.

This case was filed on February 26, 1996. Andrew Pyatskowit, a tribal member, had been appointed Tribal Prosecutor by the Tribal Legislature to a two year term in 1994, pursuant to Tribal Ordinance No. 79-14. He was notified that his term of office was up and the Legislature would be interviewing applicants for this job. He was invited to apply and did submit his application.

After the Legislature completed the interview process and selected a different applicant for the position, Mr. Pyatskowit filed suit in Tribal Court, requesting the Court to issue an ex parte temporary restraining order which would prevent the Legislature from taking any action to remove Pyatskowit and replacing him with another person. Even though the Legislature had selected another person for the position before Pyatskowit's lawsuit was filed, Judge Askenette signed the order for a temporary restraining order which had the effect of preventing the Legislature from placing the new person on the job.

A hearing was held on whether a preliminary injunction should issue which would prevent the Legislature from removing Pyatskowit and putting in another person. Again, Judge Askenette signed the order for the preliminary injunction without giving any reason for his action. The Tribe immediately filed an appeal to the Supreme Court. After much delay, briefs were filed, and oral argument was set for November 8, 1996.

The Supreme Court has taken this case under advisement and the Tribe now awaits the Court's decision. Ordinarily, the Court issues its opinion within thirty days; however, there has been no word from the Court as yet.

CASE NO. 2

ANDREW PYATSKOWIT VS. MENOMINEE TRIBE, JOHN TELLER, AND ADMINISTRATIVE REVIEW BOARD CHAIRMAN LESLIE PENASS, 96 CV 13.

Mr. Pyatskowit filed this case on June 5, 1996, in Tribal Court. He moved the Court to issue an ex parte temporary restraining order which would prevent the Legislature from withholding any wages and benefits and imposing any discipline on him for a grievance filed against him. In this case, Judge Hawpetoss signed the ex parte temporary restraining order.

The Tribe filed a motion to dismiss this case and submitted a brief in support of its motion. A meeting was held in Judge Hawpetoss' chambers and a briefing schedule was agreed on. Pyatskowit was scheduled to file his answer to the Tribe's motion to dismiss on June 21, 1996. The Tribe was to file its answer on June 26, 1996. The hearing was rescheduled for June 28, 1996. Pyatskowit, however, did not file any brief. The Tribe complied with the scheduled briefing times, and, again, moved the Court to dismiss based on Pyatskowit's failure to respond to the briefing schedule. On the day of the hearing, the parties were notified that Judge Hawpetoss had taken ill and the hearing was canceled.

At this time, the Tribe has had no word from the Tribal Court as to the status of this case. We await rescheduling by Judge Kittecon.

CASE NO. 3

MENOMINEE TRIBAL GAMING CORPORATION AND BRUCE WILBER, MYRNA JACKSON, DOLORES SMALL-YAISER, MTGC BOARD OF DIRECTORS VS. MENOMINEE TRIBAL LEGISLATURE, 96 CV 17.

This case was filed on August 2, 1996, in Tribal Court. Attorneys Parins and Sickel represented the Gaming Corporation and the Board of Directors. They jointly moved the Court to issue an ex parte temporary restraining order to prevent the Tribal Legislature from enacting any law which would change the management of the Tribe's gaming operation. Judge Hawpetoss signed the order.

A hearing was scheduled for August 9, 1996, for a preliminary injunction which would have the effect of continuing the restraining order. The Tribe did not appear at this hearing. Despite Tribal Ordinance No.79-14 which prevents the Court from finding the Tribe in default, Judge Hawpetoss signed the order for a preliminary injunction. The Tribe filed an Appeal to the Supreme Court on August 19, 1996. In its notice of appeal, the Tribe requested the Supreme Court to stay the order of the lower Court. In addition, the Tribe filed a motion under the Court's rules, Rule 104.04. for the Supreme Court to stay the order of the lower Court. The effect of a stay would be to lift the preliminary injunction and remove the Gaming Board from office. Then, if the Board wanted to sue the Legislature, it could go ahead and file in Tribal Court. The Supreme Court failed to respond to the Tribe's motion despite the fact that all that was needed was for the Supreme Court Judge to grant the motion of the Tribe.

On October 23, 1996, the Tribe filed an extensive brief in support of its position that the Tribal Court violated the separation of powers by ruling in this case. Although Judge Kittecon has verbally reported to Chairman Teller that all the necessary papers have been filed in the case and there would be some notice soon, nothing has happened as of this date (12/4/96). During all this time, the Gaming Board has continued to carry on its activities and the Tribal Legislature can only await some action by the Supreme Court.

The Tribe has pointed out to the Court that it is critically important for the Court to act on this case for the important reasons that gaming revenues are in jeopardy, the Gaming Board is illegally operating and managing the Tribe's Casino, and the Tribe may be in violation of the Compact and federal law by not having control of its Class III gaming. Under federal law, only the Tribe can operate Class II and Class III gaming. Ever since the Tribal Court issued its injunction and prevented the Tribe from controlling its gaming, the Gaming Board has managed the Tribe's gaming without the Tribe's consent.

CASE NO. 4

COLLEGE OF THE MENOMINEE NATION, CLARA OTTO, AND JUANITA WAUKAU VS. MENOMINEE TRIBAL LEGISLATURE. Case No. 96 CV 19.

This case was filed on August 15, 1996, in Tribal Court. Judge Hawpetoss signed an ex parte temporary restraining order the effect of which was to prevent the Tribal Legislature from taking any legislative action on Tribal Ordinance No. 93-02, which chartered the College of the Menominee Nation. Because the Tribal Attorney is on the Board of Directors of the College, she would be in conflict if she represented the Tribe against the College. This case, therefore, was assigned to outside counsel Milton Rosenberg. An intervening event in the form of an Initiative which set up a different charter for the College was agreed to by the Legislature. This lawsuit was then moot.

CASE NO. 5.

WENDELL ASKENETTE VS. MENOMINEE TRIBAL LEGISLATURE VIA JOHN TELLER, Case No. 96 CV 20.

This lawsuit was filed on September 3, 1996, in Tribal Court. Mr. Askenette's term as a Tribal Court Judge was over in August, 1996. The Tribal Legislature had proceeded in the process of selecting a Judge pursuant to the Menominee Constitution. The Legislature selected a person other than Mr. Askenette for the position of lower Court Judge. Mr. Askenette then filed this lawsuit claiming that he had a right to be appointed Judge and failure to do so would cause him irreparable harm.

Judge Kittecon appointed Judge Hawpetoss to hear this case. Because Judge Hawpetoss was subject to a removal hearing by the Tribal Legislature, the Tribal Attorney filed a motion to disqualify Judge Hawpetoss. This motion was denied by Judge Kittecon; however, after the Tribe filed a motion to reconsider the disqualification, Judge Kittecon reversed himself and granted the motion to disqualify on September 12, 1996. There has been no further activity in this case since Judge Kittecon has not appointed another Judge to hear this case.

With the exception of the case concerning the College of the Menominee Nation which is moot not by any action of the Tribal Court, the four remaining cases have been languishing in the Tribal Court since February, 1996. Tribal government is severely handicapped and prevented from going forward on important issues because of the failure of the Tribal Court to act on cases in a more expeditious manner.

The office of Tribal Attorney has notarized 130 documents for tribal members. The Legal Secretary is available to provide this service without charge during business hours.

Gaming issues continue to dominate tribal meetings. The whole nature of gaming in Wisconsin has changed drastically from when the Compact with the State was first entered into in 1992. Increasingly, the Tribal Legislature will be involved with gaming concerns. At the national level, many changes are in the works and many of them are in opposition to tribal gaming. With Congress controlled by Republicans, Tribes will have to use all their persuasive powers to maintain gaming as it exists today.

OPERATION OF TRIBAL GOVERNMENT

John Teller, Chairman

The Menominee Tribal Legislature approved 940 motions, 81 Resolutions, amended 10 ordinances, 13 lease amendments were done, approved 31 ordinances and adopted 4 emergency ordinances.

Fiscal Year 1996 has truly been a year of change, and as those of us old enough to realize it know, it takes a period of adjustment to acclimate to all the changes. Richard Awonohopay was removed as Police Chief for cause on October 5, 1995. This was a long painful process, and every effort was made to insure that the issue was well investigated before the action was taken. As everyone knows, Keith Tourtillott remained as Acting Chief of Police. Gordon Dickie, Sr., long-time legislator, died on December 5, 1995. Norman Shawanokasic replaced Louis Dixon as vice-chairman on September 5, 1996. James Reiter is the General Manager at the casino (8/7/96), Luke Beauprey was sworn in as Lower Court Judge (8/29/96) for a 3-year term. There has been a series of lawsuits brought against the governing body, and these are discussed under the Tribal Attorney's Report.

There has been a series of juvenile suicides which generated the public concern that action be taken to address this serious issue. We could list them all but that would be too painful both for the families and our total small community. What is it that is so totally terrible and frightening that death seems a better choice than life at a time when children should just be discovering all the promise that they hold and all that can be achieved in the world? This is a question that has no easy answer. Maybe it is a wake-up call for all adults to pay more attention to our children's needs. All they need is love and encouragement and they could blossom - are they asking too much? The Legislature will continue to address this issue as a high priority item.

Steps are being taken to get our young involved, to make them feel that they are important to us and are vital to our community. The Youth at Risk Committee was expanded to include Tudi Peters Warrington, Joanne Eisfelder, and later Nelda Goodman. That committee accomplished a good deal this year, eventually getting an action plan called the Sudden Death Plan, and a Crisis Telephone Tree (who gets called via a chain of command) approved. There is still the feeling, by some community members, that this work is not completed and should be a permanent committee.

A Healing Ceremony was held for the community at the Woodland Bowl in May. The Legislature will consider approving a youth-at-risk coordinator position. There is a need to expand the concepts of youth-at-risk and begin to address the broader community issues that are directly impacting our young.

Historically, the Youth Council was made a permanent committee (Jake Thunder, Lauren Waupoose, Brooke Warrington, Justin Peters, Talenna Peters, with Chanda Bell/alternate) to develop plans for recreational and other issues that they feel would help the young people. Some of those improvements have been made at the Keshena Rec Center but other, less tangible, ideas are still being worked out such as a culturally-sensitive counselor who is accessible when needed. Training to help people, who work with the young, recognize when a child is at risk is still to happen but is planned for the Rec Center personnel. The Tribal Police Department was to provide in-service on drugs and suicide.

The equipment at the Rec Center has been upgraded. They now have a jukebox that plays cd's. There is a new pool table bringing that number to 2, a basketball rim is new, and there are 3 new computers so they can do their homework. The Youth Council has made a recommendation to develop a center for the young people in Zoar. The Woodland Youth Center continues to be a very popular site. They have separated from the Tribe to become a 501(c)(3) non-profit status organization which would make them eligible for grant monies from private endowment groups.

This has been one of the busiest legislative years on record. In July the new Family Investment Center, commonly called the FIC Building, was just about ready for occupancy, so Tribal Social Services, who is on the top floor, was the first program in. As each level was completed, other programs moved in. All social service type program are there such as Commission on Aging, Education Department, the General Assistance Program, Human Resources/Personnel, JTPA, and Probation. As the various programs moved out, other programs moved around. The Gaming Commission, who had been in Phid Boivin's old house has moved to the new Casino addition and Historic Preservation is back there now. The Chairman's Office moved to the end of the hall by mid-September so we

started the new fiscal year in our new quarters. We appreciate and thank everyone for being so patient with all the confusion in the moving process.

Speaking of new buildings, the South Branch Community Building is finally underway. It is scheduled for completion in January, 1997. A Headstart program will also be operating out of this building which will save the little ones an awfully long trip into town. A new auto service center is also ready for construction with that charter scheduled for adoption in the Fall. The new Menominee Business Center is located next to the Library. This is a business incubator which means that an office-type business, as opposed to a store selling things where people come and go, such as an attorney needing an office, or a sales office, or a vending machine operator who lines up a customer and goes out to deliver goods, can operate. If you have need of such an office you can contact the Private Sector Initiative Office in the Economic Development Department. They will be scheduling their grand opening for sometime in the Spring.

People are able to see the 14 new low-rental housing units that are being completed in the Middle Village. Some families are scheduled to move in the late Fall and probably the rest in time for Christmas of 1996. The 8 Mutual Help homes have been started and should also be ready for occupancy by December, 1996. This area is also zoned for 38 trailer homes, with 8 allocated for late Fall.

Our general, overall, workforce has increased by an estimated 11%, which we feel is good for an organization our size - which is not counting the casino or bingo or Crystal Palace employees. When the auto service center is up and running (completion date is scheduled for December 1996) it is expected to employ 1 general manager, and 3 others and those 3 would probably include 2 mechanics and a parts & service man/person.

In trying to better the lives of our people, a HIP program was funded at \$40,000.00, with criteria developed, for downpayments on trailer homes and/or houses. This had been a BIA program which was eliminated with the budget cuts. Another \$42,000.00 was allocated for home repairs for the elderly whose homes were badly in need of major repairs.

All in all, we can feel good about the accomplishments achieved. As always, we have to strive to develop new jobs, and help people in their efforts toward a better education and a better standard of living. We will continue to do our part in seeking whatever assistance is necessary to insure this.

CLINIC

Jerry Waukau, Administrator

CLINIC ADMINISTRATION: Our health care delivery systems have experienced rapid changes in the health care environment, such as the State Medicaid Managed Care initiative, the revised Title I and Self-Governance contracting mechanisms, and the closing of many Bemidji Area Office services.

Tribes will need to become bigger and more efficient in our development of our health care system, which will require us to utilize more business like approaches to our management.

Historically, Tribes have been forced to develop systems independently of any other health care partners. In this time of reduced budgets, we need to look at alternative arrangements that support more inter-tribal cooperation and collaboration to share strengths and economies of scale.

In Wisconsin we have worked on three (3) main elements to this evolving structure:

- 1) Wisconsin Tribal Health Directors Association
 - Composed of Tribal Health Directors of 11 Tribes;
 - Since 1981 have worked to build unity among Tribal Health

- Programs, which is of great benefit now with conditions for healthcare changing so rapidly;
- Are a central coordination mechanism for current issues such as MMC/HMO, ANA/Self-Governance, State relations through COAIH, etc.
 - Coordinate closely with own Councils and GLITC Board

2) Great Lakes Inter-Tribal Council Indian Health Programs

- 638ed what used to be the Rhinelander Field Office;
- More Tribal input and control through the Tribal Chairmen on the GLITC Board and through joint planning between WTHDA and GLITC-IHP staff;
- Provides contract support and TA for Tribal Health Programs;
- Provides a unified focus for Multi-Tribal programming and economies of scale.

3. Council on American Indian Health

- 13 members, supported and State funds;
- Enacted by State Legislation;
- Tribal Health Directors representation, Urban representation;
- Serves as a coordination mechanism for joint State/Tribal and urban concerns about matters of Indian Health;
- Together with enhanced inter-tribal coordination in response to rapidly changing conditions provided by the WTHDA and GLITC, the COAIH increasingly providing the coordination forum so badly needed with the State on health issues.
- Current projects of the COAIH include: 1) development of a comprehensive health plan for Native Americans in Wisconsin; 2) Serving as the coordination forum for cooperative State-Tribal implementation of the MMC/HMO initiative; 3) seeking coordination of legislation on Tribal healthcare needs with such areas as the proposed managed approach to Long-Term Care; the future of FQHC under block grants; W-2 issues; coordination with the UW Office of Rural health; recruitment program and the Physician Loan Assistance Program.

The State of Wisconsin plans to place all low income people that are on Medicaid into HMO's. The Menominee Tribe is scheduled for Phase II implementation with mandatory enrollment by 2/1/97. Most Tribes are considering entering into contracts with HMO's to serve our Medicaid recipients, which would benefit the recipients as well as give the clinic more flexibility in where we refer our patients. If a tribal member does not select a HMO, the State will assign them to one. Since the clinic is dependent on revenue received from billings to Medicaid recipients, we are concerned about the financial problems we may face if we don't position ourselves to handle this. There are approximately 1,169 recipients on Medicaid which this will effect. We will continue to monitor implementation of this effort over the next year.

New addition to the medical department was completed in July. Exam Rooms have been increased from 12 to 25 which will improve access to the community. Project was funded out of Third Party Income generated by the Clinic.

Total funds spent for health care services in 1996 were \$7,681,156:

EXPENDITURE REPORT FY 1996

<u>Contract Number</u>	<u>Contract Title</u>	<u>Total Expenses</u>
101	Traditional Healing Services	\$ 10,000
151	1996 Third Party	2,200,000
154	Equipment Replacement	75,000
157	Clinic Expansion	900,000
312	Indian Health Service	4,450,000
701	Women Infants & Children	56,797
702	Women's Personal Health	35,233
703	Adolescent Parent Self-Suf	39,968
708	Adolescent Preg Prevention	29,968
709	Choices	2,701
710	Coop American Indian Health	10,000
716	Inter-Tribal Workshop	6,945
720	CDC Breast Cervical Cancer	12,450
724	IAP LHD Immunization Program	11,000
911	Rural Infant Health Project (GLITC)	8,000
912	Public Health Nutritionist (GLITC)	5,500
913	Chronic Disease Data Collection	2,717
922	AFDC Benefit CAP	25,068
	TOTAL	\$7,681,156

MEDICAL SERVICES - STATS: Total number of patients seen by Providers equals approximately 21,640. This does not include requests for work excuses, medicine refills requiring new prescriptions written, and papers requiring physician's attention.

The busiest months for the medical department were March (1,659 patients) & October (1,854 patients) - the influenza season.

No-Shows Total for 1996 = \$4,028 (22%)
Walk-Ins Total for 1996 = \$4,937 (29%)

RENOVATION - Added 13 more exam rooms, acute care room, two (2) wheelchair accessible restrooms, one (1) additional screening room, two (2) nurses stations and doubled the size of the medical waiting area. RESULTS: 1) Improved patient flow since each Physician now has four (4) exam rooms to work out of instead of two (2). 2) The enlarged waiting area has increased patient comfort. Often in the past, patients had to stand due to lack of seating room.

In addition to the six (6) physicians, a Nurse Practitioner was added to the staff in September and we also added another appointment clerk. RESULTS: Approximately 2,000 more patients were served this year by Provider as compared to 1995. The Appt Clerk accommodates the high flow of patients registering and increased the telephone line access for patients from two (2) to four (4) lines.

Initiated acute care call-in schedule to improve access for clients with acute problems such as: high fevers, respiratory problems, chest pain, etc. (i.e. Patients call between the hours of 8:00 am - 8:30 am, they are assessed by the Physician's Nurse and given same day appointments or scheduled later in week when appropriate). With this same day appointment, 7% of the patients still no-show for that same day appointment. In retrospect, the number of walk-ins have decreased by approximately 450 per year, which is a definite plus.

CHALLENGES: High patient no-show rate (23% est.). When patients no-show for an appointment, this time is not utilized effectively.

1996 No-Shows = 4,028 average 15/day.
1996 Walk-Ins = 4,937 average 19/day.

If the no-show patients would call the day before or in the early a.m. to cancel their appointments and the walk-ins would call in a.m. for an appointment we could possibly accommodate 15 walk-ins, leaving only four (4) walk-ins who would have to sit and wait to be seen by a physician. Cooperation, Courtesy, and Awareness are the key!

Interventions: Called patients with half hour or greater appointments the day before. RESULTS: a) disconnected or non-current phone numbers, b) no answer during clinic hours, c) time consuming and not cost effective, d) no improvement in no-show rate even when patient was contacted. Attached message to appointment cards requesting 24 hour notice if unable to keep appointment. RESULTS: a) Expensive printing costs, b) no improvement in no-show rate, c) actually angered some patients.

Sports physical appointments were difficult to obtain. Medical Staff and physical therapy donated their time and held appointments after hours (one (1) evening to provide WIAA physicals in August). RESULTS: a) 34% of the young athletes no-showed for their physicals, b) parents angered when son/daughter could not start their selected sport because daily schedules were filled a month in advance and accessibility for rescheduling those who no-showed was impossible.

EDUCATION: The Medical Department accepts Medical Students and Resident M.D.'s for clinical rotations. This enables students to become familiar with the clinic and enables our physicians to get to know potential candidates for recruitment to the clinic.

This year we have had 11 medical students and two (2) resident M.D.'s for six to eight (6-8) week rotations. Also three (3) medical students from Shawano clinic for half-days several times. The Department continues in the preceptorship program out of NTC with two (2) nursing students doing a 56 hour rotation.

Again, we participated in the Student Youth Apprentice Program and the UM INED summer preceptor program out of Minnesota. These programs offer the opportunity for youths of the community to visualize career possibilities in the health care field.

MEDICAL RECORDS: To facilitate the clinic's expansion/renovation project, the Medical Records Department relocated to the basement making room for a much larger waiting room for Medical Services. With the addition of the sixth physician and the nurse provider to the Medical Services Department staff, Medical Records Department support staff and equipment needs were assessed. Additional dictation/transcription equipment has been purchased and installed, however, the increased workload has been absorbed by current staff. The Medical Services route slip was revised by eliminating the diagnostic code section and using larger type which makes it much easier to read. A hospital services charge slip has been generated to make reporting services performed at the hospital by MTC physicians and coding/billing for these services easier.

The Medical Records Committee is working on several issues including obtaining proper consent to treat a child when the parent is not present and consent to receive certain procedures.

DENTAL: The communities of Keshena and Neopit (combined population, approximately 3,000) have fluoridated water systems that are maintained as close as possible to the optimum level of 1.1 pm. Schools covered by the systems include Neopit, Tribal School, Neopit Intermediate School, Neopit Headstart Center, Keshena Primary School, Keshena Headstart Center, Menominee Jr/Sr High School. The clinic has received weekly Fluoride Analysis Reports from Tribal Utilities.

Portable equipment was set up to screen and place dental sealants. The 1st, 2nd and 6th graders were seen at three (3) schools - Keshena Primary, Neopit Intermediate and Tribal School. Notes were sent home to the parents indicating the results of the screening. A total of 299 sealants were placed and a total of 171 students were screened. Results this year demonstrated a 55% response overall compared to 35% last year.

The Dental Department continues the recall system with postcards indexed and sent to the patients when they are due for prophylaxis (cleaning). This recall system contributes to the demand for dental hygiene services.

Children 12 years old and under that have a "cavity free" check up are recognized by being inducted into the No Cavity Club. All No Cavity Club members are featured in the Tribal News each month. T-Shirts promoting the No Cavity Club were designed and purchased by the Dental Program.

Dental health care for Headstart was successful this year. Rose Pecore, the Dental Health Coordinator for the Headstart Program was instrumental in making the program run smoothly with timely visits, transportation, and organization. This year, there were about 202 students enrolled in Headstart, 194 children were examined and 101 were completed.

Dr. Ron Fink completed a 13 day visit in September. Over 80 children were treated this year for a total of 113 visits. Sixty-one (61) stainless steel crowns, 126 fillings, 12 pulp treatments, 5 extraction's, 16 exams, and 30 sealants were performed.

Tribal funds were not available for deferred services for FY 1996. The need for a variety of deferral services is increasing steadily; including pediatric, orthodontic, and prosthodontia services.

A new computerized scheduling system, Medial Manager, was added to the Dental Department reception area. Pressurized Air Supply was installed in the dental lab. A self-contained water system was installed on each dental chair and delivery unit. This allows more control of the quality of the water used in each dental operatory. A new dental chair was installed in one of the original dental operatories.

The Dental Department made arrangements with the Fox Valley Technical College to participate in the dental hygiene and dental assisting program as an affiliating office. Seventeen (17) students participated in the hygiene program. One (1) student participated in the dental assistant program.

PATIENT ENCOUNTERS	YEAR-WIDE SUMMARY	PREVIOUS YEAR
		1995
Dentist Visits	5,232	4,855
Hygienist Visits	1,490	1,454
Dentist: No-Show	808	798
Hygienist: No-Show	388	426

EMERGENCY MEDICAL SERVICE: In 1996, the Menominee Tribal Rescue Service has continued to provide quality emergency prehospital services to the people within the boundaries of the Menominee Indian Reservation/County.

Emergency Medical Technicians (EMTs) responded to a total of 890 medical assist calls. Five hundred-one (501) or approximately 56.5% of the total calls resulted in the patient or patients being transported to a medical facility. Three hundred eighty-nine (389) or approximately 45.% of the total calls were non-emergency in nature and did not require ambulance transport to a medical facility.

Less than one half of our total call volume is considered non-emergency. Although the percentages for total transports has increased, the volume of non-emergency calls is still high and presents us with problems.

Our service has two (2) EMTs on duty at all times. When EMS gets called out on a non-emergency run, the call can tie up either one or both EMTs. EMTs do not like being in that situation. Should a call for a true emergency come in at the same time the EMTs are caring for a non-emergency patient, the EMT is obligated to finish what they are doing before going on to the next call. If they are unable to finish then an ambulance from Shawano would need to be called. This could result in a serious delay of time and even life or death for the true emergency patient.

We have people who routinely call EMS for non-emergency type calls. These calls can be taken care of with their doctor during regular clinic hours or over the phone with an on-call doctor from the clinic.

Non-emergency calls are billed, but seldom do we recoup the cost of our EMS services on these calls. Public information on this problem needs to be addressed continually.

EMS Coordinator has taken part in the Shawano County Emergency Government's EMS Provider Committee. We discussed services, problem areas, training, and how we can all work together to improve the care we provide.

EMT, Jim Tobatto, worked very hard at upgrading our maps of the Reservation/County. He worked with the Tribe's Planning Department and we now have a full set of maps. The maps are broken down into the four (4) communities of Keshena, Neopit, South Branch, and Zoar. The lake area is also broken down into sections. It makes finding locations in the area much easier.

In May of this year our old ambulance and all the extrication equipment and tools were transferred to the Keshena Fire Department. The Keshena Fire Department and/or First Responders now handle all the extrication duties for EMS. They also assist EMTs with patient care when necessary.

The cooperation and efforts of the volunteers of the Menominee Fire Departments are greatly appreciated by the EMTs. This collaboration is a major step forward in improving the quality of care and service to our people.

National EMS Week was held in May and recognized nationally as a time when we can show our appreciation to our people who work in Emergency Care. We put a display in the Tribal Clinic. We had an EMS Week Picnic to show our appreciation to the EMTs in our service. The EMTs themselves voted for Joe Holl as EMT of the Year. The previous year was a year in which we had a shortage of staff and we needed to show our appreciation to those who worked in those long hard times.

As reported in last year's annual report, we had a severe manpower shortage. This year we can announce that we have added five (5) more EMTs to our roster with two (2) more awaiting National Registry testing and one (1) First Responder who is taking the EMT-Basic class. We are still proud to report that EMS has 28 people on our duty roster. This accomplishment does not stop the recruitment efforts. Recruitment is an on-going effort and a part of EMS. We are always looking for people interested in becoming EMTs. Each person is a valuable contribution to our service.

The EMS vehicles are in excellent condition. Downtime was minimal for the ambulance, but high for the truck.

The ambulance's total mileage for the year was 18,184.7 miles. The cost to run and maintain the ambulance was \$3,319.67 or approximately 18 cents per mile.

The EMS truck's total mileage for the year was 12,430.1 miles. The cost to run and maintain the truck was \$1,871.97 or approximately 15 cents per mile.

On-call pay rates changed in August. The Weekday and Weekend payrate of \$4.05 and \$5.05 per hour was changed to \$5.25 per hour when responding from your home.

LABORATORY:

	1991	1992	1993	1994	1995	1996 (Est.)
Patient Encntrs	7,400	7,489	8,767	8,371	9,998	10,428
Tests Perform	13,234	13,140	13,608	13,371	16,593	16,894
Tests Dispatc	2,786	2,856	3,654	3,699	4,128	4,092
Drug Screen Spec.	N/A	733	761	412	479	577

If the 1996 estimates hold true, the number of laboratory patient encounters will continue in the upward trend and show an approximately 4% increase over 1995 levels. The number of tests performed in-house on those patients will

show approximately a 2% increase over last years levels. Tests referred to outside laboratories appears to be slightly behind last years pace. Urine drug screen specimens obtained will show an estimated 20% increase over 1995 totals.

Only slight increases are anticipated in 1996 over 1995 levels, with the exception of drug screen clients. The Menominee Gaming employees have begun using the clinic laboratory as their collection site as of October. I anticipate a dramatic increase in these clients in 1997.

The laboratory had a major equipment purchase in 1996. In late July, the Ciba-Corning Chemistry Analyzer was replaced with a Bio-Chem ATAC 8000 Chemistry System. Total purchase price with a five (5) year maintenance agreement was approximately \$95,000. The system includes a laboratory information computer system, which will be an asset for the department.

The laboratory was again inspected in 1996 for compliance with CLIA. The inspection was slightly ahead of the two year cycle required by CLIA. This was due to a change in the inspecting agency. This cycle the inspection was performed by JCAHO instead of the Wisconsin Division of Health. This change was necessary to maintain our accreditation with JCAHO. The inspection was performed late September, with no deficiencies found, but several recommendations were expressed for improving care. We are still awaiting our written report from JCAHO.

RADIOLOGY: There were a total of 2,150 patient encounters in the Radiology Department. Total films used were 5,399. There were 286 EKG's, 23 Spirometry and 131 casts fitted for the year.

PHARMACY: The prescription volume has increased in part due to the addition of a nurse practitioner in October. An additional pharmacy aide was hired to help with the increasing workload.

The Pharmacy continued to fill record numbers of prescriptions in 1996. This year, we will dispense approximately 67,840 prescriptions. This compares to 58,831 prescriptions in 1995. The busiest month was October when we filled 6,233 prescriptions. The busiest day was January 16, 1996 when we filled 385 prescriptions. For 1997, I estimate we will dispense 75,800 prescriptions.

Prescription volume has increased dramatically and a significant amount of money has had to be added to our drug supply line item.

YEAR	AVG # Rx FILLED/DAY	TOTAL Rx FILLED/YEAR
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	238	58,831
1996	274 est.	67,840 est.

	TOTAL \$ SPENT	# Rx FILLED/YR	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	\$399,625	58,831	\$6.79
1996	\$498,600 est	67,840 est	\$7.34

OPTICAL: One of our major goals is to increase departmental efficiency. This includes increasing the number of eye exams seen daily with the help of our assistants. Several factors need to be in place to do this. Doctors must be willing to delegate more testing and responsibility to the assistants and technicians. Trained assistants must be available on a daily basis to promote this efficiency as they are necessary members of the eye care team.

Several problems occurred this year trying to meet increased efficiencies. The biggest obstacle was staff turnover. We lost a trained technician that had been with us for years. A trained technician could not be found as a shortage exists in the marketplace.

Currently we have two (2) technician/assistants that are in the training process. I expect to have the bulk of training completed by February, 1997.

On the positive side, more doctor days were available in 1996 than ever before. We currently are budgeted for four and half days per week minus doctor vacations. This provides greater departmental access than in the past for eye care services.

Technician patient contacts are face to face patient encounters for pre-testing, eye glass adjustment, etc.

A total of 1,438 patients were seen for exams, along 5,912 technician patient contacts. There were 156 referrals made and 575 children who were screened.

MENTAL HEALTH SERVICES: The Mental Health Services, formally named Human Resource Center, continues to offer 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. Individuals requesting services are seen individually, as a couple, family, or group depending on the presenting problem or issue. Typically, Mental Health Services deal with such issues as depression, anxiety, grief, sexual abuse, children and adolescent issues, addictions, marital or couple problems, anger, family concerns, elder and aging issues, just to name a few.

Mental Health Services continues to be a Certified Out-Patient Mental Health Program with certification being provided by the State of Wisconsin. The staffing pattern of Mental Health Services consists of four 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 for providing Mental Health Services. One of the staff is certified in the Alcohol and Other Drug area. All providers are certified for third party billing purposes.

Over the year there has been an increase by 20% in the area of direct services. Total client contact went from 1,966 in 1995 to 2,481 in 1996. The no-show rate in 1995 was 22% and decreased in 1996 to 18%. This no-show rate figure is obviously not acceptable although the decrease is slightly encouraging.

Mental Health Services continues to work well with existing community agencies, tribal organizations, and other agencies in the immediate geographical area. Overall, this has been a good year as a department with the increase of direct services, staff retention, decrease of the rate of no-shows, and educational services offered to agencies and groups in the community.

COMMUNITY HEALTH NURSING SERVICES (CHNS): The CHNS consists of four (4) Community Health Nurses. Mary Anderson, RN, is the director and basically remains at the clinic. The other three (3) nurses; Faye Dodge, RN, Irene Waubanasum, RN, and Cathy Robinson, RN spend most of their time out in the community. Faye Dodge, RN,

also provides school nursing to the Tribal School and is the Diabetic Program Coordinator. Cathy Robinson, RN, is the AIDS Program Coordinator for the Reservation.

The CHNS department, along with Medical Services and the WIC Department have met the Indian Health Service objective of having 99% of the children immunized before their second birthday. We also provide 900 doses of influenza vaccine, an increase of 200 doses from last year.

We provide approximately four (4) hours of nursing service to the Tribal School in Neopit and work closely with the MISD providing education classes, immunization clinics and consulting. We also provide nursing services to the Tribal Day Care and the Headstarts through immunization clinics and as consultants.

We provide skilled nursing visits in the home on a 24 hour basis that includes such services as I.V. therapy. We also provide routine visits to the chronically ill and hospice type services to the terminally ill. Home nursing tends to be a very busy service.

We again provide public health services on a contract basis with Menominee County.

HealthCheck continues to be a busy area for about seven (7) months out of the year providing health screenings for young children and young adults to the age of 21. We do sports physicals, boarding school physicals as well as routine physicals.

ANNUAL STATISTICS:

D.M. CLINIC:		COMMUNITY HEALTH:	
# PATIENTS SEEN	289	HOME VISITS	3,159
NO-SHOWS	94	BLOOD PRESSURES	2,473
AUDIOLOGY:		MATERNAL CHILD HEALTH	1,530
# PATIENTS SEEN	322	IMMUNIZATIONS	1,131
NO-SHOWS	119	PPD'S	333
SCHOOL SCREENINGS	725	PATIENT TRANSPORTS	817
HEALTHCHECK:		FLU SHOTS	900
# PATIENTS SEEN	440		
NO-SHOWS	161		

AIDS TASK FORCE & AIDS ADVISORY BOARD - The AIDS Task Force is a tribal effort to provide comprehensive HIV/AIDS related services to the residents of Menominee Reservation/County. The focus is to prevent the spread of HIV infection through education.

The AIDS Advisory Board is a policy making board made up of clinic staff. Both committees meet quarterly, and both meetings are highly under-attended.

In the past ten (10) months; education, HIV testing and free condoms continue to be available through the clinic. Educational films addressing HIV related issues are being shown in the patient waiting area. Several informative articles re: HIV/AIDS education and awareness have been submitted and printed in the Tribal News. Community presentations have been made at the high school, CBRF, College and at an Adolescent Girl's Conference. Occasionally presentations are made off the reservation. Tables featuring HIV/AIDS educational and prevention materials and free condoms are at community events and the annual pow-wow.

Cathy Robinson, AIDS Coordinator, worked with Center Project to organize reservation participants in the annual WI AIDS Walk and was able to secure a generous contribution for the walk from our tribal legislature.

The goals for the upcoming year are to organize a walk for World AIDS day and to organize and catalogue our educational resources.

MENOMINEE COUNTY PUBLIC HEALTH - Thirty-five (35) cases of Chlamydia were reported and received follow-up. This compares to 31 cases last year. One (1) case of Gonorrhea was reported compared to one (1) case also in 1995. Five (5) cases of Herpes were reported compared to seven (7) cases last year.

Two (2) cases of Campylobacter were reported compared to three (3) cases last year. One (1) case of giardia was reported with no cases last year. No cases of salmonella or shigella were reported with three (3) cases of each reported last year. These are all gastrointestinal bacteria causing severe diarrhea as well as other symptoms.

Two (2) cases of Hepatitis were reported with no previous cases reported. One (1) case of tuberculosis was reported. This was not an infectious case.

Twenty-six (26) people from the Human Service AODA Program received Tuberculin tests with one (1) person being positive and receiving treatment.

Influenza vaccine was available for all county residents with approximately 900 people receiving vaccine. This is an increase of 200 over last year.

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

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

RURAL INFANT HEALTH PROGRAM - One of the goals of RIHP was to see every infant born to moms residing on the Reservation/County. We reached 71% or 61 infants. RIHP received \$1,700 to purchase infant items given at the first home visit. Some items given are blankets, tee shirts, sleepers, booties, bath items, bottles, brushes, and baby travel packs.

RIHP assists with the in-home immunizations for those infants and toddlers that fall behind in their immunizations. Also assist with transportation for infants to medical appointments and to WIC.

NUTRITION: As the clinic strives to implement a preventive approach to health care, the nutrition department continues to become a vital aspect for this vision. The major focuses of the nutrition department within the community are diabetes and obesity. The diabetic luncheon continues to be a positive tool for bringing nutritional information to the community, drawing 14-20 individuals each month. A preliminary weight management group was brought together last spring initially drawing 26 members. Those that completed the program thought that it was a great way to gain both internal and external support, and wanted to see another program started for next year. The nutrition department has met with Shawano Medical Center, and we are combining resources to develop a more structured weight management support group that will be starting in January, 1997.

The overall health and eating habits of the community are continuously being addressed during monthly meetings with the cooks from all of the tribal agencies that serve meals to the community. Some of the issues that are focused on include: Low-fat, Low sodium and low sugar cooking methods; food sanitation and food safety; standardized recipes and purchasing procedures. As we look to the future, the quality of the meals from these agencies will have a direct correlation to the health of the individuals that are being served.

The nutrition department has started to provide nutrition information to the general community, in the form of nutrition newsletters, newspaper articles, diabetic outreach efforts, and speaking engagements in the schools and other community programs.

ANNUAL STATS:

INDIVIDUAL CLIENT VISITS	148
DIABETICS	73
OBESITY	63
AGENCY CONTACTS	255

W.I.C.: The Women, Infants, and Children (WIC) Program has been provided nutritional and prenatal counseling to the Menominee Nation for several years, and has continued to increase the number of individuals it has served. FY 96 was no exception, as the department has positioned itself to receive another caseload increase in the upcoming year, which will mean an increase in funding. The WIC department has increased its accessibility over the past year by extending the pickup day hours to 6:30 PM in an effort to accommodate working parents. Teenage parents are

usually at nutritional risk, so they are targeted in the high school by the WIC Program. Each month we go to the high school and provide nutrition education to these individuals. We also bring their WIC drafts directly to the classroom, so they will always have their drafts for that particular month.

In the past year the state WIC Program has initiated a quality assurance objective, to not only provide quality services to the participants, but to also provide quality management and modeling for employees and directors. The WIC Nutrition Management Institute provided a workshop this past year to enhance the managerial skills of project directors. The State WIC conference also spent time focusing on this objective.

ANNUAL STATS:

CASELOAD FY 1996	500
PROJECTED CASELOAD FY 1997	525
EDUCATIONAL CONTACTS	1,042

MENOMINEE HEALTHY HEART PROGRAM, HEALTH EDUCATION, AND WELLNESS: Results from the cardiovascular survey provide a comprehensive picture of the cardiovascular health profile of the Menominee. 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 cardiovascular disease. The data is now published and is available to anyone who wants to see it or use it is welcome to it.

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

COMMUNITY PROGRAMS:

- Heart of Menominee Poker Walk/Run;
- Strongest Menominee Men & Women Weight Lifting Contest;
- Youth Bike Rodeo in Keshena & Neopit (promotes helmet use and safety skills);
- Neopit Youth Hockey Rollerblade Programs.

WORKSITE PROGRAMS:

- Casino Occupational Health & Wellness;
- Summer Wellness talks on back injury prevention, stress management, carpal tunnel syndrome, & smoking cessation.
- Employee Health & Fitness Screening at Tribal Offices, Menominee High school, Maehnowesekiyah, & other worksites.

SCHOOL PROGRAMS:

- Neopit Intermediate 6th grade weekly Wellness Classes.
- Lifetime wellness curriculum topics include safety, nutrition, fitness, anger & stress management, tobacco abuse, gangs, prejudice, humor, goals, self esteem, communication with parents & teachers, first aid, sex education, and drugs.

TRIBAL CLINIC:

Smoking Cessation	442 clients
Cardiovascular Risk Screening	192 clients

ADOLESCENT PARENT SELF-SUFFICIENCY PROGRAM: The Adolescent Parent Self-Sufficiency Program provides services to assist adolescent parents, both male and female age 13-19 in their role as a teen parent. These services include presentations, classes, and workshops in the areas of parenting, prenatal care, life skills, job seeking skills, and preventing repeated pregnancies. Self awareness, empathy, and nurturing are emphasized in the parenting

classes and prenatal workshops. Home visits provide individual help with life skills, job seeking skills, and prevention of repeated pregnancies. A Case Management Plan will be maintained to concentrate on 10 high risk adolescent parents.

The 1995/96 Program year provided Prenatal Workshops to ten (10) teens. A Summer workshop on Parenting Toddlers was held, with seven (7) teen parents attending. Transportation was provided for doctor visits for prenatal and for newborn care, WIC appointments and transportation for other necessary appointments.

ADOLESCENT PREGNANCY PREVENTION: The Adolescent Pregnancy Prevention/Choices Program is an education based program set up to provide services to all adolescents residing on the reservation between the ages of 10-19. The goal of the program is to increase decision making and communication skills, promote High School graduation and by preventing pregnancy, make it easier for them to pursue a post High School education.

Services which are provided include frequent presentations (topics include STDs, AIDS, self-esteem, career goals, etc) to students at the area schools, a monthly presentation for parents and community members (covering many of the same topics) a monthly Teen Newsletter distributed to all students at the Jr/Sr High, and the Teen Clinic (open three (3) days a week at the Jr/Sr High) which provides the opportunity for teens to get pregnancy tests, contraceptive supplies, and information on AIDS, STDs and other health concerns.

The Adolescent Pregnancy Prevention Director assisted the Jr/Senior High by teaching the Sexuality portion (18 lessons) of their health curriculum to the Jr High students. The Adolescent Health department planned and hosted the 2nd Annual Girls Inter-Tribal Workshop at the Menominee Nation Hotel. We had a total of 87 girls attending with a representation of seven (7) of the 11 Wisconsin Indian Tribes.

WOMENS PERSONAL HEALTH: Perinatal Services
Actual Number Served: 115 Pregnant Women
29 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. Transportation is provided to clients as needed for scheduled medical appointments and WIC appointments.

The RN is trained to do pre and post test HIV counseling. All pregnant women are asked to have an 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.

The Women's Personal Health Nurse teaches at the SAPAR program at the high school. Child care, Wellness, and general health concerns are discussed at these sessions.

A home visit is made to all high-risk infants and their mothers. The Rural Infant Health Program makes a home visit to all post-partum 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 post-partum 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 of all pregnant women using the Tribal Clinic.

REPRODUCTIVE - ACTUAL NUMBER SERVED:

Reproductive Health	104
STD DX/TX	12
Contraceptive Services	644
Pregnancy Tests	385

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.

A risk assessment and health history form is filled out by all clients receiving services through the reproductive health project. All clients are informed of the services offered by the project. Insurance and MA eligibility is reviewed and referrals as necessary are made.

Contraceptive supplies are stocked at all times through this program. Supplies are ordered through Planned Parenthood and are billed to MA or the insurance if applicable. The Women's Personal Health RN staffs the Teen Clinic at the High School two (2) days a week.

1996 WISCONSIN WOMEN'S CANCER CONTROL PROGRAM - This year has been successful, 38 women qualified for the WWCCP with three (3) abnormal mammograms and four (4) abnormal paps. Three (3) community inservices were held at the elderly meal sites in Keshena and Neopit. One of the best resources is the Contract Health Services department in the clinic. The department contacts WPH immediately if a woman comes through without any insurance and unable to afford services. These women are seen right away and get put into the system.

CONTRACT HEALTH SERVICES: There are two (2) major components of the IHS health care delivery system, 1) Direct Care, which are services provided at Tribal Health facilities, and 2) Contract Health Services (CHS), services provided by non-IHS health care providers. Contract Health Services is neither an entitlement program nor an insurance plan. CHS funds are used to complement and supplement other health care resources available to eligible persons. These funds are utilized when the direct care facility is unable provide the required emergency/specialty care. Services are procured in accordance with appropriate medical/ dental priorities determined on the basis of relative medical need and availability of funds.

To be eligible for CHS, an individual must meet the necessary requirements for eligibility according to the CHS manual and the requirements of 42 CFR 36.23. The eligible individual must adhere to CHS policies/guidelines which are:

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

CHS is a payor of last resort as defined under 42 CFR 36.61. CHS funds will only be used when there is no other resources available for an eligible person. The Medical Benefit Specialist within the CHS department is primarily responsible for screening/ referring CHS clients for possible available resources. Follow-up of these referrals along with an offer of assistance is provided, which is essential so that CHS will remain as the payor of last resort.

HEALTH START

29 Referred
13 Approved

AFDC

20 Referred
10 Approved

GENERAL ASSISTANCE

42 Referred
22 Approved

In October, 1996 CHS performed a study of the number of persons served. All files included in this study have utilized CHS within the last two (2) years.

	Have Ins.	No Ins.	Two Ins.	Medicare	Medical Assist.
Enrolled 1,969	1,076	597	50	144	171

1st Desc 350	143	147	4	15	38
2nd Desc 97	51	39	0	2	8
Other NA 109	64	34	3	5	3
2,525	1,334	817	57	166	220

A total of 111 Contract Health new applications were approved this year.

A catastrophic case is defined as any case where the cost that is expected to be incurred by CHS is expected to exceed the "CHEF (Catastrophic Health Emergency Fund) Threshold." The threshold for FY 1996 is \$17,700. During FY 1996, CHS had nine (9) cases that exceeded the CHEF threshold. The amount of these cases combined was \$261,111.

These CHEF cases were reported to IHS where case management was performed by Blue Cross/Blue Shield. The cost of these CHEF cases were submitted to IHS for possible reimbursement. We will be expected to pay the first \$17,700 for each case, and depending on the availability of funds, IHS may reimburse cost after this amount. The highest cost case \$70,845 was referred by the Medical Benefit Specialist to Social Security Disability (SSI), eligibility is pending as of today.

Contract Health has experienced a 54% increase over FY 1995 spending. We are currently obligating at a rate of \$85,252 per month (CHS Needs dated 10/7/96). There has been an increase in each category of CHS expenditures comparing FY 1995 to FY 1996 figures.

	1995	1996
Prescriptions	\$ 36,736	\$ 87,144
Inpatient Hospital	\$193,903	\$383,295
Emergency Room	\$ 53,247	\$ 98,058
Outpatient Hospital	\$ 80,684	\$148,445
Outpatient Doctor	\$143,788	\$170,377
Miscellaneous	\$155,122	\$135,708
TOTAL CHS EXPEND.	\$663,480	\$1,023,024

Contract Health Services has been operating on an Medical Priority system because of limited CHS funds. All CHS referrals are prioritized by the attending provider according to the CHS priority listing from the CHS Manual. We are currently operating on a Priority I (Emergency/Acutely Urgent Care Service), and Priority II (Acute Primary & Preventive Care Service). These priorities are approved on the referring date.

Priority III (Chronic Primary & Secondary Care Services) and Priority IV (Chronic Tertiary Care Services) are considered Deferred Care and are placed on a waiting list for when funds are available. CHS has not been able to fund Deferred Care Services for the past year. We currently have 100 referrals in the amount of \$219,914 on the waiting list.

Sixty-six (66) denials of CHS were issued this year. Twenty-three (23) of these denials were issued because of no 72 hour notice after emergency treatment. Denials of payment are issued as a last resort with all necessary documentation of education. A consistent effort has been made by CHS to provide this education to all persons when applications are made to CHS.

PATIENT REGISTRATION - In May, 1996 with the clinic renovation, the CHS office moved from the Administrative Wing of the clinic to a more central/easily accessible location for our patients. The CHS office is now located next to the Patient Registration office.

Patient Registration activities had formerly been the responsibility of the Medical Records Department. Contract Health assumed these new duties when we moved into that area. CHS staff has been cross trained in Patient Registration duties with actual training performed by the Billing Coordinator in July, 1996. During this time of transition, the Patient Registration clerk went on maternity leave. A temporary clerk was hired/trained. With the additional duties of patient registration required by different departments, the temporary clerk will be added as a permanent staff member in January, 1997. This second position within the patient registration department will enable quality patient interviews to be performed each time a person enters the clinic.

The Hill-Burton Program has been greatly affected by Patient Registration. In June, Patient Registration began an effort to screen all persons registering for Hill-Burton eligibility. Persons were given Hill-Burton applications to take to their respective appointments to fill out during their wait and to hand in to the receptionist. This caused a great burden on the billing clerk who processed applications. This clerk was spending half her time on the Hill-Burton process. In an agreement with Billing, Contract Health will assume processing of the Hill-Burton applications. This duty was assigned to the Medical Benefit Specialist. We are currently waiting for computer access to the Medical Manager system to take over this activity.

BILLING DEPARTMENT: The Medical Manager software was upgraded to Version 8.10 by consultant Jeff Boettcher in November, 1995. The Dental department was connected to the Medical Manager for Appointment scheduling. New Fee Schedule in effect February, 1996. Rate Review was approved at 5% increase. E/Mail installed and running for all Medical Manager users which is vital in communication between departments. Daily EMC transmission schedule in use with custom report to monitor dates.

PROJECT ACCOUNTANT: The primary duties of this position is to monitor and develop a productive third party reimbursement system, collection of accounts receivable, Hill-Burton retirement, and providing encounter data for FQHC reporting.

The first project to be undertaken was the establishment of an effective collection management system. This task began with reading the computer manual and learning the software. The next step was to organize the accounts receivable and determine delinquent accounts. Once accounts were identified they were added into the system to begin the collection process. The first letters went out in late April on all identified delinquent accounts. The goal of the collection management system is to create patient response throughout the billing cycle. It is an on-going process to review accounts for delinquency. An account is considered delinquent once it reaches 61 days past due. In order for the collection efforts to be successful, a financial policy was written to be used by all billable departments within the clinic. Only through effective teamwork will the process be successful. Plans are currently underway for an early 1997 implementation of both policies. As of September 30, 1996 over \$16,000 has been collected on delinquent patient accounts.

In order to ensure successful collections of third party dollars, regular monitoring of claims is conducted on both billed and unbilled claims. Request for reviews for payments is done at least quarterly on all outstanding claims on insurance companies.

Another project that a substantial amount of time was devoted to was the Hill-Burton Program. In 1976 the Tribe received funds to help build the clinic and in return agreed to provide free or reduced care to non-Indian beneficiaries in the amount of \$420,000. In the early clinic years there was no action to get in compliance with the program. As a result of a yearly inflation factor, the \$420,000 has grown to a deficit of over 1 million dollars.

Follow-up was completed on the 1995 program audit, services provided in 1995 was \$203,959. The outstanding deficit as of 12/31/95 is \$1,311,905. One of the primary goals regarding Hill-Burton was to look at ways through the efforts of numerous individuals working together. First, a clearer understanding of the program was gained. This helped to educate the billing staff to what charges were eligible for write off. Secondly, the clinic administrator actively and successfully sought a specific income guideline for Indian

patients that would allow more to become eligible which would greatly increase captured charges. Lastly, patient registration had all patients who had not previously completed an application complete one as part of the registration process. As a result of these efforts, the Hill-Burton services provided through 8/30/96 was \$396,892. The 1996

adjusted compliance level is \$442,903, we are just \$46,011 from meeting our 1996 goal which will be the first year that we will meet it, and more than likely surpass it.

COLLEGE OF THE MENOMINEE NATION

S. Verna Fowler, Ph.D, President

The College of the Menominee Nation has been in existence four (4) years. During that period, we have experienced successes, problems, established some successful programs, and have completed some planning for the future. Since space is limited, I will very succinctly address our five "P's"---Pride, Programs, People, Problems, and Plans.

Our students are the **Pride** of this institution. Since its inception 10 people have received Associate Degrees, 10 have progressed into either the Electrical or Carpentry Apprenticeship program 13 have received Certificates of Mastery, and 6 have received Certificates of Completion. Ten have transferred to a four year college, five of the six who have earned Completion Certificates have transferred to a state Technical College. Upon completion of their Apprenticeship program, the 10 apprentices will receive Journeyman status. Enrollment for the 1996 Fall Semester was 253. Graduation is scheduled for May 17, 1996. Again, nearly 40 people will receive an Associate Degree or Certificate.

We have several major accomplishments as a Tribal College which are also a source of pride. Our computer technology is second to none. As you know, we trained Frontier personnel as well as those from 21st Century Genetics in the area of computer technology. We offer companies and agencies specialized first rate training programs for their employees in areas of service, cooperation, conflict resolution, and proposal writing to name just a few. Along with the nation's other 28 Tribal Colleges, we are a Land Grant Institution which took an Act of Congress to obtain. In addition President Clinton recently signed an Executive Order for Tribal Colleges. Both the Land Grant and Executive Order will, down the road, mean additional dollars for us as we compete in the grant securing process. We are cooperating with the UW-Madison, one of the most renowned research institutions in the country, in a major research project. We have Candidacy for Accreditation status and are now offering student Title VI Financial Aid (Pell) grants as well as being permitted to offer Veteran's Benefits. You can be very proud of this very young college.

In terms of **Programs**, the College offers associate degrees in a number of academic and technical areas. Throughout our programs we have worked to build ladders to enable students to plan and realize their goals. For example, in our Microcomputer Specialist Program, a student can attend only one year and receive a Mastery Certificate, if the student wishes to continue, s/he can with another year of full-time coursework earn an Associate Degree. Following that the student is able to move into a full-time well-paying job or transfer to a four year institution to obtain a Bachelors Degree.

With UW Stevens Point, we offer a 2 + 2 program in Forestry and Natural Resources. In a 2 + 2 program a student who successfully completes our prescribed two year program is automatically accepted by the cooperating institution with Junior status and, if attending full-time, can generally receive a Baccalaureate degree within 2 years. Similar 2 + 2 programs are offered in conjunction with UW-Green Bay in Social Work, Early Childhood, and Business. Students also may complete their General Education (basic college Freshman and Sophomore) courses prior to transferring to a four year institution.

In the technical area we offer the Microcomputer Specialist Program, an Administrative Assistant Program, Carpentry and Electrical Apprenticeship, Natural Resources Technician, and a 1 + 1 program in Police Science and Security Services in conjunction with Fox Valley Technical College of Appleton.

Who are the **People** that serve the students? The College has a total of 44 employees of which 18 are part time and 26 are full-time. Some employees are members of other tribes, some non-Indian and several are Menominee. The personnel breakdown is as follows: Non-Indian (24): 12 full-time, 12 part-time; Other Indian (4): 3 full-time, 1 part-time; Menominee (16) 11 full-time, 5 part-time. To teach Academic courses at the college, according to North Central Association (our accrediting agency), a teacher must possess a Masters Degree in their subject area or a Bachelors Degree plus 18 graduate credits in their subject area. In the Technical programs, a teacher must possess either a Bachelors Degree or extensive on-the-job experience in their subject area.

Our **Problems**, we prefer to consider them challenges, can be reduced to one---meeting the needs of our students. We serve primarily the non-traditional student, those who are older, have a family, work full-time, many are women, who are head of the household and who have dreamed of going to college but never thought the dream was a possibility. In addition, we get those students who have gone off to other colleges and have dropped out due to lonesomeness, inability to do the work, lack of money, etc. We also get younger students whose previous educational institutions have failed them. We have had students with reading and math skills at low as the third grade. Once we get these students individualized tutoring, they find that they have tremendous abilities and potential. These students need refresher courses to up-grade their academic skills, in addition, they need daycare, transportation, scholarship funding, individual tutoring, confidence and self-esteem building, and counseling. We lack many of these services because of finances. These types of programs are very costly to operate.

What does the future hold for the College and its students? We have developed a five year **Plan** which we try to update on an annual basis. We need more space, computers, and support staff. We need to offer more programs to students, such as, Counseling, Pre-law and Paralegal, AODA Certification, and other building trades apprenticeship programs. We are about to sign an agreement with Bellin School of Nursing for a Nursing Program. We will shortly be expanding our Early Childhood program to include preparation of K - 6 teachers. Once that's completed, we need to expand it to Middle and High School Teacher Education. We are continually evaluating for North Central Association and our accreditation process. In addition we anticipate opening a library within the next year. We are working to meet primarily the academic needs of our students, but we must also begin to meet their social needs. We have this year a strong Student Government organization which is busily making plans for various activities.

In closing, we have accomplished much but there is much more to do. Our greatest need is financial because of the tremendous cost of various programs which our students need. For every dollar the Tribal Legislature allocated to us last year, we generated another six through grants, contracts and college revenue. This goes to show that investing the College of the Menominee Nation students and programs is an excellent investment.

Any nation, in order to develop economically needs three resources: the raw material, the money, and skilled workers. In the area of raw materials, we Menominee have our forest and sawmill, we presently have gaming dollars to dedicate to economic development. We still must invest in our most important resource, the people, to give them the reading, thinking, writing, mathematical, scientific, and computer skills which will help us as we cross the President Clinton's bridge to the 21st century.

The college employees and students are tremendously grateful to the Menominee people for signing our petition for the College Charter. This entire situation, in essence was a godsend, because it has made us stronger and smarter, thereby ensuring that the College of the Menominee Nation will be here for your children's children.

Menominee Gaming & Hospitality Institute

The Menominee Gaming and Hospitality Institute has worked to develop the Hospitality and Business degree programs, develop a certificate program in entrepreneurship, work with the MITW Economic Development to develop opportunities for local entrepreneurs and deliver workshops and training programs to develop business skills. Staffing changes had an impact on the accomplishment of some of the goals, although progress has been made in all areas. Significant gains have been made in the area of business education and this area is expected to grow and improve.

The Institute was staffed full-time from October 1, 1995 - November 25, 1995 by the Institute Director. On November 25, 1995, the Institute Director's position was changed to one-quarter time Institute work. The Institute Director's position continued on as a one-quarter time position until the end of the grant period. In January, 1996, a Business and Hospitality Program Director was hired to teach and develop the degree programs in Business and Hospitality. The Program Director resigned in August of 1996.

GOAL 1: To develop 2+2 relationships with UW - Stout and UW - Green Bay.

The A.S. in Business Administration 2+2 with UW Green Bay is fully operational. The Business and Hospitality Program Director was hired in January of 1996 and began teaching courses, advising students and developing curriculum. For the business program, there were 9 students enrolled in fall of 1995, 6 enrolled in spring of 1996, and 47 enrolled in fall of 1996. The Business 2+2 has grown much faster than anticipated within one year's time of the Business Administration Degree being offered, the program has grown to the one of the largest majors in the College.

The first Business Administration majors to graduate will do so in spring of 1997, one and one-half years after the degree program was first offered.

Meetings were held at UW Stout to initiate the 2+2 articulation agreement in Hospitality and program requirements were presented and agreed to by the Hospitality Program Director at Stout. The next step of the process required development of a curriculum package to be presented to the UW Stout faculty council for review and approval. Stout's Hospitality Program Director anticipated that the curriculum would be approved with little difficulty. However, with the change in staffing that took place in November 1995, the Institute Director, working one-quarter time, did not have the time to develop the curriculum package to present to UW Stout. When this program is developed, it should take about one semester to get 2+2 articulation agreement approved.

GOAL 2: To establish curriculum for basic business courses, computer, and entrepreneurial skills leading to direct employment or transfer to a baccalaureate program.

The Institute Director and Program Director worked together to develop program requirements, sequencing paths, curriculum, program brochures, advising forms, and degree requirements sheets for both degree programs. The Business Administration and Hospitality degree programs were the first CMN degree programs to institute program advisory boards. A model Advisory Board Manual was developed for CMN Advisory Boards and approved the CMN Board of Directors. Industry executives and Wisconsin tribal representatives met in April to separately review the Business Administration and Hospitality program requirements, curriculum and other program materials. Committee members were excited about developing the College-industry relationship and gave their approval for the materials presented to them. They were heightened interest in offering the Hospitality program at other sites across the state. The work on the Hospitality program has not been completed due to the Institute Director's having a one-quarter time position.

GOAL 3: To work with MITW Economic Development to provide skills training to help achieve tribal business founding growth and development.

The Dean of Outreach and Development served on the Economic Development Department's committee to select incubator projects and worked closely with them to provide financial and statistical services as needed. No training was implemented specifically for clients of Economic Development, however, the public training programs were open to the public. The training needs identified for entrepreneurship will be addressed through credit and non-credit courses on entrepreneurship offered during spring of 1997.

Meetings were also held with Lew Boyd and planners from other Tribes to strategize on responding to publicity of the costs of gaming to residents of Wisconsin. At the request of Lew Boyd, the Institute drafted a response to the Wisconsin Policy Research Institute's report, "The Economic Impact of Native American Gaming in Wisconsin."

GOAL 4: To develop workshops and curriculum for outreach services.

Workshops were developed and presented for the public, Tribal operations and business organizations. A calendar for public workshops was originally developed for November/December, and postponed to December/January due to the Institute Director's work for the CMN articulation visitations. The monthly calendar was mailed to Tribal employees, regional Tribal casinos, Tribal health care organizations in a five-state area and area businesses. In total, 17 workshops were presented, including: *The Spirit of Service* (4 sessions), *Personnel Interviewing and Selection* (3 sessions), *Advanced Microsoft Word* (1 session), *Grant Writing* (1 session); *Surf the Net* (2 sessions), *HTML: Create Your Own Home Page* (1 session), *Equal Employment Opportunity for Supervisors* (3 sessions), and *Quality Customer Service* (2 sessions). Through negotiations with Mary Beth Pecore, Tribal Training and Development Specialist, special rates and payment arrangements were offered to Tribal employees for all Institute training programs.

In addition to the delivery of workshops, the Institute Director delivered presentations on training to a visiting tribe and on parliamentary procedure to Legislative committee members at the request of Royal Warrington. The Institute also provided training and consulting services to Menominee Tribal Schools for the Youth-at-Risk Conference and the Director spoke at a breakout session on the Learn and Serve program. One public speaking engagement was completed for the Tri-County Cooperative.

The development of a full-scale institutionalized outreach program was not completed due to the change in staffing for the Institute Director's position to one-quarter time.

GOAL 5: To complete planning for a joint entrepreneurial center designed to meet both Tribal economic development and individual Tribal member entrepreneurial needs.

A grant was written for an entrepreneurial learning resources center with Internet access and submitted to First Nations Development Institute. The grant has not been funded to-date. Further efforts are underway to review and revise the original request to obtain funding through this source. In addition, the Business Program Director initiated a committee to set up an entrepreneurship training program. Current plans are to offer the entrepreneurship courses for credit or not for credit during the spring 1997. Dates have been selected. The promotion needs to be developed. The entrepreneurship program will be partially supported by scholarships from the Johnson funding.

Additional Activities: Additional activities undertaken by Institute personnel include:

- Service on the Pineries to the Present Heritage Tourism Board to promote Menominee and Shawano Counties. Activities include development of a Hospitality Resource Manual for local businesses and the development and delivery of a mini-workshop on hospitality.
- Service to the Wolf Watershed Educational Project through the provision of meeting facilities and refreshments for their weekend activist's conference on Crandon mining.

STATISTICS: Data reported in the narrative section of this report are self-explanatory.

LIBRARY

The goal for the College Library has been to establish a library where there was none on-site before. To achieve this goal, I, Maria Escalante, was hired on a part-time basis in February of 1996. I began by visiting other libraries and finding out what worked for them, what companies were reputable, and people to contact to set up services for interlibrary loan and cataloging items. Over the summer I compared a number of companies to find the best price for service, worked out a number of orders with different companies, and established a room for the library. Once the room was found, I cleared out old materials and set up an office space. I spent money buying books, periodicals, cd-roms, and videos geared toward the subjects taught at the College. With the new budget, I will be buying computers and bookshelves so that by January, the library will be open for use.

Sustainable Development Institute

The Sustainable Development Institute was established in 1993 to respond to needs and opportunities emerging locally, regionally, nationally and internationally in the Forest-Based Sustainable Community Development arena. The field of Sustainable Development is new and growing exponentially on a global basis as the world's leaders and general population are recognizing the critical need to balance environmental protection/health/productivity with economic development and quality of life -- not only for the present but also for future generations. Initiatives such as the World Commission on Environment and Development, the Bruntland Commission and President Clinton's Executive Order No. 12852 forming the President's Council on Sustainable Development all underscore the high priority and urgent issue Sustainable Development has become.

Growing amounts of governmental and foundation dollars are now being formulated and targeted to work on issues associated with Sustainable Development. For example, the primary purpose of the President's Council on sustainable Development is to "...help craft U.S. policies that will encourage economic growth, job creation, and environmental protection." New dollars are being appropriated to the Environmental Protection Agency and United States Agriculture Department to facilitate this policy formation and implementation. For example, the US Forest Service Chief Forester recently called for and active "...search for tools and institutional arrangements to promote sustainable forest management practices." Also, in 1995 a consortium of major corporate foundations united to form the Sustainable Development Granting Association.

The People of the Menominee Nation are arguably thousands of years ahead of the thinking, principles and practices that are now emerging world-wide relative to Sustainable Development. Long before Columbus the Menominee culture, spirituality, economy and way of life illustrated what is now commonly used as the definition of Sustainable Development, "...development that meets the needs of the present without compromising the future." President Clinton was recently quoted as stating, "Our future depends on maintaining a sustainable environment and in doing

that we can create economic opportunity.” Menominee Nation leadership and subsequently Menominee Tribal Enterprises have long recognized -- underscored by the formation of the reservation -- the inextricable link between the sustainability of our natural resources and the sustainability of our economy as well as cultural survival.

The Menominee have developed a global reputation for our achievements and as a model of Forest-Based Sustainable Development. Thousands of visitors -- both nationally and internationally -- come to Menominee to experience and learn first hand the Menominee history, practices and principles which are the foundation of these achievements. Simultaneously various Menominee enterprises, organizations and departments work to improve the efficiency and effectiveness of operations which further advance Menominee's assurances and contributions to a sustainable future.

The mission, then, of the Sustainable Development Institute is to continuously expand knowledge, understanding, and resources related to Menominee Nation Sustainable Development for the purposes of ensuring the ongoing protection, control and productivity of the Menominee environment, economy and technology so to contribute to the sustainable future of the Menominee culture and community. This mission is implemented via the two interrelated activities of Menominee Sustainable Development Education and Research.

SDI Achievements

The following section reflects upon the Goals and Objectives and subsequent respective achievements for the fiscal year ending September 30, 1996.

Goal 1: Enhance the organizational structure of SDI

Objective 1.1: Develop a comprehensive model of Sustainable Development:

The Sustainable Development Institute has facilitated Menominee Advisory Council On Sustainable Development meetings during the course of FY95-6. Members of this Council have worked to develop a comprehensive outline of the major components of Menominee Sustainable Development which include Cultural Elements, Environmental Elements, Economic Elements, Governmental and Community Elements. This five sphere archetype illustrates the dynamics and mechanics of the Menominee approach to Sustainable Development. In addition, Mr. Tom Davis, Acting Director of SDI has created a manuscript which generates and in-depth discussion of the history and current status of the Menominee approach to Sustainable Development.

Objective 1.2: Apply the Menominee Model of Sustainable Development to the study of Sustainable Development nationally and internationally.

Staff from SDI have formed a close professional working relationship with researchers from the University of Madison Land Tenure Center who work nationally and internationally in Sustainable Development fields. Research focused upon “Forestry in the Americas: Community-Based Management and Sustainability,” which included case studies and comparative research from North, Central and South America. This work culminated with the publishing of a Menominee Tribal Enterprises Case Study in January, 1995 and participation in an international symposium in February, 1995. This project was coordinated by the UW Institute for Environmental Studies, Land Tenure Center, and the Latin American and Iberian Studies Program, in collaboration with Cultural Survival, Cambridge, MA. Funding for this project came from The Ford Foundation and the University of Wisconsin Anonymous and Nave Funds.

Objective 1.3: Establish a professional Sustainable Development Advisory Council.

The Sustainable Development Institute took a lead facilitator role in a cooperative grant from the US Forest Service with Menominee Tribal Enterprises to launch a 10 member Menominee Advisory Council On Sustainable Development. The primary goal of this council included: Developing a working definition of Menominee Sustainable Development; Develop a Menominee Sustainable Development Research and Education Agenda; and Identify potential funding sources to support the implementation of the Menominee Sustainable Development Agenda. Representatives from five key Menominee functional areas were invited to participate in this work, including the Economy (Wilmer Peters), the Environment (Marshall Pecore), the Culture/Community (Dave Grignon), Technology (Lawrence Waukau), and Institutions (Tom Davis). These representatives paired upon with corresponding field experts from the private and public sector, namely: Dr. Bill Theisenhausen, Dr. Al Haney, Dr. Gene Summers, Mr. M. Scott Mater, and Dr. Mike Kraft, respectively. Subsequently, representatives for the Menominee Community Development Department (primarily Bob Duffy) and Menominee County Extension Office (Ron Corn) joined these

round table discussions. This team met five times as a full group and some six additional times as small breakout groups during the course of the fiscal year.

Objective 1.4: Substantially increase research and development funding.

Grant dollars during FY95-6 for SDI programming were made available from the National Science Foundation and the Environmental Protection Agency. A significant amount of energy during FY95-6 was invested into researching and applying to appropriate funding sources to assist in supporting the SDI mission. One area for this search is tied to the CMN 1994 Land Grant Institute status. This status entitled the CMN to, at this time, small amounts of formula dollars for operations. However, several pools of research dollars exist to which the CMN is now eligible to apply. Through a series of meetings tied to the Menominee Advisory Council On Sustainable Development a working group was formed to pursue Hatch Research Funds for next FY. This working group included Tom Davis, Ron Corn, Bob Duffy, with representatives from the UW Institute for Environmental Studies and Land Tenure Center.

In addition, high level administrative meetings were held between the CMN and UW Madison and UW System to position CMN competitively for Land Grant Related dollars. This work culminated with the completion of the Hatch Proposal in late September, 1996 which focuses upon sustainable development and land tenure issues on the Menominee Reservation. Status of this proposal -- which will be three years in duration -- will be obtained in December, 1996 with a potential award in October, 1997. The SDI is now positioning for submittal of related research proposals targeted to Land Grant sources. During FY95-6 SDI cooperated with MTE in the successful award of The Ford Foundation dollars to create a Menominee Forest-Based Sustainable Development Demonstration Project.

Goal 2: Promote Menominee Ecosystems

Objective 2.1: Provide education/outreach regarding the Menominee Forest

Staff from SDI took a key facilitative role in the implementation of a EPA Great Lakes National Program Office grant. This grant was a cooperative effort between the Tribe (Environmental Protection), MTE and the CMN via MOU. The SDI and MTE developed a parallel MOU to cooperate on mutually beneficial Sustainable Development projects. This work generated an extremely successful two and one-half day symposium at Menominee titled "Timber Harvesting Systems for Sustainable Forest Management." Although held in mid-October, the majority of work for this conference was completed during FY95-6. Some 120 individuals participated in this conference from ten states and Canada. Also completed with EPA support were two documents explaining Menominee's approach in integrated Forest Management, Wood Products Manufacturing/Marketing and overall Forest-Based Sustainable Development. One of these documents was geared to a general public, with the other targeted to technical audiences. These documents are used to supplement informational requests from visitors and others interested in Menominee Sustainable Development.

Objective 2.2: Educational Tours

The SDI staff continue to cooperate with the Forestry Division in providing non-technical tours of the Menominee Forest. Twenty tours were provided during FY95-6 including school groups, college students/professors, general public and visiting foundation representatives.

Goal 3: Increase interest/ability of Menominee Youth in science

Objective 3.1: Delivery of science activities -- incorporating Menominee Cultural Values -- to youth.

The CMN and SDI were successful recipients of a National Science Foundation Grant which funded the Menominee Summer Science Camp Project -- *Metekukukiah Pemaenakuaq* during the summer of 1996. This camp included some 50 Menominee youth in the 9th grade who, during the course of five weeks, were provided with a wide range of science and forestry curriculum, hands on experiments, computer/Internet experiences, writing exercises and tours. In addition, staff from SDI did periodic workshops and presentations for Menominee youth and teaching staff on sustainable development, forestry, science, computer, and culturally related (e.g. snow shoe making) topics.

Objective 3.2: Career Pathways

The SDI staff cooperated with MTE on a School-To-Work grant secured from a partnership with the US Forest Service and Bureau of Indian Affairs. This project allowed for the development of a Career Pathways tool designed to guide students toward specific job and career goals via appropriate targeted and sequenced courses (both high school and college) as well as summer work experience and programs. This document is available to college recruitment/retention specialists, student service personnel, high school guidance counselors, and students. In

addition, a computer based self-directed presentation was prepared to demonstrate career opportunities in forestry, manufacturing and business administration.

Objective 3.3: School-To-Work

With the same funding sources identified in 3.2, SDI staff facilitated the development of two summer school-to-work positions at MTE for Menominee High School Students. Student were selected based upon applications and their interests in potentially selecting MTE as a future place of work. Students were provided with a eight week paid work experience.

Goal 4: Establish Research Center Activities

Objective 4.1: Research Agenda

The Research Working Group formed by SDI -- including Conservation, Environmental Services and MTE -- met several times during FY95-6. These meetings focused upon review of existing Menominee - based research and setting a process of review of proposed new environmentally related research. The Menominee Advisory Council On Sustainable Development has generated a list of potential sustainable development research projects which will be reviewed by the Research Working Group during FY96-7.

Objective 4.2: Research Proposals [See Objective 1.4.]

Goal 5: Menominee Forest Library

Objective 5.1: Library Holdings

Early into FY95-6 SDI recognized the need to expand the notion of a Forestry Library to a Sustainable Development Learning Resources Center. Staff from SDI have applied some limited funds to obtain a core resource holding related to Sustainable Development topics. In addition, a significant volume of Internet sources Sustainable Development literature and materials have been downloaded to hard copy and included in our growing Learning Resources holdings.

Objective 5.2: Grants to Expand Library

An Environmental Protection Agency "Sustainable Development Challenge Grant" proposal submitted in August, 1996 is pending which earmarks a potion of resources to growing Sustainable Development materials holding.

COMMISSION ON AGING **Colleen Delabruue, Acting Director**

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, serve and 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 \$75,394. A break down of the budget is as follows included are carry over funds from FY94 in the amount of \$960.00 that was granted for FY96.

III-B Supportive & Nutrition	25,233
III-C1 Congregate Meals	18,708
III-C2 Home Delivered Meals	11,266
Senior Community Services	2,825
Benefit Specialist	15,813
III-D In-Home Service	608 + \$510 (FY94 carry over money)
III-F Preventative Health	941 + \$941 (FY94 carry over money)

Title VI Program Funding is \$79,970. Staffing for both Title III & IV consists of: Director, Administrative Assistant, One Benefit Specialist, Two Head cooks & Two Assistant Cooks at Neopit & Keshena, Three Home

Delivered Meals Driver (1-Neopit, 1-Keshena, 1-Zoar.) An on-call driver & cook.

Title III Congregate Meals Served	9,687
Home Delivered meals served	7,304
Transportation Units	2,958
Information & Referral Service Units	3,298
Recreation Units	1,135
Title VI Congregate meals served	3,505
Home Delivered meals served	10,974
Transportation Units	2,881
Information & Referral Service Units	3,040
Recreation Units	1,370
Outreach Services	575

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 lift chairs for the elders and provide low income families with health and weather related services. A total of 63 individuals were assisted.

The Community Service Block Grant funds were again requested and were granted for 1997.

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 and is used by the tenants. The budget is based on the rent we collect from the tenants and the subsidy we receive from the HUD office. The 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 past year the Commission On Aging program has experienced much change. The Director left on Medical leave in June and has since resigned her position as of December 1996.

A new Benefit Specialist was hired in February 1996 and has proved to be quite an asset for the Menominee Indian Tribe. She has advocated on two occasions to the Menominee Tribal Legislature to gain housing and weather related assistance for the elderly. She was successful in achieving approximately \$89,000 which was then turned over to the Housing Dept. to be dispersed of appropriately. The Benefit Specialist is a very valuable asset to the elders. She goes above and beyond to achieve her goals for the elders. The Benefit Specialist is now implementing programs on a monthly basis on topics of interest to the Elderly. The Benefit Specialist also coordinated the first Elder Abuse Conference which was held in the Ada Deer and Blackhawk rooms at the Menominee Nation Casino. The conference was a huge success with a turn out of approximately 100 people and 5 keynote speakers from various departments within the Menominee Indian Tribe. The elders were very pleased and were all served a buffet style dinner compliments of the Menominee Tribal Legislature.

The Activity Coordinator position was eliminated and the two head cooks at the Keshena and Neopit centers were put on full time and assumed the responsibilities of the Activities Coordinator. 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 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 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 \$4.25 an hour, not to exceed 20 hours per week or 40 hours every 2 weeks. As of November 18, 1996 the Senior Companion program took budget cuts and had to eliminate 9 newly enrolled participants with the opportunity to transfer over to the Foster Grandparent program. 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 be physical, emotional, cultural, or

social. All positions under these two programs are funded through the Great Lakes Inter-Tribal Council, Inc., of the Lac du Flambeau Indian Reservation.

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. There are also Title V workers that are funded through the Great Lakes Inter-Tribal Council, Inc.

COMMUNICATION DIVISION

Dale Kakkak, Director

This division has been up and running for over a year now and we have added three employees, they are: tribal Videographer, David "Jonsey" Miller, Writer Researcher, Chad Waukechon and Administrative Assistant, Lori Waupoose.

Communications has covered several events over a wide gamut of issues this past year, some the events will be combined onto a single video for Menominee Government/History. We recently finished, with the help of the Treaty Rights Office, Historic Preservation department and the Chairmans Office, an educational video on the Menominee Treaty Rights lawsuit which includes Judge Crabb's decision regarding the hunting/fishing rights case. This tape was distributed at the annual Wisconsin Indian Education Conference in Madison. Extra copies were made for departments that made requests. We are now in the final stages of completing a video on the Crandon Mining issue. This year is the first year that our annual Menominee Nation Pow-wow was video taped, when completed the videos will be for sale for a small charge also for sale will be an audio cassette of the pow-wow music. We are currently contracting with another Menominee video professional to get this tape finished. A couple other videos are pending which include; the Menominee Tribal Day Care (a staff training video) and the Menominee Tribal Clinic (an educational video for the patients/community on problems with no-shows).

Writer/Researcher Chad Waukechon drafted a resolution to oppose the Crandon Mining project which was adopted by the Wisconsin Indian Education Association.

Digital non-linear technology video editing equipment was purchased in August, initial training was completed in September. MNC video production component (Dale, David and Chad) are in the process of becoming better acquainted with the equipment and technology.

The Communications Division is always ready to assist the chairman on press conferences and/or press releases when needed.

We are currently and throughout the year contracting with Janice Rabideaux of Valley Ventures on displaying full page ads on important issues of the Menominee in the Menominee Nation News and News from Indian Country.

Sometime in the future we would like to renegotiate with WTCH regarding the Menominee Notes program, initially two full-time employees were hired by WTCH to produce the program. Due to their staffing problems the program was eventually terminated. David Miller and myself produced the show for approximately two months through the Menominee Communications Department but it required more time and resources than we had available.

Daily newspaper clippings from surrounding area papers are done by my assistant, Lori Waupoose and Events Coordinator, Mary Walker. All articles regarding Native Americans are put into a pack for the Menominee Tribal Legislators to keep them updated on all issues.

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:

1. Working with Tribal Administration-Technical Assistance and other departments under the direction of the Community Development Department, in providing real estate services in the leasing of and recording of lots at the Wolf River Ranch Community (Middle Village). This Development will provides 113 residential lots and 38 mobil home lots.
2. Ordered Abstracts, certified surveys and appraisals and Title Insurance as required for property acquisition and transfers in to trust.
3. Maintained and processed all property lease requests, and real estate transaction on both Tribal and privately owned land in accordance with Land Use Policies and Procedures.
4. Prepare for monthly meeting of the Tribal Legislature and Community Development Committee. Submit monthly operating reports to the program coordinator and annual report for General Council.
5. Maintain networking relationship with other Departments.

NOTE: The Menominee Tribal Housing Authority has requested nine (9) Mutual Help home lots in the Wolf River Ranch (Middle Village), along with the release, satisfaction and conveyance of thirteen (13) Mutual Help Homes to individual Tribal members. These statistics not reflected in the statistics noted above.

PROGRAM STATUTORY AND REGULATORY REQUIREMENTS:

In performing the Statement of Work, subject to the goals and objective, compliance with the following regulatory requirements under 25 CFR and Statutory Laws shall include:

1. Maintain and process all property lease request and permitting pursuant to the Menominee Indian Tribe of Wisconsin Constitution, Tribal Ordinances, Departmental Policies and Procedures and applicable sections of 25 CFR, Part 162 (5 U.S.C. 301: 25 U.S.C. 2, 9, 380, 394, 395,...402, 402a, 413, 415, 415a-d, 477, 903a).
2. Maintain and process all Rights of Way over Tribal Lands pursuant to the Menominee Indian Tribe of Wisconsin Constitution, Tribal Ordinances, Departmental Policies and Procedures and applicable sections of 25 CFR, Part 169 (5 U.S.C. 310: 25 U.S.C. 323-328).
3. Maintain and process all land acquisitions in accordance with the Menominee Indian Tribe Real Estate Services Policies and Procedures and Menominee Restoration Act, 25 U.S.C. 903 and applicable section of 25 CFR 151.
4. Rights of Way and Land acquisitions shall be in compliance with the National Environmental Policy Act of 1969, 40 CFR, Part 1500, and the National Historic Preservation Act of 1966, P.L. 89-665 and as amended P.L. 95-515.
5. Level I survey, Secretarial Order No. 3127, shall be performed by qualified Bureau of Indian Affairs of Tribal personnel to insure that all potential sources of contamination are identified prior to land acquisition.

Financial :

Final contract budget award was \$152,863. Expenditures to date were \$ 125,810 providing a balance of \$ 27,053. The contract award experienced seven (7) budget modifications between the Tribe and the Bureau. The major difficulty experienced this fiscal year was the initial contract amount awarded and excessive number of contract modifications in order to fulfill scope of work. This action required significant hours of staff performing administration of contract in lieu of providing service functions.

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

The main highlight of this fiscal year was negative budget problems. In last year's report, we reported that tribal budget allocations reduced our budget by 39 percent. As early as November, we had to notify one warden of a lay-off situation, and again in July, the same warden and a co-worker were again notified of lay-off because of budget

shortfalls. At both occurrences, management had to meet before the legislature to request more money to avoid those problems. Toward the end of the fiscal year, in September, Management had to request more money to meet our operating expenses. Total budgetary add ons from these problems amounted to \$23,951.12 to retain employees and cover operating costs. In total, most of the year was spent administratively just shifting dollars around in the budget to cover costs and making funding requests.

The department took on added duties when we begun to do the Initial Court appearances with the Prosecutor’s Office, also in October. That duty amounts to additional paper work to process citations and more communication with the courts to verify schedules and fines. This additional burden averages to about five hours per week but varies at times depending on the case load.

As the fiscal year drew to a close, administrative wardens spent most of their time in the office doing budget adjustments and watching and controlling expenses.

Aside from the budgetary problems mentioned above, with the Federal Government shutdown due to the Federal Budget delays in Congress, our funding was late in its arrival which nearly caused this department to shut down in March. Still after that, we didn’t receive our final appropriation notice until July and it was found that our BIA budget was cut by \$20,000.

Budget problems appear to have impacted our statistical outputs as displayed in the Statistical section of this report. Compared with FY 95, the number of reportable incidents were at 182, down from 291 in 1995. Part of this could be attributed to one warden attending the Basic Recruit training from January through May.

We nevertheless, hobbled through the year, trying to manage complaints along with Fish and Wildlife management concerns. In those terms, we believe measurable strides of progress were made in the Sturgeon Reintroduction and Walleye Pike restocking efforts. All annual Fish and Wildlife Surveys were completed, though somewhat late due to spring weather conditions.

It appears that Enforcement efforts were hampered by budget problems since 81 citations were issued this year compared with 111 citations a year ago. To compound problems, wardens were called in from the field to answer dog complaints while the Animal Control Officer was attending Basic Training in Artesia, New Mexico while the other Animal Control Officer was laid-off due to budget cuts in that area.

Although wardens were doing their duties, the Legislature’s Management Committee directed the new Internal Auditor to perform a “limited scope audit” on department personnel in September. The Auditor, Ruth Shock found that schedules, reports and daily logs were properly kept to sufficiently verify each wardens patrol activities. This audit consumed nearly two weeks of time, retrieving files and other documents and interviews of administrative personnel.

The warden personnel suffered set backs in the courts with the changing of assistant prosecutor, when one major case against a known repeat offender was dismissed. The same offender was being investigated by the former assistant prosecutor for criminal fraud and obstruction. That case also fell by the wayside. Other recurring problems included bear and deer poaching, commercialization and non-member trespass.

This program will achieve the objectives listed in the Statment of Work as provided in the Rights Protection Contract. Those objectives specifically include: Administrative 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.

Outputs:	Current	FY 1995
Water Resource Inventories	5	3
Fish Stocked	402,000	416,450
Reportable Incidents	182	291
Warnings Issued	15	27
Citations Issued	81	111

Inservice Hours	514	156
Interagency Assists	14	32
Complaints Received	36	50

ECONOMIC DEVELOPMENT

Wilmer Peters Jr., Director

Economic Development Department

The **Menominee Office of Economic Development** presently consists of two (2) unique offices. These two offices are called the **Tribal Sector Initiative (TSI)** and the **Private Sector Initiative (PSI)**. Presently there are five (5) Menominee tribal staff members employed of which an **Executive Director** has supervisory responsibilities over. The total staff includes: **a Project Manager, Research Specialist, Office Manager and Office Secretary**. The Executive Director's primary responsibilities are to establish the financial and service parameters of newly developed businesses with emphasis on long-range planning, negotiate with funding sources, investigate the possibility of new businesses, and the overall supervisions of project staff. The Executive Director comes under the direct supervision of the Tribal Administrator.

The Project Manager assists the Executive Director with developmental activities, while maintaining compliance and monitoring certain aspects of all potential business development. Important research projects are of particular importance to project management activities. The Research Specialist will be utilized to coordinate all tasks between architects, builders and suppliers, the Executive Director and the Project Manager.

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. The Executive Director reports on a monthly basis to the Menominee Tribal Administrator. Coordination of all economic development prospects are undertaken with due diligence to all tribal legislative mandates, tribal laws and ordinances. The Menominee Tribal Legislature retains the authority and power to exercise all proper governmental and sovereign functions over the establishment of all tribal businesses they create.

Throughout 1996, the Office of Economic Development has undertaken the task of developing tribal businesses on and off the Menominee reservation. There are commercially zoned areas of the reservation, but these zoning procedures will not become a comprehensive long term planning effort until the proposed Zoning and Mapping Plan becomes law. We can anticipate this being done in F.Y. 1997. Presently, commercially zoned developmental areas of the Menominee Indian Reservation has been and continues to be targeted for future economic development purposes.

These initiatives will be included into the Economic Development Department's future 1997-2002 Long Term Economic Development Plan.

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". This is done 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.

As of to-date the Office of Economic Development has analyzed the merits of approximately 100 business prospects, introduced proposals and have implemented viable Menominee businesses over the past three years. The most exciting of these are the Menominee Auto Service Center. The Office of Economic Development is also directly involved with tribal casino locations currently.

The need for an auto-service center stems from a community consensus survey developed in 1990. The conclusions reached a 77% favorability rate for an auto service center in the community of Keshena. The people surveyed and who voluntarily participated listed a credit union, a hotel/motel complex, and an automotive service center in order of importance to the people's immediate needs. A threshold analysis, feasibility study, and business plan have all been completed for these proposed service facilities.

The traffic volumes of approximately 6,000 cars per day are continuing to increase. With the conclusion of a planned sewer and water treatment plant in the village of Keshena, all negative impacts on existing facilities will be greatly alleviated. The present water treatment plant is totally overburdened and incapable of meeting the needs of future economic development. A planned three stage developmental strategy for the auto service center is presently being concluded.

PRIVATE SECTOR INITIATIVE (PSI):

The Menominee Private Sector Initiative Staff is presently staffed by Research Specialist, Renee Mahkimetas and secretary, Mary Lou Webster. Our mission is “to provide a locally designed program utilizing all available resources including counseling, education, and hands on technical assistance for the growth of individually owned business enterprises. The growth of small business development will support endeavors to maximize the Menominee Nation economy”.

Since the “The Private Sector Initiative” started in May, 1992, there have been many requests for small business assistance. A total of (34) Business Plans have been completed during this five-year period. Of these, (PSI) has successfully secured financing for (26) businesses. The total amount secured is \$821,904.00. This financing was made through the Revolving Loan Fund, area banks, the Department of Development, and the Bureau of Indian Affairs.

Business assistance requests have varied from business plan development, marketing research, financing, to on going financial management. Due to the policy of confidentiality, client names and business ideas cannot be revealed. 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 for the period between September 1995 to September 1996.

Totals 1995 - 1996	
Number of Contacts	39
Actual Businesses Started	6
Financing Secured.	\$303,427.00
Business Plans Completed	8
Local Labor Force (wages)	73,153.00
Income to Tribe*	\$ 3,877.00

- Please note that this number only represents the interest paid back to the tribe on loans made for the one year period and does not reflect interest paid back from other business loans.

Besides helping our Tribal members start their own business, the Research Specialist is also the Project Manager for the “Incubator Project”. The incubator has been named the “Menominee Business Center” (MBC) located next to the library in Keshena. This 2,400 sq. ft. building will house up to (6) businesses owned and operated by our Tribal members. The project is governed by a Board/Selection Committee comprised of the following: Renee Mahkimetas, Research Specialist of (PSI); Wilmer Peters, Jr., Director of Economic Development; Kenneth Peissig, Vice President of Citizens Bank; Ronald Corn, University of Wisconsin Extension Agent; and, Tom Litzow, Menominee Loan Fund Director. A grand opening for the building is planned for the spring of 1997.

SUMMARY:

When jobs are made available they produce a phenomenon generally referred to as the “multiplier effect”. In short, when dollars change hands, business activity increases creating more employment opportunities within that locale. This gives rise to personal and disposable income levels and an increase in wealth. With the introduction of new businesses on the reservation, an economic safety mechanism kicks in to capture substantial revenue ordinarily lost to the outside economy. This is the emphasis and essence of the Menominee Office of Economic Development approach. With emphasis on infrastructure development, diversification, job creation, and capturing lost revenue, building a healthy economy is the long-term goal of the Office of Economic Development.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

Goal: Maintain a minimum of 85 undergraduate students in colleges and universities, with the projected number of graduates at the end of the 1995-96 academic year at 15.

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.

Cumulative Progress:

- A. Number of new applicants - 71
- B. Number of active students - 88
- C. Number of graduates - 10

<u>1996 FY BUDGET:</u>	\$ 251,313.79
Expended:	<u>243,595.41</u>
Difference: 3%	\$ 7,718.38

Higher Education Activity Highlights:

The Education Counselor helped coordinate the Annual Career Day held at the MISD High School on November 2, 1995. Panels of local professionals in the areas of: health, law enforcement, administration, forestry, construction trades, social work, hotel management and cooking, cosmetology, journalism and communications were on hand for students. College and technical college student panels were included to provide information on what the high school students could expect when they go on to school.

The Education Director provided testimony in November, 1995 to the American Indian Studies Committee regarding the 50% reduction of the Wisconsin Indian Grant. The testimony was based on a survey she devised that was sent to all Tribal Education Directors. The results of the survey demonstrated the impact this reduction had on Indian students.

The Education Director also provided testimony in February, 1996 at a Legislative Hearing in Madison regarding the W.I.G. reduction. The reduction is still in effect.

Through the Wisconsin Indian Education Association, the Education Director helped to organize a legislative breakfast in Madison in September 1996. She gave a presentation on the W.I.G. and other Board members addressed issues and concerns of the Association.

The Education Director coordinated the annual W.I.E.A. Conference held in April, 1996 in Keshena. It is noteworthy that the recipients of all the annual awards presented by the Association, except one, went to Menominee students, teachers, educators and parents.

The Wisconsin Education Directors Association met regularly and is addressing the issues of the Wisconsin Indian Grant, scholarships, and graduate funding.

The Education Counselor held three financial aid workshops, a preliminary workshop in November, 1995 to alert seniors to the financial aid process. In February, 1996 she had an evening workshop for parents and students and she held a session at the high school during the day to help students begin the application process. In addition, she met individually with all the seniors to find out what their plans were for after graduation.

The Tribal Education Office was moved from the college to the F.I.C. Building the end of July, 1996.

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.

Cumulative Progress:

- A. Total number of contacts/assists - 640
- B. Number of new applicants - 148
- C. Number of active students - 21
- D. Total number of completions - 12

<u>1996 FY BUDGET:</u>	\$211,109.31
Expended:	<u>201,001.60</u>
Difference: 4%	\$ 10,107.71

A.V.T. Activity Highlights:

Career day included professions that require a technical college education, such as: law enforcement, some health careers, administration, construction, communications, hotel management and cooking, and cosmetology.

All efforts regarding the Wisconsin Indian Grant and financial aid reductions, affect students in technical colleges the same as students in 4 year institutions.

The W.I.E.A. 1996 Conference included workshops with a technical college focus. A Careers 2000 Computer Program was set up for students to experience a "hands-on" search for careers, based on an interest inventory. Evaluations from the students on this activity were all positive.

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)
4. Provide GED instruction to At-Risk Court Ordered High School Seniors.
5. Literacy Advisory Council Participation

Cumulative Progress:

- A. Total GED students enrolled/completed - 301/33
- B. Total A.E. students enrolled/completed - 27/14

<u>1996 FY BUDGET:</u>	\$61,170.56
Expended:	<u>36,730.23</u>
Difference: 39%	\$24,440.33

Adult Education Courses Offered:

American Indian Language Institute	1
Personal Care Worker	5
First Aid/CPR	1
Tribal Secretaries Conference	2
Electrical Maintenance	4
Nursing Assistant	1

Adult Education Highlights:

Assisted J.T.P.A. Summer Youth Program with T.A.B.E. assessments.
Provided services to At-Risk MISD Senior high school students.
Moved classroom from college to F.I.C. building in August, 1996.

HIGHER EDUCATION:

The projected goal of 15 graduates was not reached this year. Statistics have shown that a majority of college students do not complete their education in 4 years but take at least 5 years to finish. These projections are based on the number of students in their fourth year of college. We continued and will continue our efforts to get the Wisconsin Indian Grant restored to its 1994 funding level. The annual Wisconsin Indian Education Association Conference, coordinated by the Education and JOM Director, held at the Menominee Hotel/Casino on April 21 - 24, 1996, was a success. All the Association awards, except one, went to Menominee students, teachers, educators and parents.

ADULT VOCATIONAL TRAINING:

The projected completion of 12 students in vocational/technical programs was on target. Students in the vocational/technical schools are also affected by the reduction in the Wisconsin Indian Grant. Wisconsin's W-2 Program and the reduction in financial aid may be the reason we have seen a 38% decrease in student enrollment for this academic year.

ADULT EDUCATION

The projected GED completion's were exceeded by 18 for a total of 33. We continue to work cooperatively with any department or program whose clients need GED/ABE services. Services were provided to At-Risk Court Ordered high school seniors.

The Tribal Education Office and GED classroom have been moved from the college to the F.I.C. building.

EDUCATION DIVISION
Dr. Lauren Waukau-Villagomez

The Education Division is completing its first full year of operation as a part of the reorganization of the tribal organizational structure. Under this structure JOM, Education, JTPA, Head Start, and Menominee Tribal School (MTS) have been placed under one umbrella supervised directly by the Education Division Head/Superintendent of Tribal Education. Dr. Lauren Waukau-Villagomez is responsible for the fiscal management and operations of all these programs. It should be noted that the two most complicated programs in the Tribe are Head Start and MTS because of their extensive rules and regulations.

Dr. Waukau-Villagomez is eminently qualified to supervise these programs because of her work experiences and credentials. She is fully certified by the state of Wisconsin as a pre-school teacher, guidance counselor, principal, and district administrator. Dr. Waukau-Villagomez received her B.S. from UW Madison, her M.S. from UW Stout and her Ed. D. from Penn State (this degree was completed in a record 3.5 years).

The following are some highlights of the past year:

EDUCATION SUMMIT: The Youth at Risk (YAR) Education Summit was held on March 29, 1996 at the Menominee Tribal School from 8:00 a.m. until 4:00 p.m. Parents, students, teachers, youth workers and other interested parties were all invited to attend the YAR summit. Approximately 260 people participated in the summit problem solving groups and the YAR informational meetings. The summit title came about because many educators on the reservation believe all our children are at risk because of the problems that exist in our communities.

Dr. Martin Brokenleg, Dr. Tony Dallmann-Jones and Dr. David Boers were presenters and facilitators during the summit to mention just a few of the experts available. Each of these individuals is a well-known authority in the areas of at risk youth and/or the dynamics of dysfunctional families. A complete summit report is available from the Education Division office.

YOUTH VIOLENCE WORKSHOP: This community workshop was organized by Education Division staff at the request of the Tribal Chairman with the assistance of Legislative Aide staff. The workshop was held on May 4, 1996 at the Menominee Tribal School and approximately 75 community members and youth workers participated.

Concerns and problems were discussed by small groups as well as possible solutions to the violence and gang problem on the reservation. A complete report is available from the Education Division.

LANGUAGE & CULTURE CODE: Over the last three years, a number of elders and others on the reservation have been very concerned about the preservation of our Menominee language and culture. This concern has been expressed repeatedly at the last two education summits and at a youth violence workshop.

As a result of these concerns, in June the Education Division staff and members of the Education Committee began drafting a Language and Culture Code. This code was put together with the assistance of Pat Locke, who is a well-known Indian educator from South Dakota. Ms Locke has worked with many other tribes in drafting tribal education codes.

One of the key points of our code is the requirement for all teachers, counselors, and administrators who work on the reservation to begin to learn Menominee language and Menominee history. This requirement alone will make it possible for our language to become a regular part of the school curricula and the everyday lives of our children.

The Tribal Legislature adopted Ordinance 96-22, the Menominee Nation Language and Culture Code, on November 13, 1996 by a vote of 5 for and 4 opposed. The code had been presented for review at community meetings on the reservation and it was reviewed and by the Elder Council.

ALTERNATIVE EDUCATION: The number of students unable to succeed in the regular school system has been a concern of parents and educators alike for the past several years. It was discussed at the 1994 and 1996 education summits as a need.

As a result of these concerns, the Tribe has worked over the past 7 months with the Menominee Indian School District (MISD) to develop alternative programs to help our severely at risk students. A MITW/MISD GOAL Program was implemented in September through the Education Department. The district has contracted with the Tribe to provide GED services to high school students who are at least seventeen years old and are unable to graduate with their class for lack of credits. These students are also offered the opportunity to work nine hours a week through the Tribe's Youth Work Experience Program until their GED is completed.

Another alternative education program is being developed between MISD and the Tribe for students in grades 7 through 12. The program will be located at 221 Pine Ridge and is scheduled to open in January, 1997. Both the school district and the Tribe have committed \$50,000 each to the program. In addition, the Tribe is providing a work experience component and a service learning component for the students.

SUMMER LUNCH PROGRAM: Dr. Waukau-Villagomez wrote a grant to the Department of Public Instruction (DPI) at their request to fund a reservation wide summer food program for children between the ages of three years and eighteen years of age. DPI was very concerned that we set up a food program on the reservation because we have a free and reduced rate of approximately 79% for children in schools on the reservation.

This food program provided meals for children in Keshena, Neopit, and South Branch. We served over 10,000 breakfasts and lunches during the six weeks program. JOM staff, Head Start staff, and MTS staff all helped coordinate the food program.

ELDERCARE SERVICES PLANNER

Leonard Kary, Director

This has been our first full year of operation, and has been fairly successful, in that our census has been at 100% at least twice. Our primary objective is to provide a clean, safe and comfortable surrounding for our residents, but to keep

them as independent as their condition will allow. In some cases, there seems to be some misconceptions as to what our actual function is to be. When this facility was first planned, it was the consensus of those involved that we were not going to be able to provide for skilled nursing care since there were not enough resources to support a full skilled facility. On the other hand, it was felt that too many of the Menominee Elders were being sent to Nursing Homes because of the lack of a facility on the reservation. With this in mind, we have developed a facility that we feel is capable of meeting the needs of most of the people that were previously being sent off the reservation. However, because of certain factors, such as staffing, we are unable to meet the needs of some people who require too much individual or too much medical attention.

One of the highlights of the past year has been the invitation from the national office of the Administration on Aging to participate in a round table discussion on the needs of Elders on Reservations. At this meeting in November 1995, in Washington D.C., several people from different parts of the country as well as representatives of the national office gathered to discuss needs and financial problems, as well as other types of living options and services needed. This was a very interesting meeting, and several people indicated that they wished that they would also like the type of facility that we have. In December, Patty James and I attended a conference hosted by the National Resource Center on Native American Aging, in which I was asked to do a presentation on the Continuum of Care. Several other tribes expressed an interest in the continuum, as well as our CBRF and what steps we had to go through to complete the facility. We did send information and materials to 2 or 3 other tribes to assist them in developing their own living arrangements. We have also had many visitors from other tribes and dignitaries over the last year, not the least of which was Ada Deer, and a visiting group from the National Geographic Society. Everyone who visits has had nothing but good thing to say about the facility and how clean and pleasant it is, as well as how proud the Menominee Tribe should be to have this type of housing for the Elders.

During the summer, we had a tree planting ceremony that was held jointly with the College of the Menominee Nation, and coordinated by Lillian Nelson of the Menominee High School. It was a full day of activities and visitors, including a meal and, of course, the tree planting itself. We hope these trees grow tall and strong and provide shade and beauty for many generations to come!

We were also able to secure a van with a wheelchair lift through the Public transportation office for use here. It has made things considerably easier in transporting our residents to and from Doctor appointments and shopping trips. One of our residents favorite activities is to go for rides in the van just to look at scenery. We took most of them for an outing to the new zoo in Brown County this summer, which was greatly enjoyed by everyone. We hope to continue these types of outings, since it is difficult for some family members to transport the residents.

We are looking forward to an enjoyable year and hope to keep our house full! We are also anticipating a coordinated effort with other agencies within the reservation, to better provide services to the Menominee Elders so their last days can be enjoyable ones.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened August 14, 1995. Nomination papers were available to eligible tribal members for the Tribal Legislature Election. The Primary Election was held, November 8, 1995.

The following candidates were certified as "On Reservation" Candidates:

Margaret Rose Snow	Fay M. Waukau
Louetta "Summers" Shawano	Kevin J. Wilber
Janet C. Waupoose	Evelyn "Cookie" LeRoy Annamitta
Delores Small	Llewellyn "Lew" Boyd
Marilyn Warrington	Albert J. Fowler

James P. LaRock
Mary "Richmond" Wayka

Harley A. Lyons, Sr.

The candidates that were certified as "Off Reservation" Candidates were:

Myrna "Zhuckkahosee" Jackson Arnold G. Chevalier
Robert E. Deer

Voting results at the polls and absentee on November 8, 1995:

South Branch Fire Station	37
Neopit Fire Station	134
Keshena Tribal Offices	330
Absentee Returned	506
Total	1007

The top six in the Primary Tribal Legislature Election were:

Robert E. Deer	379	Harley A. Lyons, Sr.	314
Margaret R. Snow	378	Mary Wayka	302
Llewellyn Boyd	325	Louetta Shawano	297

The remaining candidates votes went as follows:

Myrna Z. Jackson	270	Marilyn Warrington	242
Albert J. Fowler	269	James P. LaRock	218
Fay M. Waukau	268	Kevin Wilber	202
Janet C. Waupoose	264	Evelyn Annamitta	202
Arnold G. Chevalier	252	Delores Small	189

Final Tribal Legislature Election was held January 17, 1996. The three winners were:

Llewellyn Boyd	526	Margaret R. Snow	507
Robert E. Deer	442		

The remaining candidates votes went as follows:

Mary Wayka	405	Harley A. Lyons, Sr.	401
Louetta Shawano	382		

The write-in candidates votes are as follows:

Evelyn Annamitta	31	Myrna Jackson	14
Fay M. Waukau	10		

There was referendum questions in this election and the questions were:

(1) Should the tribe continue to allow commercial rafting on the Wolf River?

YES 671 NO 397

(2) Should the position of the Chief of Police be an appointive position?

YES 278 NO 583

OR

Should the position of the Chief of Police be an elective position?

YES 830 NO 146

(3) Should the tribe allow an underground gas pipeline throughout the reservation?

YES 376 NO 684

(4) In the event of sufficient gaming profits - should the gaming revenues be used for:

- A. Community Projects, e.g. - 243
 - 1. Swimming pool
 - 2. A new courthouse
 - 3. New fire equipment
 - 4. Water treatment center
- B. Economic Development 172
- C. Per Capita Payments 778

Voting results at polls and absentee on January 17, 1996:

South Branch Fire Station	38
Neopit Fire Station	132
Keshena Tribal Offices	321
Absentee Ballots Returned	611
Total Ballots	1102

Total budget for the Tribal Election Commission - \$37,971

ENROLLMENT
Eileen Schultz, Director

The goals and objectives of the Enrollment Department have been met to the best of our ability. Keeping the Enrollment Book updated is always a task. Members never inform this office of their name and address changes until just before a per capita payment.

We've had thirteen (13) members relinquish from the tribe. We still have a problem with parents getting their children enrolled. We have approximately 400 applications not returned.

STATISTICS:

Applications Received	Applications Approved	Certifications Counted	Deceased Members
202	159	3384	52

FINANCIAL:

Funding Source	Expenditures	Balance	Totals
BIA (CTF58T44053)	\$44,878.25	\$802.25	\$45,681.00
Tribal Supplement	\$24,695.80	\$2,087.20	\$26,783.00
Per Capita	\$14,500.00		\$14,500.00
Totals	\$84,074.50	\$2,889.95	\$86,964.00

PER CAPITA MONIES USED FOR THE BELOW ITEMS:

Salaries, Fringe Benefits, Office Supplies, Postage and Photocopies.

FY96 REVENUES:

ANCILLARY ROLL (@ \$25.00 ea. x 57) \$1,425.00

ENVIRONMENTAL SERVICES

Gary Schuettpeltz

WATER QUALITY

Worked with the Dental department at the Tribal Clinic to resolve a problem with odor and bacterial growth in water lines. Final solution to use individual water supply units for each operatory.

SURFACE WATER

Worked with USGS in performing surface water samples on the Wolf River, along with biological and sediment sampling. This work is for the purpose of securing a base of background measurements in relation to the Wolf River.

The following lakes were planted with wild rice; Pine(MUD), Rice and Little Rice, and Long Marsh. A total of 2500 pounds of seed was planted.

Major study of sturgeon movements below the Shawano Paper Mill Dam conducted by USGS Biological Resource Division with the assistance of staff. All data gathered is currently being evaluated by that group.

Phase I of the flood plain maps completed for the area from Keshena Falls to the Shawano county line. Phase II is currently underway which will complete the floodplain maps from Keshena Falls to the North Line.

Approval was received from the Tribal Legislature to participate in the National Flood Insurance Program.

Continued to work on the National Resource Damage Assessment on the Lower Fox River with USFWS. Continue participation as a trustee.

Wisconsin filed complaint vs. EPA regarding water quality regulations, with Tribe eventually included in the lawsuit.

MINING

Continued review of Crandon Mining Company proposed mine at Crandon. Emphasis on review of technical issues such as wastewater treatment, diversion of water to Wisconsin River, radioactive elements, tailing management, hazardous materials transport, ground water modeling, etc. Working with Army Corps of Engineers and other Federal Agencies, and Tribes on the continued opposition of this project.

Contracted several printings of the CMC brochure along with bumper stickers and other public information on opposition of the mine.

COMMUNITY INJURY PREVENTION

31 serious injuries occurred on the Reservation during the period of January 1 - September 30. This compares with 57 in 1995, 32 in 1994, 38 in 1993, and 81 in 1992. Injuries thus far for the year broken down as follows: Motor Vehicle Crashes-6, Falls-10, Assaults-4, Suicides/gestures - 5, Other- 4, Drowning 2.

Six fatal injuries have occurred thus far this year broken down as 3 motor vehicle crashes and 2 drownings.

HAZARDOUS WASTE

Household Hazardous waste collection again done during the summer. Gathered about \$7000 of hazardous waste and disposed of properly.

Following hazardous waste removed and disposed: 1405 fluorescent lamps, 155 pounds of broken lamps, 1380 gallons of waste oil, 3-55 gallon containers of oil filters, 11773 gallons of heating oil, and 50 tons of non regulated special waste.

There were 26 spills remediated, and 3 emergency responses completed.

UNDERGROUND STORAGE TANKS

The following underground storage tanks were removed:

- Old Government School
- Old DNR Ranger Station
- Keshena Headstart
- Neopit Headstart

Worked with engineer consultant and Menominee County to develop a remediation plan for the Boivin LUST site in Neopit. Total cleanup cost will exceed \$800,000 before completion. Estimated to be remediated in three years.

USEPA provided assistance with equipment to locate underground tanks at suspected locations. Using sophisticated equipment a number of tanks were located and some sites were cleared. We have located several tanks that may be causing some contamination to the Keshena well #1.

OTHER

A Tribal Safety Committee was formed to address issues concerning safety and injury prevention at all the Tribal Facilities. A Tribal Safety Manual developed in conjunction with that committee.

Developed comments on benzene emissions from Aarrowcast foundry in Shawano and provided comment at the public hearing in Shawano.

Development of a Tribal/EPA priority document completed and signed by both the Tribal Chairman, and EPA Region 5 Administrator.

FINANCIAL

ACCOUNT NUMBER	EXPENDED	BALANCE REMAINING
Tribal funds		
144-006	233,994.73	36,790.29
144-003	51,994.98(match)	0
144-009	12,555.53(match)	18,807.47
Wolf River Lake Michigan/Federal		
401-001	2,843.30(federal)	0
401-002	716.50(match) 0	
Hazardous Waste Project/Federal		
405-001	36,250.00(federal)	0
405-002	18,750.00(match)	0
Watershed Protection		
413-000	18,500.00	0
Menominee Habitat Protection		
414-001	23,272.01(federal)	163,992.99

414-002	9,292.23(match)	707.77
Water Pollution/Federal 415-001	2,631.13	7,368.87
Water Resources/Quality 416-000	3,496.00	41207.30
Hazardous Materials Emergency Prep 602-001	2,496.00(federal)	1.00
602-002	624.00(match)	1.00
Water resources Management 289-000	78,759.78	239,524.22
Third party Clinic 151-020	2,024.56	3,249.44
IHS Clinic 312-020	33,637.37	18,245.63

VEHICLE REPORTS

1996 Jeep Cherokee

Vehicle obtained from GSA on May 10, 1996. Vehicle used by all staff for environmental related travel, including out of town meetings, etc.

Starting mileage:	35
Ending mileage:	<u>7388</u>
Total miles:	7353

Lease rate is \$180 per month plus \$0.155 per mile for a cost of \$2040 plus \$179 for insurance for a total cost of \$2219.

All maintenance as per owners manual and GSA have been performed on schedule and noted in vehicle log.

1981 Ford Haz-mat vehicle

Vehicle put into service on April 24, 1996. Outfitted with spill supplies and warning lights, etc to allow rapid response to spills. Vehicle primarily used by Haz-mat specialist for haz-mat, haz-waste, and other waste related activities.

1601 miles put on vehicle through end of September.

\$207 spent on initial setup and maintenance.

\$ 95 spent on fuel.

\$110 spent on insurance.

\$412 TOTAL

FINANCE

Kathy Kaquatosh, Director

The Menominee Tribe has a centralized finance department which provides the accounting services to all Tribal programs. Total funding for FY 1996 was approximately thirty-five million.

Some of the projects accomplished this past fiscal year enable us to become more efficient and to provide better service to Tribal members and employees. Our Accounting Manual was up-dated and training was provided to all programs. Cash receipts are now generated by the computer system. We are very pleased with the new receipt system which enables us to post immediately and provide detail information when needed.

The payroll processing was moved to the new Human Resource Department. This was done to provide better service to employees. Before this department was formed employees went to three separate departments to get information on employment, insurance and payroll.

Based on new federal regulations, our audit for FY 1996 will be completed within nine months. We are planning to have all our ledgers closed and ready for auditors on November 1, 1996.

FOOD DISTRIBUTION

Pat Roberts, Director

Out of 3,442 households certified 3,257 received food. Program participation is increasing. The increase is possibly due to welfare reform, the economy, and food package improvements or a combination of all. We will continue to work at improving the food package and to provide participants with recipes and nutrition information on the food items available from the program.

We submitted a proposal for the Fresh Fruits and Vegetables Project through the Department of Agriculture and received approval to begin program for fiscal year 1997. Beginning in November of 1996 we will be able to order fresh produce from the Department of Defense.

Staff received training in the use of fire extinguishers, and on the Fresh Fruit and Vegetable Project. The staff thought the fire extinguisher training was interesting and scary, because everyone who participated needed to be close to the fire to put it out. The fresh produce training explained how to order, inspect, distribute, what to do during deliveries, and how to handle the product.

Warehouse Supervisor and Director helped Stockbridge-Munsee Food Distribution Program Director reorganize their warehouse, inventory and order system.

FOOD DISTRIBUTION NUTRITION EDUCATION

Our program received a grant in the amount of 10,707 for nutrition education. The Nutrition Education Aide from last year was rehired to provide participants and community members with information on food items, teaching healthy food choices, cooking demonstrations and preparation tips using commodity foods, and nutritional recipes.

TEFAP PROGRAM

We distributed 1,632 pounds of Surplus (TEFAP) Food to 275 households. TEFAP food items are very limited; therefore we were allowed to use TEFAP funds to purchase Second Harvest food items for distribution for August and September 96. We distributed 99 cases of Second Harvest food items to 128 households.

We will no longer be getting Second Harvest food items because we are not a non-profit agency.

GAMING COMMISSION

Lynette Miller, Director

The Menominee Tribal Gaming Commission is an arm of the tribal government, established for the exclusive purpose of regulating and monitoring gaming for the Menominee Tribe. Regulations of the National Indian Gaming Commission do not allow for gaming management to regulate themselves. To have gaming management perform those types of functions presents a direct conflict of interest and does not provide an adequate system of checks and balances.

One of the ways the Commission is ensuring that there is an adequate system of checks and balances in place is a system of deviations was implemented this past year. This defined system identifies conditions that either pose a possible threat or are indeed a threat to the safeguarding of assets, as well as the integrity of the business was put into place. The system deals with deviations. Specifically, the reporting and correction of deviations. In a sense it is a simplistic system, however, the deviations reported are not taken lightly, and can be a useful tool to the Commission

to measure the progress and integrity of the gaming industry. There are three types of deviations that management responds to, from the Commission. They are as follows:

1. Deviation: this type of deviation is anything outside of normal operating conditions. The corporation is allowed 14 working days to correct these types of conditions. Deviations do not pose a direct threat to the safeguarding of assets or integrity.
2. Deviation/Reportable Condition: this type of deviation is a situation where controls are not being followed and a loss of monies is possible. However, this type of noncompliance would not prevent the loss being identified through the accounting system by the auditor (internal and/or external). The corporation has 5 working days to correct these types of conditions. Deviation/Reportable condition reports pose a threat to the safeguarding of assets and/or integrity.
3. Deviation/Material Weakness: this type of deviation is a situation where there is a major and immediate threat to the safeguarding of assets. The probability of loss to the Corporation is definite. This type of noncompliance would cause the losses to be very difficult and is not impossible to be identified by the auditor (internal and/or external). The Corporation must take immediate action to correct these types of conditions. Deviation/Material Weakness reports pose the most serious threat to the safeguarding of assets and/or integrity.

In addition to the defined system of deviations for proper checks and balances there is also a need to be educated in possible criminal infiltration. To assist in educating our Tribe as well as other Indian Tribes in Wisconsin the Gaming Commission, Corporate Board and the Federal Bureau of Investigation hosted and sponsored the first Wisconsin Tribal Gaming Integrity Conference. This was held on March 19th and 20th, 1996 at the Menominee Conference Centre. The Wisconsin Tribal Gaming Integrity Conference was designed to help tribal gaming officials meet the challenge of keeping their facilities safe from the threats of criminal compromise. The conference was a success and there were several positive comments received from those in attendance.

Also, this past year the National Indian Gaming Commission implemented a Pilot Project which modifies the submission requirements regarding background investigations and licensing of key employees and primary management officials. The Menominee Indian Tribe of Wisconsin was identified as being in compliance with 25 CFR Parts 556 and 558 of NIGC regulations regarding the licensing of key employees and primary management officials. Because we demonstrated the ability to conduct thorough background investigations and we have submitted consistent investigative reports, NIGC requested that our tribe participate in the Pilot Project. Twenty tribes were identified and the Menominee Tribe was one of the tribes, and only tribe in Wisconsin identified for the pilot project. This displays the hard work the Gaming Commission past and present has done in getting up to compliance with the regulations that are placed on our tribe.

I would like to thank the staff of the Gaming Commission as well as the members of the Commission for their dedication, hard work, and loyalty to their responsibilities. Without their able assistance, this job would be impossible.

GENERAL ASSISTANCE PROGRAM

Wayne Pecore

The General Assistance Program is a B.I.A. funded program. It is intended to assist the qualified Indian person with the basic essential needs only, shelter and food.

The applicant must have exhausted all other resources available to them. He/She must be able to work and seek employment, and must accept any available employment offered to them.

Must be 18 years old and older to be eligible. Must be an enrolled member of a Tribe and residing on the Menominee reservation or within boundaries of the Menominee reservation.

College students are not eligible because they have other resources available to them which they should apply, such as financial assistance and other grants. A High School student can be eligible if they prove that they are/or have no support

from the parents. Basically the parents are responsible for their children if they are 18 and reside in the home while in school. The parents need to show that they do not use this child as a dependent and claim them on their tax returns. We need to get proof in writing from the parents. They also need to state the needs. We also need to use the household income received.

Another eligibility factor is the compliance of 15 hours a week of work assigned to them, with one job contact per week brought in on Fridays. Each and every client must comply with this work rule, if failure to do so, the client/recipient is closed from the program.

Also any income received must be reported and used dollar for dollar against the monthly grant. If a person obtains employment that person is discontinued from the program. We have several job placement within the Menominee Reservation where our clients are placed for their 15 hours per week. The program that requests assistance keeps the time and sends it in to our office on a weekly basis.

If an applicant is a High School dropout, and does not have a high school diploma, it is mandatory that he/she attend G.E.D. class. It is convenient for us to have the classroom and G.E.D. teacher located in the same building with our program.

If a client is unable to work he must bring in a doctors' statement. Upon applying if the applicant states that he/she is not able to work, we send an incapacitation form with them to give to their doctor. A client must also file for S.S.I. if considered disabled, our clients are referred to the proper agency for assistance if we see a need, such as S.S.I., Social Security, Veterans Administration, AFDC, DVR, etc. We have been working with the Placement Specialist out of Curative Rehabilitation Center, Green Bay in jobs for the 55 and over client. We also have been working with the JTPA Program in referring our clients for Transportation to and from the job sites.

All recipients are required to review every three months. It is also their responsibility to bring in any requested information needed.

Persons incarcerated are not eligible, persons in Treatment are eligible to receive one \$25.00 payment.

1996 Grant of Assistance and Caseload

	Grant	Case	Recpt	WEP	Adm.Cost	Total
TOTAL	153,766,839	845	644	66,116		219,882
AVERAGE	17,085.93	94	72	7,346	24,431	

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

Posoh, Nec-Omaeqnominiwuk (Hello, Fellow Menominees)

The Historic Preservation Department continues to strive forward with several important issues concerning the tribe's history, culture, language and traditions. First of all, the department is continuing to develop and plan a cultural center to house repatriated Menominee cultural objects. We submitted a museum/cultural center planning model and charter to the Tribal Legislature for their approval. The Tribal Legislature unanimously approved the planning model, but indicated that the charter needed more work in the area of the 501 (c) (3) tax exempt designation for the museum/cultural center. The department will continue to work on the museum/cultural center plan and charter so that the tribe can have a state of art facility to house our precious rich cultural heritage.

The department is continuing to develop culturally sensitive procedures to handle Menominee human remains now held in museums and other institutions in reference to the Native American Graves Protection and Repatriation Act (NAGPRA). We have consulted with several museums, with Menominee elders, to identify Menominee cultural objects through a NAGPRA grant we received from the National Park Service. We have taken repatriation matters to our Tribal Elders Committee and sought the opinions of these matters with elders in the community. We have asked

the Community Development Department (CDD) for land that will become the burial ground for repatriated Menominee human remains. The CDD has set aside nine acres of land for this purpose. The department will be making repatriation requests for human remains to museums for reburial, and the ceremonies for the reburial will be coordinated with tribal elders.

The department made its first repatriation request involving Menominee sacred objects from a Wisconsin museum. A tribal member, who is a lineal descendant to the sacred objects, asked that the department assist him with the repatriation request in accordance with NAGRPA. The museum reviewed the request and asked for more information. The family is in the process of providing more information for the request.

The department is near completion of the Traditional Cultural Properties Inventory (TCPI) in reference to the Crandon Mine Project. The TCPI is a requirement of Section 106 of the National Historic Preservation Act and is an evaluation criteria under Bulletin 38 established by the National Park Service which establishes Traditional Cultural Properties. The TCPI involved conducting interviews with 15 tribal members, mostly elders, who know the culture and history of the Wolf River. Information from these interviews were used to evaluate possible traditional cultural properties along the Wolf River and to develop the TCPI. The TCPI will be a component of the Environmental Impact Report in reference to the proposed Crandon Mine Project.

The department has submitted a final draft of the Menominee Cultural Resources Protection Ordinance to the attorneys for their review and comment. The ordinance will address the preservation of Menominee Cultural Resources within the exterior boundaries of the Menominee Reservation.

The department continues to monitor on and off reservation archaeological sites. We have developed a good working relationship with the Menominee Forestry Department in regard to locating and preserving archaeological sites and mounds within the Menominee forest. In the past year, we were able to convince the Army Corp of Engineers to enter into an Memorandum of Agreement (MOA) with several federal and state agencies in reference to the Magee-Mitton archaeological site near the Highway 29 bypass south of the city of Shawano. The archaeological site is very culturally significant to the Menominee people. The MOA will protect the archaeological site, which contains a mound, from activities associated with road and bridge construction at the Highway 29 Bypass. The MOA insures that a qualified archaeologist will be on sight when ground disturbing activities occur near the archaeological site.

The department is continuing to seek funding through grants for cultural activities and projects for the tribe. One of the grants that we will be working on will be for Menominee language preservation through the Administration for Native Americans. We feel that our language is in danger of being lost and it is time that we begin the process of working with the native Menominee speakers with language preservation. The department will also continue to work with the Title IX Committee of the Menominee Indian School District to improve the language and culture program in the district.

The department continues to provide technical assistance and information to the public in regard to Menominee history and culture. We have developed an overview of Menominee history and culture that we hand or send out to whomever may need it. The department also conducts presentations regarding Menominee history and culture to schools, civic organizations and other groups.

The department was involved in research and contacting elders to be interviewed for the Menominee Reference Lawsuit regarding the negative effects of Termination. Documents from the tribes archives, historical photographs and elder interviews were used in the development of the lawsuit. The department will also provide technical assistance in reference to the Menominee Treaty Rights Case.

The department was assigned, by the Tribal Legislature, the administrative duties of the pow-wow committee, including the pow-wow budget. Unfortunately, the pow-wow budget was overspent due to several factors beyond my control. I can only recommend that because of the work load that the department has the pow-wow committee be given this task in the future.

Once again, the department held the annual Menominee Sturgeon feast and celebration. We were involved in the direct negotiation with the Wisconsin Department of Natural Resources where we requested ten sturgeon for this years feast. The sturgeon were delivered to a holding pen at Chickenay Creek just below Keshena Falls, the

traditional spawning ground for the sturgeon, where welcoming ceremonies were held for them and the feast and celebration were held two days later. There was a large turnout for the feast and celebration and this event should be continued as an annual event to celebrate a significant part of our history and culture.

Lastly, the department has moved to a new location. We are now located in the building formally occupied by the Tribal Gaming Commission adjacent to the tribal offices. The purpose of the move is to allow the department more space and to start a small museum in the building. As soon as we are settled in our new location, we will begin preparations for cultural exhibits in the new facility. This will be our temporary location until the cultural center/museum is built.

Waewaenin Nec Natanawehmakinuk (Thank You My Relatives)

HOUSING **Jerry Nunway, Director**

TRIBAL HOUSING OFFICE \$168,599.00

This program is 100% funded by the Tribe and the funds are used as follows:

ADMINISTRATION

50% of the Directors Salary & Fringes, and 100% of the Administrative Assistant's salary and Fringes are paid from this. The costs also includes 50% of all office bills (i.e. rent, phones, supplies, photocopies, etc.)

ELDERLY DIRECT ASSISTANCE PROGRAM (\$75,000.00)

This program is designed to assist Elderly enrolled Menominees aged 55 and over with home repair grants up to \$5,000.00

Once a person reaches the \$5,000.00 maximum allowed, they must wait out a year before they are eligible again.

This year, due to the large number of applications we received, the funds were used for "Emergency type grants" such as replacing leaky roofs, emergency repairs for plumbing, heating, and electrical work. Most of the person's did not receive the maximum dollar amount we were able to assist (37) persons with various repairs at an average cost of \$2,287.00

SPECIAL EMERGENCY HOUSING MONIES: (41,000.00)

During this past year we found (2) elders in bad need of new housing. The Tribal Legislature approved the purchase of (2) new, (2) bedroom mobile homes. Both of the older homes they lived in were beyond repair, and any monies put into them would have been wasted. We also repaired 6 roofs for elderly person's who could not get assistance anywhere else.

HOUSING IMPROVEMENT PROGRAM (HIP) \$ 119,430.00

The Housing Improvement Program (HIP) is a federally funded program through the Bureau of Indian Affairs. It is designed to assist applicants with repairs or new homes who cannot get assistance from any other source. In other words, if a applicant can get financing for the repairs or for the new home, they must go that route.

These applicants must also try to get into public housing through the Tribal Housing Authority. If they are denied because of legitimate reasons, then they are eligible for the HIP program. If they are denied due to reasons that can be rectified, then they are not eligible for the HIP program. They must also meet income guidelines for this program.

THERE ARE FOUR CATEGORY'S IN THE HIP PROGRAM

Category 'A' Minor repairs can spend up to \$2,500.00 on a home that will remain substandard. This home can only be served one time regardless of how many families move in & out of it.

Category 'B' Major Repairs - Can spend up to \$25,000.00 on repairs to homes that will become Standard.

Category 'D' New Homes - Can spend up to \$45,000.00 on a home when other avenues of financing have been applied for and denied.

This year the program completed a Category "B" Major repair for a family increasing the size of the home from 1 bedroom to 3 bedroom. This homeowner helps using his own resources in the construction.

A second home was started with repairs but when we were able to open up the house we found it to be beyond repair. We then purchased a double Wide home and set it on a slab with all the hookups. We served a second family with a Double Wide Mobile Home with all the hookups. Both the above homes averaged about \$42,000.00 each. No Downpayment Grants were given due to the structure of the selection process of the BIA.

HOUSING PRESERVATION GRANT \$ 55,500.00

This program was originally to be used for "Emergency Type" funds. This is State funded through the Rural Economic & Development office. The program was changed by the State to allow us to work on 5 homes to bring to a standard condition. Work included new pumps in wells, Electrical, Heating, Plumbing, foundation work, and weatherizing.

We ended up working on seven (7) homes with these funds, 6 of whom were Elderly families aged 55 years and older.

INDIAN HEALTH SERVICE - INDIVIDUAL SEPTIC SYSTEMS \$152,602.00

This program is designed to assist new home owners with the construction of individual wells and septic systems or connect to Community Water and Sewer mains.

This past year we drilled (13) wells at an average cost of \$ 3,150.00 each. These wells ranged in depth from 28 feet to 278 feet deep. One home the first well was dry and a second well was drilled.

We hooked up 10 wells at an average cost of \$ 2,350.99 each. These other 2 homes are not yet ready for the hookups and will be done at a later date.

We installed ten (10) Septic Systems at an average cost of \$ 3,721.00 each. The program also abandoned the monitoring wells in Keshena. This was sub-Contracted out for \$ 1,146.56.

We also extended the Sewer Service Line at Lakeview by adding 622 feet of 8 inch PVC main with (2) manholes at the cost of \$17,733.46.

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Indian Head Start program was established in 1965 and continues to grow and develop along with the community. The program continues to serve preschool children and their families throughout the Menominee Reservation and surrounding areas. Although the program has expanded and the preschool facilities has changed, the program goals and objectives have remained relatively the same.

Menominee Indian Head Start program is based on the premises 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 Head Start program goals as outlined in national Head Start 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;
- The incorporation of Menominee Language and Culture into the preschoolers lives and to include the family through the program curriculum and activities.

These goals and standards are reached through the implementation of program components in nutrition, health, education, disabilities, social services/mental health and parent involvement. Currently program coordinators have been established at both Head Start centers. This gives the families that are enrolled at each site more of an opportunity to seek assistance if needed. The program coordinators are responsible for fulfilling the Head Start component standards and meeting each child and family needs.

In January of 1997, the doors to an additional Head Start will open in the South Branch Community. This classroom was developed with the best interest of the child in mind. In the past South Branch preschoolers were bused to the Keshena site and would be on the bus up to an hour and half one way. With the building of this new classroom, South Branch preschoolers will have the opportunity to be at their site within half an hour and will be able to begin their program day more effectively. Currently, there are 17 eligible children for this new classroom. The program coordinators will all be involved in servicing this new site. We are all looking forward to establishing this classroom and preparing the Head Start children for kindergarten.

Although our enrollment remains at 210 each year, since the expansion in 1995, we continue to have a waiting list for preschool children to enter the program. We have also established boundaries for children to attend the Neopit center. If this was not established there would be even a larger waiting list for the Dolores K. Boyd Center and the Neopit site would suffer in their enrollment. This has helped greatly to keep up our enrollment and it allows us to be able to provide service to more preschool children.

Teaching and learning the Menominee Language and Culture has always been an important factor in the educational systems on the Reservation. The Head Start has incorporated the language and culture into the program fully. The classroom teachers are learning and teaching along with community assistants. The children are fast learners and our goal is to have the families join in the program.

Currently we have 210 preschoolers enrolled, 144 four year olds, 66 three year olds. There are 59 exceptional needs children served, which represents 28% of the total enrollment. With collaboration from the Menominee Indian School District, the Head Start continues to serve as the exceptional needs program for early childhood. The program continues to provide services for special needs children. Services offered include speech and language and certified exceptional needs teachers at both sites.

The Head Start program will assist any staff members to additional training, when needed. Staff continue to attend regular classes offered in the area and many in-services and seminars are offered throughout the program year.

In the future, Menominee Indian Head Start will offer a summer program with pre-kindergarten children a priority in mind. The program will offer review and readiness skills for kindergarten entry. Along with the required skills to be emphasized, the Menominee Language, culture and environment will be incorporated into the curriculum.

INTERNAL AUDIT DEPARTMENT
Ruth M. Shock, Director

The Internal Audit Department was established in July 1996, at the recommendation of Shinnery, Hucovski and Company, the Tribe's external auditors, with the goal of providing review of the financial and accounting systems to identify potential problems. The department consists of the Internal Audit Director, Financial Auditor, Compliance Auditor, and Assistant Compliance Auditor. In order to maintain independence from operations, the Internal Audit Director reports directly to the Tribal Chairman.

The department's Internal Audit Plan was approved by the Legislature on August 22, 1996. This document describes the scope, purpose, composition, reporting structure and responsibilities of the newly established department. The projects completed during the first five months of operation have been mainly issues related to the findings in the Single Audit Report for fiscal year 1994-95. The focus of the Internal Audit Department in the future will be on the review of: internal controls, contracts and grants for compliance, program performance, and Tribal financial activities. Reviews/audits are conducted by the Internal Audit Department to assist management with effective discharge of their responsibilities, but do not relieve others in the organization of their responsibility to develop, establish and maintain internal controls. Issues involving cash shortages, theft, fraud and/or non-compliance should be referred to this department.

The goal of this department is to establish a resource that is available to all Tribal programs and departments to provide consultation regarding cash handling, recordkeeping, accounting, safeguarding of assets, internal controls, compliance issues, etc. We believe that addressing problems proactively rather than after-the-fact will greatly benefit the Tribal organization.

JOB TRAINING PARTNERSHIP ACT (JTPA)

Rudy Reiter, Director

The JTPA Program finds employment for the unemployed, under employed and the disadvantaged workers on and off the reservation. The amount of participants we are able to assist on the JTPA Program depends upon the amount of funding we receive.

We have had 120 employees go through the JTPA Training Program. Out of 120 trainees, 30 adults were placed into unsubsidized employment on the reservation. The JTPA Program has the following components: Administrative Training, Community Service Employment, Work Experience, On the Job Training and Supportive Service.

Community Service Employment is the first component the trainee will go into for ten weeks. If the trainee completes their ten weeks, and the employer is satisfied with the employee, the employer can request to extend their employment. With the understanding that the JTPA Program can offer another fourteen weeks under the **Work Experience** section. The employer must agree to absorb the trainee after twenty-four weeks of employment. After the twenty-four weeks has ended, and the employer still cannot find funding to retain the JTPA employee, the employee is then laid-off. However, the employee has gone through training and is able to use the department as a reference when they apply for other job openings at other agencies. **On the Job Training** - this section deals with a contract between the JTPA Program and employer concerning an employee who will work for their organization, not to exceed 60 days. In the contract, JTPA agrees to pay half of the employees salary at the end of the contract. **Supportive Services** -this section determines whether an individual is eligible such services, such as helping with the purchase of materials needed for employment, i.e; clothing, shoes. Such Supportive Services may include but are not limited to transportation, health care, special services and materials for the handicapped, child care, meals, temporary shelter, financial counseling and other reasonable expenses required for participation in the training program and may be provided in kind or through cash assistance. **JTPA Summer Youth** was able to provide job sites for 68 youths on the reservation. This depended upon the amount we have received to run a Summer Youth Program. The program ran for eight weeks. During the eight weeks, the program lost 13 employees due to various reasons. With the rest completing the entire eight weeks. **Tribal Summer Youth Program** was able to provide Job Sites for 67 youths. This also depended upon the amount we received to run a Tribal Summer Youth Program. Out of the 67 youth, we lost 17 due to various reasons. With the remainder completing the eight week program. Both the JTPA and Tribal Summer Youth programs were very successful. Employee evaluation forms were handed out at the Job sites, with the majority of them coming back with positive responses. Problems that were presented was transportation, however, we issued bus tickets to the youth.

The JTPA Program received \$154,195 to operate an adult training program. We were able to service 120 adults. Out of the 120 adults, we have placed 30 into unsubsidized employment on the reservation. The program expenditure for the year was \$124,801.10 leaving the remainder of \$29,393.90.

Problems the JTPA Program experienced were employers who could not hire the trainee after their duration of work. We now encourage the employer to try finding extra funding, so that they may retain the trainee at the end of their training period.

The JOBS Program focuses on the AFDC recipients with help in education such as technical school, GED, etc and work search, they may help in resume' writing, interviewing techniques, job readiness, etc... JTPA/JOBS has contracted the above services to the Menominee County Human Services Department. JTPA/JOBS administers the funding which this year totaled \$140,913.00 the amount spent on services was \$93,684.26 with the remainder of \$47,228.74 the JOBS program helped 182 clients this year.

For Tribal Summer Youth the total funding level was \$34,000.00 stipend payments amounted to \$12,296.18.

For JTPA Summer Youth the total funding level was \$55,495.00 and funds expended was \$52,206.15 leaving the amount of \$3,288.85.

JOHNSON O'MALLEY

Beatrice Olson Brunette, Interim Director

JOM/CULTURE PROGRAM

In F.Y. 96 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 Woodland Youth Services and the Menominee Youth Center in Keshena. In F.Y. 97 the JOM/Culture was zeroed out due to budget cuts. The JOM Program would be able to fund the program for one (1) year only in '97.

In F.Y. 96 we served 2740 students in the various communities. We averaged 228 students per month for instructions. 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 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. '96 we spent \$43,661 in our JOM/Culture budget and returned \$3,605 back to the Tribal Budget. In a year of reduced budget we combined with other program sources and was able to cut back some of our expenditures.

JOM/TRIBAL DONATION FUND

In F.Y. 96 the JOM/Tribal Donation Fund assisted 21 students. We spent \$3,400 of the \$3,750 dollars allocated by the Menominee Tribal Legislature which was spent 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 means we could provide services to 19 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, educational needs, tuition fees, supplies, assistance for Princess representation, educational tour to Spain and Africa, music tour London, England and Germany, workshops at Washington D.C. etc. All in all this is a very good program that meets one of the needs of our community. In Fiscal Year 1997 the Johnson O'Malley/Tribal Donation Fund has a zero budget.

MENOMINEE WEATHERIZATION

The Menominee Weatherization Program has changed in F.Y. 95. Currently our office just does the intake and referrals. In F.Y. 96 New Cap Inc. out Oconto completes the work on the homes that needed to be weatherized. Last year we referred 30 homes to New Cap and 23 were completed. In F.Y. 97 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 1986.

In fiscal year 96 we had total expenditures of \$2,894.58. The breakdown is as follows: \$377.60 on administration, \$2,302.07 on labor referrals and \$214.91 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.

JOHNSON O'MALLEY F.Y. '96

The Menominee Johnson O'Malley program provided a total of 20,131 service units in the supplemental services programs and 147 service units in Parental Costs or Financial Assistance programs. Total service units provided are 20,278 for F.Y. 96. The Johnson O'Malley 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. 97 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 \$65,070.04 in Fiscal Year 96 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 147 service units in the areas of: musical instruments, supplies, senior pictures at \$70.00 and other extra-curricular needs. The 147 students served represents 93 under projected count.

In Fiscal Year 96 we spent \$10,121.70 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. The total service units provided by our Career Exploration program was 653.

In Fiscal Year 96 we spent \$18,027.34 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 (4,682 service units), Keshena Youth Center (2,740 service units), South Branch (1,089 service units) and Neopit (68 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, and holiday events. A total of 4,162 service units were provided in F.Y. 96. The South Branch Resource Center remained open during the summer months.

In Fiscal Year 96 we spent \$17,452.97 in cumulative expenses.

POSITIVE YOUTH DEVELOPMENT

In fiscal year the Positive Youth Development program provided 15,681 service units to Indian students. 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 96 we spent \$16,680.70 in cumulative expenses.

JOHNSON O'MALLEY COMMITTEE

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

In Fiscal Year 96 we spent \$1,892.92 in cumulative expenses.

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 experienced expenditures of \$2,017,021 for fiscal year '96. Funding sources were the Bureau of Indian Affairs \$1,208,994, Menominee Tribe \$725,279, National BIA Highway Safety \$55,721, Bureau of Justice \$12,726, COPS Fast Grant \$8,104 and County/Tribal Emergency Transports \$6,197.

The department has faced a great deal of issues this fiscal year. In November the BIA sent in a team to conduct an evaluation and while there were problems identified, we fared well. Our relationship with the U.S. Attorney's Office has been greatly improved, in efforts to expedite criminal complaints. Evidence custody and preservation is sound; we have successfully implemented computerization of our Dispatch services, incident report writing, evidence tracking, and criminal history in addition, to statistical reporting; soft evidence such as statements, documents, and the like are being preserved and properly controlled; and the department is targeted towards community policing. While these efforts have been positive advancements to a safer community, we still have a long way go.

One of the major changes that has had a large impact is the sound partnership formed between the U.S. Attorney and Tribal Police. However, this was not an easy road to pave. Our chain of evidence had to be improved, records had to be preserved, a proper tracking system had to be in place, confidence had to be assured, and Officers had to be trained on the Major Crimes Code 18 USC. As a result of these efforts, we now experience a greater potential for successful prosecution in the Federal System. This is an important factor in our struggle to fight crime, because if you

do not rehabilitate the criminal he or she will just commit another crime. The only place our Tribal Court System can order an individual to is our jail, but it is designed for short term detention. In the interest of rehabilitation, Meahnwesekiyah has been providing a program targeted at Jail Inmates which is 9 weeks in total curriculum. The program is designed for group participation and deals with inmates choices in behavior. This is our first effort within the Jail targeted at inmate recidivism.

STATISTICAL ANALYSIS

The departments objectives for the last year dealt with reducing paper work, and establishing structural confidence to improve the efficiency of the Officers so that more street work could be done. Prior to the departments new administration, Officers were generating new incident reports for everything they did. This included continued investigation on a given case. The end result of this practice was two fold; one, that a higher crime rate was being reported, and second, that Officers had to fill out tons of paper work before the end of their shift.

At the onset of the fiscal year we changed how and when Officers had to file incident reports. The majority of work an Officer does in the community has nothing to do with criminal activity, but rather, a citizen's call to have an officer resolve a problem, or some other form of public safety service. The rule became "if your work may result in some kind of court action by yourself or someone else, you must request a case number. Work that related to public safety such as posting meeting notices, picking up debris from the road, or just simple building checks you do not have to file an incident report." Officer's were required to record these activities in their daily log. Additionally, when Officers continued an investigation they simply attached the statement/evidence to the original incident report number or offense. This method stopped multiple counting of a single crime and provides us with a clearer picture for resource utilization.

The question becomes, has all this work done any good towards impacting our objectives, or the over riding goal? Last year the department reported 11,112 total incidents, 1,288 arrests, and 1,945 citations. Following is a comparison of those same statistics with 1996:

	<u>1996</u>	<u>1995</u>	<u>% Change</u>
Incidents	7,630	11,112	(31%)
Arrests	1,681	1,288	31
Citations	3,014	1,945	55

The table clearer demonstrates that the efforts to reduce paper work has been achieved by almost one third. Further, the table indicates that arrests are up 31% over last year and citations has increased by 55%. It is possible that one could speculate that crime has increased, however, there is no question that Officers have been on the streets more, and thus are more responsive to the activity.

Motor Vehicle: The attached table labeled "FY'96 TRAFFIC ANALYSIS" indicates that of the 3014 citations issued, a driver stands a 10% chance of getting off with a warning. Warnings are indicative of "Officer Discretion" and helps us to understand how heavy handed the department is as a whole. Further review of the data tells us that of those drivers stopped 14% do not have a drivers license. 10% of the citations are for speeding and most alarming is that 12% are ALCOHOL RELATED! Totally, traffic control takes up 40% of the departments rate of incidents.

Major Crime: Major crime accounts for 8% of all incidents reported. 65% of cases result in arrests with the remainder being filed as a criminal complaint. Juveniles commit 13% of the major offenses, most of which are assaults(55%). 62% of the major criminal offenses are in area of assaults. The attached table labeled "FY'96 MAJOR CRIME SUMMARY" is provided for detail review.

FY96 INCIDENT SUMMARY

Month	No. of incidents	Month	No. of incidents
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October	844	April	699
November	567	May	778
December	466	June	675
January	319	July	698
February	523	August	837
March	541	September	683
		Grand Total	7630

FY96 MONTHLY JAIL STATISTICS

MONTH	NUMBER OF ARRESTS	MONTH	NUMBR OF ARRESTS
October	145	April	163
November	102	May	131
December	131	June	126
January	101	July	180
February	132	August	184
March	130	September	156
TOTAL	1,681	AVERAGE	181

**FY96 TRAFFIC ANALYSIS
Menominee Tribal Police**

FY96 SUMMARY	TOTALS	FY96 SUMMARY	TOTALS
Traffic Stops	1098	Warning citations	303
Moving Violations & Citations	125	Non-Registrations	76
Display Registration False	9	Improper Display Plates	8
Parking Citations	9	Speeding or Excess Fixed Limits	302

Speeding in a School Zone	6	Unreasonable or Imprudent Speed	23
Too Fast for Conditions	14	Stop Sign Violation	16
Failure to Stop for School Bus	6	Failure to Yield	5
Evading	3	Permitting Unauthorized Driver	13
OAR/OAS/OWL	427	OWI	179
BAC	135	Open Intoxicant Driver	20
Open Intoxicant Passenger	16	Accidents - PD	74
PI	3	Fatality	1
Causing Injury by Violation	2	Reckless Driving	18
Hit & Run	10	Operate Left of Center	20
Inattentive Driving	21	Unsafe Backing	8
Failure to Report Accident	8	Seatbelt Violation	9
Failure to Stop Emergency Vehicle	7	No Passing Zone	9
Violation Absolute Sobriety	4	Minor Transporting Intoxicants	4
Following Too Closely	3	Riding illegally	1
Driving on a Sidewalk	1	Passing on a Hill/Curve	1
		GRAND TOTAL	3014

FY96 MAJOR CRIME SUMMARY

Classification of Offenses	Offenses Reported to Police	Unfounded	#ofActual Offenses	Total Offenses Cleared by Arrest	# of Clearances Involving Only Persons under 18
Criminal Homicide					
Manslaughter by Negligence					

Forcible Rape Total					
Robbery Total					
Assault Total:	377	1	376	294	44
a. Firearm	2		2	1	1
b. Knife or Cutting Instrument	1		1	1	
c. Other Dangerous Weapon	7		7	4	3
d. Hands, Fist, Feet - Aggravated	148		148	138	10
e. Other Assaults - Simple	219	1	218	150	30
Burglary Total:	68	6	62	27	8
a. Forcible Entry	19	4	15	5	8
b. Unlawful Entry	46	2	44	22	0
c. Attempted Forcible Entry	3	0	3	0	0
Larceny/Theft Total:	154	18	136	56	17
Motor Vehicle Theft Total:	41	7	34	17	11
a. Autos	26	2	24	17	11
b. Trucks & Buses	0	0	0	0	0
c. Other Vehicles	15	5	10	5	0
GRAND TOTAL:	640	32	608	394	80

Uniform Crime Report
Menominee Tribal Police Records Department
Submitted to Office of Justice Assistance

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 chairman, 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 programs developed by the Legislative Staff that covers 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 Legislators 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.

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.

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.

This year we have set up an office space for members of the Legislature to assist them in their duties as committee chairman, providing them with work space and equipment as the duties and responsibilities of the committees have increased and are now more issue orientated. This complements the changes to the Tribal Government Plan ordinance 95-04 and provides for improved coordination between the different levels of tribal government.

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.

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.

Another area that we assist the Menominee Legislature and Tribal Chairman with is the review and technical language of our Gaming Compact with the State of Wisconsin, working with a team of tribal personnel from gaming by providing information and research and supportive services, also working with the Tribal Chairman attending the Wisconsin Tribal Leaders monthly meetings with the ten other Wisconsin Tribes.

LIBRARY

Sally Kitson, Director

Throughout the past year the Menominee Tribal/County Library has worked toward making a dramatic change in library services. This is in a move toward automating. Automation means simply that all library material is put on an on-line database. For those of you who are familiar with the library interloan process you may remember that in many cases the requested library material did not arrive until several weeks later. As much as the library attempted to get the material on a timely basis, it perhaps was not available from the lending source until much later. The library also had to rely on the postal service to get the material which could mean more time spent in retrieving it. Also, the database was kept on CD's which were purchased on a yearly basis with new material entries coming on a periodical basis making the selection not as up-to-date as it should have been. It was for these and other reasons that material retrieval was could be slow and out-of-date.

All this has changed. Through the automation project most of the Nicolet System libraries have worked toward an on-line service. Now when a patron comes into the library they are able to sit at one of two terminals. At these terminals

they are able to pick the material needed. It is also at this point that they are able to determine where the material is and which libraries have such material available and which don't. The librarian then puts a hold on the material right then and there. Then, and here's where it gets exciting. A VAN DELIVERS TO OUR VERY OWN LIBRARY TWICE, YES, TWICE A WEEK!! Included in the automation project are libraries from a two-system network, those libraries from the Outagamie-Waupaca system as well as our own Nicolet system which means a patron is able to check on and check out material from over 50 libraries on the spot.

Also included in this package will be a dial-in access feature which means that anyone with a computer set up for networking will be able to dial into the library and view the catalog from their home or office. The automation process and training has been a long and tedious one for the librarians and the staff at the library wishes to thank the community and patrons for their support and understanding for the days which the library has had to be closed to accomplish this. The expected time for the Menominee Tribal Library to begin full circulation of this kind will be the end of December.

There is more good news that must be shared for those of you who are not already aware. The Menominee Tribal Library was approved for a grant to set up a study center in the new South Branch Community Center. Monies from the grant will be used to purchase shelving, furniture, office equipment, computer equipment, reference material and a staff person to get this all in order. The grant also has funds available to get on-line catalog access and delivery for interlibrary loan material is part of the plan. The library staff and Board extends our appreciation to all those persons, groups and organizations who participated in making this vital service available to the people of the South Branch community.

The library continued throughout the year to hold various fundraisers such as breakfasts and spaghetti dinners. Our big annual event, the Arts Festival was attended by many, however, not as many as we expected. This could be due to several reasons. So, in 1997 the library will make some changes in the event. One of these has to do with location. It was felt that as beautiful and welcoming a setting the Logging Museum is for such an event, a more ideal place for maximum exposure would be downtown in the park. So plans and changes are in the making. The event will be held on the same week-end it has always been. That being the week-end before Memorial week-end so all you artists and craftspeople start getting your things together. Hopefully, this year it will be bigger than ever. All monies made from our fundraising events goes to further library services for the community.

Finally, again this year the staff and Board at the Menominee Tribal Library have worked to keep our commitment to establish and continue maximum services on the Menominee Reservation and beyond. We feel that the library plays a vital role in those events which effect the Menominee people along with those who live and work with us. We are proud to provide such a service and again we thank those who appreciate and support the efforts that are made toward this goal.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

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

LIST	TOTAL
TITLE FEE	1150
LIEN	353
REPLACEMENT TITLES	42
TIRE WASTE	44
PLATE TRANSFER	417
TAX EXEMPT CARDS	462
HUNTING AND FISHING I.D. CARDS	372
FISHING LICENSE	174
HUNTING LICENSE	206
DOG TAG LICENSE	21

ISSUANCE OF FOOD HANDLING PERMITS	49
ISSUANCE OF FIREWORKS PERMITS	7
ISSUANCE OF BINGO INSTANT GAME WINNERS PERMITS	5
ISSUANCE TO CONDUCT BINGO OPERATION	1
ISSUANCE TO CONDUCT VIDEO BINGO/GAMES	0
ISSUANCE OF TOBACCO PERMITS	14
ISSUANCE OF CONSTRUCTION PERMITS	87
ISSUANCE OF SOLID WASTE DECALS	268
ISSUANCE OF RECYCLE DECALS	7
ISSUANCE OF RAFTING PERMIT	2
ISSUANCE OF MINNOWING PERMIT	3

THE LICENSING AND PERMIT DEPARTMENT ISSUED 1,649 automobile plates, 736 truck plates, 171 personalized plates, 78 municipal plates, 28 motorcycle plates, 9 mobilehome/motorhome plates, 103 veteran plates, 20 trailer plates, 84 handicap plates, 0 veteran handicap plate, 36 disabled cards.

Total revenue for FY' 96 \$110,326.85.

The Licensing and Permit Department served 4,586 clients for FY 96.

The Licensing and Permit Department decreased in revenue due to the new policy established. The Menominee Tribal Licensing and Permit department have been experiencing problems with customers who are not residents of the Menominee Indian Reservation attempting to purchase Menominee Tribal License Plates. To prevent this from reoccurring, the Licensing and Permit department will be requesting verification of residency in the form of a Driver's License. Only the following places of residence will be accepted for issuance of Tribal Plates: KESHENA NEOPIT GILLETT SURING

Owner's name(s) now has a space to record each individual's social security number or driver license number, or, in the case of company owned vehicle, the Federal Employer Identification Number (FEIN). These numbers will be used as the link between driver and vehicle record information as WISDOT redesigns its computer system. This will list the vehicle owner's true residential or business address. A post office box is not sufficient, unless the owner cannot receive mail at the residence or business (e.g., small post offices that do not provide mail delivery).

The Menominee Licensing and Permit Department in Keshena continues to serve the public in Keshena, Neopit, South Branch, Zoar and Menominee County.

We are currently working with the Management Informational Systems department to successfully complete a new database for the Motor Vehicle program, to make our department more efficient for both parties i.e, workers and customers.

We are continually working with the Wisconsin Department of Transportation searching for titles, correcting titles, informing them of dealers that don't comply etc...

We are currently working with the Finance department to receive a new accounting system for better accuracy with our receipt.

The new plate established is the War Veteran Disable Plate, which have been available as of 11-30-95, the cost would be the same as auto or trucks etc...

We are still a leader for other Tribes to help establish their own motor vehicle department and obtain the right to have their own license plates.

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 1996 fiscal year ended September 30, 1996, 1,728 new loans were approved and processed through this fund to eligible members for a total amount of \$955,765.74. As of the end of the fiscal year there were 1,530 loans outstanding with a total principal balance of \$1,099,163.00.

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 from this fund must be for a business located within the exterior boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1996, there were 12 new loan packages approved and processed through this fund for a total credit of \$296,123.00. At the close of the fiscal year there were 35 business loans outstanding in the aggregate amount of \$771,043.00.

CDBG/HUD REVOLVING LOAN FUND - The CDBG/HUD Revolving Loan Fund provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 21 new loans were approved and processed through this fund during fiscal year 1996 for a total amount of \$95,490.00. As of the close of the fiscal year there were 81 loans outstanding under this program for a total amount of \$205,295.00.

LOGGING MUSEUM

Wayne Martin, Director

With the help of knowledgeable guides who volunteered their services, we were able to handle the large groups that were scheduled for tours through our Museum. We also were able to service many V.I.P. tours during this season. For the most part, there were tours that were sometime unscheduled and were visiting our homeland. V.I.P. tours are usually included in packages from Public Relations or at the request of the Chairman or other Tribal departments.

Due to some unexplainable reasons, attendance was down this year. We feel a lot of this decrease is due to the lack of billboards and directional signs. We are advertised in some national magazines, periodicals and other media from which we derive approximately 60% of our admissions. Random tours make up another 35% and the balance is credited to scheduled tours.

Revenues for FY 1996

April	14.00	July	342.50
May	206.00	August	320.00
June	211.00	September	204.00
Donations after the passing of Jacques Vallier			<u>35.00</u>
Total Revenues			1,333.00

This is exactly 1/3 of the projected revenues.

As in past reports we have stressed that community interest and participation would greatly increase the means to revenue projections and much more. There seems to be a lack of interest in volunteering to help with fundraising. We must initiate a greater effort to get more people interested in helping with our fundraising projects. We have had some community people who are committed to helping but these are only a few.

Many of our local men who at present are logging or have worked with loggers have put forth some ideas that can be a part of fundraising events. These are all feasible and could be used to create more volunteering.

For FY 1997, we will strive, by any means possible, to increase revenue. At this writing we are considering projects and ideas to bring in more tourists and groups. We have been approached by the Lamers Bus people for information on our tours for the purpose of including the Museum as part of a package. The Bingo-Casino people are also including the Museum in their tour packages.

If all these plans become to fruition, there is no doubt that attendance will be greatly increased in the years to come.

MAEHNOWESEKIYAH TREATMENT CENTER

Rose Hoffman, Director

The Maehnowesekiyah Treatment Center is a nationally accredited Substance Abuse Center, having received accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) in 1994. We are currently in the process of preparing for the re-accreditation on-site review in March or April of 1997 since the current certificate of accreditation will expire in May of 1997. We will be required to submit an application along with an update of the corrective action plan that was submitted when we became accredited. In addition to accreditation, all Maehnowesekiyah programs are certified by the State of Wisconsin and our residential facilities are licensed by the State as well. These three processes required a tremendous amount of time and energy to bring the program up to date because of changes in the laws that had not been updated and implemented.

Maehnowesekiyah seeks to heal holistically by treating the chemical abuser and the family that the abuse affects. 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. The diversity of clients admitted to our treatment components present a real challenge and we recognize and respect this diversity by offering individualized treatment and choices in treatment.

Maehnowesekiyah currently has a staff of 51 employees, of which 39 are Native American or descendants. Meetings were held this year with the college of the Menominee Nation to explore whether the College could develop an academic program specific to the AODA/Counseling field in order to increase the resources available for staffing positions at Maehnowesekiyah. We were extremely pleased with the cooperation and enthusiasm of the College to work with Maehnowesekiyah to this end. As of 9/30/96, our employment profile is as follows.

<u>Staffing Category</u>	<u>Menominee</u>	<u>Spouse/Descendant</u>	<u>Other</u>
Supervisory/Management	8	2	3
Direct Service	20	0	8
Maintenance/Housekeeping	2	0	0
Support/Clerical	8	0	0

Staff development training programs, including in-service by experienced Management staff and training by professional consultants, was carried out during FY 96. The training courses are designed to allow Counselors to receive credits from the Wisconsin Certification Board for Counselor Certification. This year, we have developed linkages with IHS and an organization providing consultation to IHS on their efforts to develop Certification standards and processes. This is moving along nicely, but at this point, the standards have not been approved. It is expected that they will be though and this will be a plus for Indian Country. Although Wisconsin does not have reciprocity at this point, it is expected that this will occur.

Maehnowesekiyah had a total budget of 2,190,571.00 for FY1996. During this period, an amount of \$342,970.00 was generated in income and this income was put back into service programs and treatment. At this time last year, we were anticipating a decrease in income due to the loss of RNIP funding and other factors. However, increased efforts in collections and getting Counselors certified to bill, brought us to within two hundred dollars of the income level realized in FY1996. We did not obligate all income dollars collected during FY96, recognizing that we will need these funds in FY1997 when we will not have the Bureau Of Corrections funding and/or the Tribal Supplement. As was the case in FY1996, we will continue to utilize all available resources in order to continue, maintain and approve the level of services offered by Maehnowesekiyah. Administratively, many good things happened during the fiscal year. Many of the required areas which were in dire need of updating and revision with regard to requirements imposed on the programs, have been completed. Procedures to insure accountability of petty cash and client funds were implemented early on in the year and the necessary checks and balances to safeguard the assets and property of the Tribe and clients are now in place. We have directed our attention during the year to coordination with other service providers in the community and have developed written referral/coordination

agreements with several. The administrative component has been reorganized and we are beginning to see the benefits in many areas. We are in a better position administratively than we were last year at this time. This year, Maehnowesekiyah served a total of 844 unduplicated individuals. A statistical report is being attached to this annual report which breaks down the statistical data by program, gender, age, and referral sources. The actual program services are covered in the following presentation.

Prevention Program

Prevention programs 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 outside of the Treatment Center. Adolescent aftercare is provided for the youth of our community who are between the ages of 12 and 18 years who have completed a primary alcohol and/or drug treatment program. The aftercare program assists the youth to readjust from primary treatment back into his/her community. The youth prevention programs provide an opportunity for youth to participate in constructive leisure-time activities with emphasis on Menominee culture and tradition. Prevention staff strive to build pride in our Menominee heritage and youth. Weekly meetings are held during which the youth also discuss the dangers of alcohol, drugs, and tobacco, in addition to addressing issues facing our youth today. A Children's group for youth, ages 5 to 11 is provided for youth who accompany their parents to our program.

The groups runs for 12 weeks and meets once per week in the evenings. The Prevention unit, along with the outpatient units, organizes and provides most of the larger events. These activities include family and youth retreats, a halloween haunted house, and our elderly Christmas celebration. A monthly newsletter continues to be published and distributed in the community, along with a healthy dose of community education and awareness activities. This year 34 students participated in our adolescent retreat. This was a successful retreat. The participants were well-behaved and actively participated in the event. Awareness week was held from April

15th to the 19th, with 360 community members participating in the four communities. The outpatient unit was kept busy during the year with 644 clients participating in the structured group activities. Males and females were represented equally among those served by the unit. The unit served a total of 36 clients in general, walk-in support services, 27 clients in mental health, 84 in the In-home program and 23 in family therapy. An additional 52 clients were served in the family violence program. There were a total of 123 new clients admitted during FY1996, of which 73 were female and 53 were male. The Outpatient program provides Primary Day Treatment, Aftercare, AODA education, Family Therapy, Co-Dependency, Outpatient mental health, Parenting Skills 1 and Parenting Skills 11. Day care services are also provided for children of clients participating in treatment. A therapy group for children is provided weekly. Structured day care is also provided

for the children of Moms participating in the Pregnant/Postpartum Women's program. Several major diagnostic tools were implemented into the outpatient program during FY1996, to the delight of the Psychologists, Treatment Advisor, Dr. Coleman, and the Addictionologists. We are especially sad to see Dr. Coleman leave the program. He has been a real asset to our program. The Tribal Clinic will be assigning another physician to Maehnowesekiyah to serve in this function. Consultants to the program now include: a Clinical Psychologist, a Medical Advisor, two

Addictionologists and a Psychiatrist/Addictionologists. The program is now in compliance with licensing, certification and CARF Accreditation in this respect. Maehnowesekiyah operates three separate shelters for the homeless. The purpose of these programs is to provide a safe, drug-free environment for homeless individuals and families. All three units are considered temporary (30 days or less) until permanent housing can be found. During FY1996, the program admitted a total of 108 clients of which 78 were females and 30 were males. Of the clients served, 62% were in the age group of 18 to 35 years. A significant number of them were single parents. The AODA residential facility admitted a total of 54 clients during the year - thirty-five females and fourteen males. At the close of the fiscal year, the program had seven clients in residence. Referrals were received from numerous resources including other Tribes, judicial systems, Bureau of Prisons, Probation and self-referrals. AA meetings at the facility continue to be well attended. Clients also attend community AA meetings, sweat lodges, and other community activities. The cultural and spiritual activities include the Talking Circle, morning meditation, and presentations by traditional guest speakers and presenters. The Pregnant/Postpartum Women's program served a total of 15 clients during the year and had five remaining in residence at the close of FY1996. Thirteen of the women admitted to this program were between the ages of 18 - 35 years with the remaining two being in the age group, 36 - 54. A total of thirty six children were admitted to the program with their Mom. The majority of these Native American women were from our own Tribe. Other referral sources included the Oneida Indian Tribe, Ho-Chunk, and Chippewa. The PPW program continues to develop a more structured approach for providing treatment services to the children of PPW participants. The child care component has implemented child development plans for each child and has the Moms assist in the Child Care Center one morning each week. Health Education groups, weekly lectures, and individual counseling sessions are

provided by the Health Nurse, along with medication monitoring for both residential facilities. The Maehnowesekiyah Treatment Program provides transportation services for residential clients who have appointments at various agencies for medical, vocational, financial and housing needs. Transportation is also scheduled and provided for outpatient clients who are attending group therapy and treatment and who have no other means of transportation. There were a total of 152 clients served in this program component during FY1996. Ninety-nine of the clients were male and sixty-two were female. There were a total of 2,219 client transport trips during the year. The Health Nurse served a total of 98 clients this year. Fifty-two of the clients were female and 46 were male. In addition to the services provided to residential clients, the Health Nurse also provides health screening, health education and monitoring. She participates in client staffing with the Outpatient and residential programs and has completed a total of 178 office visits during the year, along with 308 evaluation/tests, groups and 1-1 sessions. The resources making referrals to the program increased for the year. Breakdown of the referral sources for the 844 clients served by the Maehnowesekiyah Treatment Center during FY1996 indicate referrals were received from the following sources: (1) Self-referral - 190 (2) Family - 203 (3) Courts/Justice Systems - 203, (4) Health/Social Services - 79, (5) Employers - 53 and (6) Other Sources - 125.

MAINTENANCE

Dick Dodge, Director

MAINTENANCE

The noted continual growth of our tribal programs and departments within the Tribal Office building created a severe space shortage, not only for the departmental offices, but also storage space. With this being a reality, the combined efforts of Menominee Tribal Housing Authority and the Community Development Department brought about the construction of a new office building known as the Family Investment Center.

F.I.C. (FAMILY INVESTMENT CENTER)

With the near completion of this building in July, 1996, some of the service departments such as Probation, G.A.P., Education, Human Resources, and Tribal Social Services began moving from the Tribal Office building into their new offices. As the building was completed, more departments were moved, with the final move being made the last of September, 1996.

The Maintenance Department has the responsibility for the general upkeep and maintenance of this building. Financial and statistical data will not be available until the end of FY97.

TRIBAL OFFICES:

When the departmental moves to the F.I.C. building were completed, a series of moves began within the Tribal Office building. These also began in July, 1996, and as of October 31, 1996, they are still not completed. As each move was made, the offices were cleaned and repaired/renovated as needed. An addition was added on to the present maintenance garage, doubling its size. Landscaping was completed around the garage and the F.I.C. building. Two housekeepers were added to the housekeeping staff for a total of six housekeepers. One additional switchboard operator was also added to the staff. One maintenance personnel received both state and federal certification in refrigeration.

WOODLAND YOUTH:

The exterior of the building was stained/painted. Routine and general upkeep and maintenance took place throughout the year.

FACILITIES MANAGEMENT:

Besides the general and routine maintenance and upkeep of this building, the only additional item was installation of new heating cables.

TRIBAL SCHOOL:

Numerous renovations took place throughout FY 96. Some of these renovations included the following: Gas was all repiped for lp gas in the kitchen. Two basement classrooms were renovated. The siding and windows were replaced. All exterior wood was painted. Asbestos was removed from the gym and stage areas. All the pipes were reinsulated. A drainage system was installed in the back of the building near the parking lot. A back up circulating pump was installed.

Several safety items from the BIA inspection were also completed. The maintenance personnel assisted and worked with the various crews throughout the year resulting in the completion of projects before the start of school year 96/97. One maintenance personnel was boiler certified through the BIA.

TRIBAL CLINIC:

A major expansion of the Clinic took place during FY96. The maintenance staff assisted the various crews throughout the project. They were trained in the workings of the new equipment that had been installed. With this expansion, departmental moves were made within the building. This also was completed with the maintenance crews assistance. One maintenance personnel was certified in boiler operation.

LOGGING MUSEUM:

A complete security and fire system was installed by the maintenance department. These two systems were installed throughout all of the museum buildings.

ELDERLY SENIOR CENTER (KESHENA):

The maintenance department were responsible for all of the improvements at the Center. These improvements include the following: new outside steps, installation of an energy efficient furnace, replacement of 9 windows, and installation of outside security lights. Two new LP gas furnaces were installed at each of the 3 elderly residential sites (S. Branch, Zoar, and Keshena).

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, Gaming Commission offices, Library, Recreation, Business Center, Maehnowesekiyah, and the Community Centers in South Branch and Zoar. All maintenance personnel were required to attend fire extinguisher training and Hazardous Chemical Training. Maintenance personnel were also required to attend monthly maintenance meetings. 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.

MANAGEMENT INFORMATION SERVICE

Rod Boivin, Director

The MIS department is an internal services department that provides computer support to all departments that pay into the indirect cost pool. MIS stands for Management Information Services which encompasses all aspects of computer needs analysis, hardware support and software support.

MIS currently supports 82 departments within the tribal organization with close to 700 personal computers and 10 Novell Network Servers. Industry standards state you should have at least one technician for each network and one for every 40 computers. Currently MIS has a technical staff of three. MIS staffing includes a Director, Secretary/Receptionist, Administrative Assistant/Software Trainer, (Two) Technicians and a Systems Engineer.

When a department has a need for a computer they call the MIS department. We then do a needs analysis for the department to find out what their job functions are and what type of information they work with. We then find a software and hardware solution that best fits their needs. MIS does not purchase any of the equipment for each department but recommends a system and types up the purchase orders with the technical information needed. The department then adds their budget numbers to the purchase order and the order is placed. When the equipment arrives, MIS sets up the equipment and trains the user on the software that is loaded on the machine. Anytime a hardware failure occurs MIS coordinates the service repair on the unit if it is under warranty or repairs the unit ourselves if it is not. The department is only charged for the cost of the parts.

Accomplishments: During Fy 96 the new Family Investment Center was completed across from the Tribal Office Building and many of the departments moved from Tribal Office Building into the new Family Investment Center. MIS staff worked closely with the Community Development Department and through preplanning had setup a Fiber Optic Backbone for the Tribal office Data Network. Eighteen Strands of fiber run from the MIS department computer center

to the FIC Building through a conduit that was laid between the buildings, the fiber in the FIC Building runs to a wiring closet on each floor where is connected to concentrators and breaks out to each office. Each office has at least two data connections and all run back to the wiring closets for easy maintenance and support. All the computers in the FIC Building are either running off of the MIS fileserver or the Finance Fileserver in the Tribal Office Building. This allowed the moves from building to building to go nearly seamless, computers were unplugged from their office in the Tribal Office Building and plugged into their new office in the FIC Building with no interruption of service. MIS also supports offices in the old Boivin house behind the Tribal Office Building. A fiber optic link was made between the Tribal Office Building and this house to connect any office that occupies the building to have access to the main data network. Fiber optic connections were chosen for building to building connections because of speed of the connections and for fiber being unaffected by electromagnetic interference and lightning.

Problems: The biggest problem the department faced during the year was the inability to hire a replacement technician. In October of 95 one of our technicians left for a job with the College of the Menominee. Three sets of interviews were held to replace him before a technician was hired. Unfortunately the technician did not have the skill level needed for the position and was released after 30 days. Two more interviews were held and the position was changed to a PC technician (an entry level position) to be able to get someone in that we could train. This person did not start until August of 1996. MIS worked for 10 months understaffed in an already understaffed department. This added to our backlog of projects which we are still trying to recover from.

Statistical :

Departments Supported - 82

Computers Supported - 700

Service calls for Fy 96 - 2,954 (service calls include any hardware or software requests that can take from a few minutes to days to complete)

MENOMINEE TRIBAL SCHOOL

Allen Caldwell, Principal

The Menominee Tribal School began the 1995-1996 with a record student enrollment of 232 students. Due to the increased enrollment registration was cut-off on the second day of the school year and a waiting list was initiated. The increase in enrollment occurred in the lower elementary grades where it increased by 25% over the previous year. The 1996-1997 school term began in August, 1996 with yet another record enrollment of 256 students. As was the case the year before, enrollment had to be cut-off after the first day of school as the school exceeded its' enrollment and classroom potential. The school has a waiting list of forty students who want to get into MTS this year.

Since 1992 the school enrollment has grown from 167 to 256 students which is a 34.7% enrollment increase. Classrooms in the kindergarten to eighth grade have grown from nine regular classrooms in 1992 to fourteen for the 1996-1997 school term. A shortage of available classroom space has contributed to the need to close enrollment. The school administration has begun efforts with the Bureau to acquire modular classrooms to help alleviate the space shortage.

The Tribal School also began the 1995-1996 school year with the development and implementation of its school reform plan under P.L. 103-227 GOALS: 200 Educate America. The B.I.A. Office of Indian Education Programs had mandated all Bureau schools to develop a plan as to how they will make systemic reforms in their local school operational plan to better serve students in attendance. The Menominee Tribal School submitted their school reform plan focusing on student services and instructional practices. After submission of the Tribal School plan in October, 1995 the school was notified that it would receive additional funding for submission of an "Exemplary" school reform plan.

The school year also brought recognition to members of the Tribal School staff. Mrs. Lynn Skenadore, third grade teacher, was recognized by the North Central Association with the "John W. Vaughn Excellence in Education Award". She was one of two classroom teachers from across the United States to receive this award. Mrs. Josephine Tourtillott, MTS second grade teacher, was selected as the "Wisconsin Indian Educator of the Year" by the Wisconsin

Indian Education Association. Ms. Bonita Klein, Title I teacher, received the "Friend of Indian Education Award", Ms. Sharon Maskewit, first grade classroom teacher assistant, was named "School Support Staff Person of the Year" and Pamela Waukau, fifth grade student, was named "Elementary Student of the Year", all by the Wisconsin Indian Education Association. Gerald Olson, MTS custodian, received a certificate from the BIA Office of Indian Education Programs for his nomination as "BIA School Support Staff Person of the Year." And, Joleen Gast, MTS second grade teacher received a "Certificate of Commendation" from the American Association of School Administrators and U.S. Department of Education for her nomination for the "Sallie Mae First Year Teacher Award".

The Tribal School received notice in March, 1996 that funding in the amount of \$110,000 had been approved from the B.I.A. for the purchase of three new school buses. The request was made due to the fact the Tribal School was spending twice its' budgeted allocation from the BIA for student transportation. The cost was the result of the high price of contracting with a private carrier to transport students to and from school. The Tribal School also received funding from the B.I.A. and the Menominee Tribe to purchase two new vans for school programs.

The Tribal School implemented a computerized student attendance program to better keep detailed records of student attendance. This helped the school to track student attendance. In part, due to the better recordkeeping and the hiring of a truancy officer (a shared cost with MISD), the school saw student attendance rise from 87% the previous year to 91% for the 1995-1996 school term.

The student's participated in a number of community service and fundraising projects during the 1995-96 school year. The highlight of the year was the \$1,056 raised by the kindergarten to second grade classroom's for the Tribal Clinic's Diabetes Prevention Fund. Also, Mrs. Fazendin's first grade raised funds and bought gifts for the elder residents of the CBRF at the Christmas Party the student's sponsored for them. Students raised funds for the American Cancer Society and St. Jude's Children's Research Fund by participating in the Jump Rope for Heart and Math-a-Thon programs. Through efforts of the school, food baskets were given to needy families at Thanksgiving time on behalf of the school.

The fourth annual Menominee Tribal School New Year's Eve Sobriety Powwow attracted over four hundred participants in December, 1995. This annual school sponsored event has grown substantially each year. The school was also visited by several members of the UW-GB NCAA tournament bound men's basketball team. UWGB players, Jeff Nordgard and Ben Berlowski paid a visit to MTS and spoke to the student about academics and sports. Adam Timmerman, Green Bay Packers offensive lineman and his wife Jana visited MTS in March and spoke to the student about academics and preparing for a professional career. In October, 1996 the school was host to well known children's author, poet and artist Nancy Willard. Mrs. Willard's visit was sponsored through the College of the Menominee Nation and the National Book Foundation in New York City.

The Menominee Tribal School was the host site of two very important Tribal functions this year. In March, 1996 the school hosted the Menominee Education Youth-At-Risk Conference and in May, 1996 the gang and youth violence workshop sponsored by the Tribal Legislature.

The Menominee Tribal School received funding for total school operations in the amount of \$2.25 million for the 1995-1996 school term. This included funding in the amount of \$97,000 from the Menominee Tribe, \$47,000 from the U.S. Department of Education, and \$90,000 from the Wisconsin Department of Public Instruction. The school received notice in March, 1996 that the B.I.A. Office of Indian Education Programs Indian Student Equalization Program would be funded at a per student level of \$2,782 for 1996-1997 which is \$193 less per student than the \$2,975 per student received for the 1995-1996 school term. Efforts were made by the Tribal chair and MITW Education Committee chair in a visit to Washington, D.C. in August to attempt to restore the funding for the school to the 1995-1996 funding level of \$2,975.

The Menominee Tribal School has achieved a number of successes over the past two years (see attached listing). Through the school's GOALS: 2000 School Reform plan efforts are being directed at further improving the quality of the educational programs through staff development, parental involvement and student achievement. The school has

recognized several areas where improvement is needed such as student attendance, student behavior, student health, and parental involvement.

As time nears the end of the twentieth century and we prepare for the 21st century the Menominee Tribal School has adopted the motto of the BIA-Office of Indian Education Programs - "Indian Education - Best In America".

Accomplishments and Achievements

1996-1997 School Year

- MTS begins the 1996-1997 school year with a record student enrollment of 257 students
- MTS and Headstart hire a Disabilities Coordinator and School Psychologist
- MTS hires two new classroom teachers and speech clinician to meet the needs of students and the school instructional program
- MTS second grade teacher Joleen Gast receives a "Certificate of Commendation" from the American Association of School Administrators (AASA) and the U.S. Department of Education as a nominee for the "Sallie Mae First Year Teacher Award"
- MTS receives \$89,000 from the Menominee Indian Tribe of Wisconsin for the Heart Room, athletic and InterNet programs
- MTS initiates the Heart Room program to provide services to students
- MTS purchases four new school buses
- MTS makes changes to the school calendar to begin the school reform process as part of the GOALS: 2000 school reform program
- MTS wins first place trophy for third consecutive year for their float entry in Shawano FallFest parade.
- Nancy Willard, awarding winning children's author, storyteller and poet visits MTS courtesy of National Book Foundation
- Seven MTS staff attend BIA Office of Indian Education Programs GOALS: 2000 and special education workshops in Minneapolis
- Students produce their own calendar noting 365 ways to say "No to Drugs"
- MTS-PTO elects officers for 1996-1997 school term
- "Welcome Back to School Powwow" held with large parental and community turnout
- MTS visited by group of native Hawaiians touring reservation communities in Wisconsin
- Twenty students attend Trees for Tomorrow in Eagle River, Wisconsin
- MTS conducts "Sexual Harassment in the Work Place" and "Gender Bias in the Curriculum" workshops for all staff
- MTS girls volleyball team places fourth in conference tournament
- Co-ed cross country team has outstanding season
- Boys flag football team has excellent season - record of 4-3

1995-1996 School Year

MTS hires additional classroom teachers in kindergarten and second grade classrooms due to increased enrollment
MTS hires additional special education classroom teachers in learning disabilities program for middle school grades
MTS submits GOALS: 2000 school plan to BIA Office of Indian Education - receives notice that school will receive additional funding of \$28,658 for exemplary plan
MTS has largest enrollment ever in August, 1995 - 242 students
MTS receives notice from Indian Health of award for health education in amount of \$10,000
MTS receives first place trophy in Shawano October Fest parade (2nd year in row)
MTS holds successful concert featuring Nashville and Mohican recording artist Bill Miller in September as part of effort to raise awareness of suicide and alcohol prevention/intervention
MTS has largest student athletic turnout ever for fall sports
MTS begins development and planning for implementation of the "Heart Room" program
MTS establishes school budget of \$2.35 m for 1995-1996 school term (\$97,500 from MITW)
MTS acquires two new 1996 fifteen passenger vans in December, 1995

Forty-two parents attend January '96 Title I parent breakfast; thirty-seven in February, thirty-six in March, twenty-one in April, and thirty-two in May

Mrs. Skenadore, MTS third grade teacher receives the "John W. Vaughn Excellence in Education Award for 1996" from the North Central Association for Schools and Universities

Mrs. Tourtillott, second grade teacher, receives the "1996 Indian Educator of the Year Award" from the Wisconsin Indian Education Association (WIEA)

Ms. Klein, Title I Coordinator/teacher receives the "1996 Friend of Indian Education Award" from WIEA

Sharon Maskewit, first grade teacher assistant, receives the "1996 School Support Staff Person of the Year Award" from WIEA

Pamela Jo Waukau, fifth grade student receives the "1996 K-8 Student of the Year Award" from the WIEA.

Jerry Olson, MTS maintenance staff received a "Certificate of Nomination" from the BIA-Office of Indian Education Programs as "School Support Staff Person of the Year"

MTS first grade students do fundraising and buy Christmas presents for residents at Tribal Elderly Care Center
MTS receives funding from the BIA for the purchase of three new school buses for the school

Adam Timmerman, Green Bay Packer offensive lineman and his wife Jana Timmerman visit MTS in February, 1996

Jeff Nordgard, Ben Berlowski, UW-Green Bay Phoenix basketball and two-time NCAA tournament players visit MTS in April, 1996

MTS raises \$1,065.55 for Menominee Tribal Clinic Diabetes Prevention program through "Family Bingo Nite" and "Walk for Diabetes" fundraising efforts

MTS middle school students deliver turkeys and food goods to local families at Thanksgiving

Over four hundred people attend the annual New Year's Eve Sobriety Powwow at MTS

Three students and two staff attend the "Native Youth Pathways Conference" in San Diego, California in November, 1995

Twenty-two students and two staff attend the January, 1996 "Trees for Tomorrow" workshop in Eagle River, Wisconsin

Thirty-four MTS fifth grade students enroll in the D.A.R.E. program sponsored by the Menominee Tribal Police Department during second semester at MTS

Mrs. Creapeau, MTS science teacher is nominated and her name is placed in the "1996 Who's Who in American Education" book by a former student and his parents

Mrs. Katchenago, MTS social studies teacher, leads a grassroots effort to correct the American Civics national learner standards to include accurate information on the contribution and role of the American Indian (the American Council for Civics Education published a textbook with inaccurate and racial comments on American Indians)

Menominee Tribal School hosts the 1996 Menominee Education Summit-Youth At Risk conference in March, 1996 - over three hundred tribal and county officials, MTS and MISD personnel, parents, students and community members attend

MTS makes 17 referrals to Menominee Tribal Police and social service agencies for suicide intervention/prevention from August, 1995 to April, 1996

Three seventh grade students attend the Washington Seminars in Washington, D.C. in May with Mrs. Katchenago, MTS social studies teacher

Seven middle school boys in the "Young Warriors" class attend the "National Native Men's Conference" in Colorado with Mr. Kenote, MTS AODA counselor

Staff and students are recipients of school jackets and T-shirts for their accomplishments

Menominee Tribal School Staffing Information:

MTS school staff: all administrators including the Superintendent and Principal are tribal members; nine (9) of 25 classroom teachers are American Indian (six are Menominee tribal members); both counselors and school librarian are Menominee tribal members; twenty-one (21) of 23 support staff are tribal members.

NAES COLLEGE

Carol Nepton, Dean

In addition to the above information, two graduates earned their Bachelor of Art degrees from the Menominee campus, completing their requirements before the spring graduation ceremony. Of the twelve full-time students, six were on the Dean's List earning a grade point average of 3.25 or higher. These accomplishments are the highlights of the educational family at NAES which is the result of teamwork between the students, faculty and staff.

Academically, NAES continues to gain recognition and grow stronger both within the Menominee community as well as the surrounding area. Local schools and numerous service agencies request the cultural and spiritual consultation of NAES staff and students on an ongoing basis. During FY96, cultural sensitivity presentations were conducted for the United States Department of Agriculture-Community Development Regional Conference, Wisconsin Cooperative Educational Service Agency-District #8, Shawano Medical Center Staff Monthly Educational Inservices, Maehnowesekiyah, Menominee Indian School District and the Menominee Tribal School, to mention a few examples.

Another strong component of NAES are the course offerings for teachers of Native American children. The Wisconsin-Department of Public Instruction (WI-DPI) approved classes that earn teaching license renewal credits, while enabling the Indian and non-Indian teachers to learn culturally relevant information which enhances their professional development.

Some of these credits have been earned while learning the Menominee Language. The language classes are also available to community members at no charge. This provides an intergenerational approach to learn with family and community elders. The classes are held either at the Menominee Indian High School or the Wolf River Community Based Residential Facility (CBRF). At either location the youth and elderly are provided access, since these are the segments of the population who experience transportation difficulties.

Other cultural activities included singing and drumming, which is instructed by Tom Tousey. Mr. Tousey voluntarily works with the youth to ensure continued intergenerational knowledge of Menominee pow-wow and social songs and their meanings. Traditional arts and crafts sessions are sponsored during the summer and available to community members of all ages.

Environmental classes and activities have included coursework and workshops which address issues specific to the Menominee Reservation. During this academic year internships assisted with the planning and completion of hazardous household waste and community clean sweep projects, in conjunction with the Menominee Tribal programs. A core course on natural resource management was offered during the fall semester. Student projects addressed community issues and needs which had been identified during the classroom discussion and community guest speakers.

On the state level, NAES has become an active member of the Wisconsin Indian Education Association. This regional and state entity alerts native communities to educational and legislative concerns. On the national level, NAES staff and faculty have completed a summer graduate program at the University of Arizona. The American Indian Language Development Institute conducted a month long series of courses designed to preserve, maintain and strengthen native languages and cultures for indigenous communities. Participants from Canada to Mexico and throughout the United States worked together in behalf of their respective homelands and tribal nations. It was a dynamic learning and sharing experience with language and cultural priorities.

Finally, during FY96 efforts to share resources and address postsecondary concerns of the Menominee community were attempted with the College of the Menominee Nation (CMN). NAES representatives corresponded and met with the Board of the CMN to initiate communication and cooperation between the two institutions. NAES, being a baccalaureate program offers predominately upper divisional coursework - junior and senior level. This enables students who have attended CMN to transfer credits and enter at the appropriate level while continuing to work toward the four year degree.

Since NAES is limited with funds and resources, one of the items of discussion was the use of the CMN computer lab for NAES students. Most of the NAES instructors require a term paper or prospectus, thus the need for computers is one of the most critical. Given the fact that most of the NAES students are tribal members, sharing the computer lab with equipment with tribal or community members would be cost efficient use of tribal funds and programs.

Another item on the agenda was an agreement similar to the 2 + 2 previously implemented by CMN with other state universities and colleges. If the support and cooperation can be given to non-Indian institutions, why not an Indian college? And more specifically, why not a Menominee campus? This would promote interagency harmony within the Menominee community. However, we have not received a response to our last correspondence from August of 1996. Despite the unresponsive status of CMN, NAES continues to maintain the need for collaboration and intends to strive for the educational progress of the Menominee Nation.

The mission and goal of NAES is to provide a quality educational environment within the framework and foundation of the student's community while developing profession-credentialed leadership based upon the intellectual and philosophic traditions of the tribal worlds.

STUDENT ENROLLMENT

Fall '95	7 FT	16 PT	2 AUDIT
Spring '96	5 FT	13 PT	
TOTAL	12 FT	29 PT	2 AUDIT

GRAND TOTAL OF NAES REGISTERED STUDENTS FY96 = 43

**MENOMINEE NATION POW-WOW 1996
BY DAVID J. GRIGNON**

First of all, the responsibility of overseeing the pow-wow budget was placed on me by higher management. This responsibility did not receive the attention that it deserved because of the numerous objectives that my department handles. This is a committee responsibility, as it was in the past, and should be handled by the committee because they work directly with the budget. I recommend the responsibility of overseeing the budget should be returned to the culture committee. Other recommendations will be outlined at the end of this report.

As for this year, there were numerous promises made by the committee chairman regarding the budget during the week prior to the pow-wow. In fact, a meeting was held in the chairman's office regarding the budget on the Thursday before the pow-wow in which the overdrafts of the budget were discussed. It was decided that necessary bills and promises had to be paid in order for the pow-wow to go on as scheduled. I was asked to come up with a figure for the overdrafts that would be presented at the next Tribal Legislature meeting following the pow-wow. At that time we would ask the tribal legislature if they would approve an amount of \$8,684.54 to cover the overdrafts.

At the April 2, 1996 culture committee meeting, I had recommended to the committee that a year had passed since Glen Miller and Hilary Waukau, Sr. had passed away, and it would be a good idea to dedicate to pow-wow to these past tribal leaders. The committee passed a motion to dedicate the pow-wow to the these two distinguished people. A few days later, the committee chairman called to this office and said we will not be dedicating the pow-wow to Glen and Hilary because "we have done enough for them, in fact, we paid for their funerals and I think that is enough". The families of Glen and Hilary were extremely hurt by this remark and did not want to participate in anyway with the pow-wow. Who could blame them?

There has to be more emphasis placed on the expenditures of the pow-wow by the culture committee. In the culture committee meetings motions were made in regard to the pow-wow. One expenditure that has to be looked at is paying people for working at the gate. In past years, volunteers were asked to work at the gate and this system seemed to work and should be considered for next years pow-wow. For some reason, this year and I think I know why, not many people signed up to volunteer to work at the gate from the tribal offices. There exists an incentive of giving comp-time to those individuals who volunteer to work. Maybe more incentives could be offered to volunteers, such as casino passes, free bingo pass, free dinner at the casino restaurant, just to name a few. This would eliminate paying people and adding to the budget.

For those people who need contracts who provide services for the pow-wow, the bid process should be initiated. This would allow the individual wanting to provide a service to bid and follow set guidelines in the bid process. By implementing the bid process, it would allow more tribal members to apply and the budgeted amount could be mandated. The committee could say that we only have this amount budgeted for this service and no extras would be allowed in the last minute which occurred this year. To many extras were approved with no regard to the budget.

There seems to be a precedent set of using money from the gate receipts for whatever reason. I hope this precedent will be stopped. If proper procedures are followed in accordance with the budget, no money should have to be taken from the gate receipts to cover pow-wow related expenses. This years committee chairman assumed that it was appropriate to initiate the procedure of using gate money for whatever reason.

The committee chairman seems to think that I authorized payments for the invited drums and dance judges. My role, in this case, was to make out the proper cash requests and present them to Finance. This request to pay the drums and dance judges was approved by the committee chairman. All the cash was counted in the Finance Department by the committee chairman and was stored in casino vault until it was needed for the pow-wow. The committee chairman then had the responsibility of dispersing the cash to the appropriate people at the pow-wow. My role ended in requesting the money and making sure the request went to the Finance office.

As for the committee chairman not knowing the pow-wow budget balance, he had access to the budget reports as much as I did. Because of the work load that our department has, minimal time was spent with the pow-wow budget. The committee chairman, who happened to be the tribal vice-chairman and who was working full-time could have followed the budget by just asking for a copy. There was no reason for him to say that I did not show him the budget or what the balance was in the budget. He had more access, being tribal vice chairman, than I to the budget and it's contents and as chairman of the culture committee he should have been on top of this situation.

This year the Sturgeon Celebration expense has been added to the Historic Preservation Department FY 1997 budget. As per instructions from the tribal legislature, the sturgeon celebration expense was added to the FY 1996 culture committee budget. This will allow the culture committee to have more funds to work with in regard to the pow-wow.

SUMMARY

To avoid the situation of overdrafts to next years budget, I recommend that the following procedures be followed.

1. **A person or culture committee member must monitor the FY 1997 pow-wow budget 100% of the time to make sure it is followed correctly.**
2. **The "bid process" procedure should be initiated for those who will contracting for services in regard to the pow-wow so that last minute additions can not be approved.**
3. **Those workers at the gate should not be paid, but be offered incentives in addition to comp time.**
4. **Culture Committee members should be chosen for the committee from their experience of working on previous pow-wow committees or who know what happens within the pow-wow circuit.**
5. **A meeting should be held on the Thursday before the pow-wow to go over and approve any last minute details.**
6. **A limit should be placed on how many vendors, either food or crafts, can operate at the pow-wow. This year there were too many. Also, each vendor should be charged the same and not less as was the situation this year with one vendor.**
7. **All vendor payments should be paid directly to finance.**
8. **Absolueetly no money should be be taken from the gate for whatever purpose.**

PAYABLES FROM 1996 FY POW-WOW BUDGET

Account Number		
101-65002-126 MEETINGS AND RELATED		
Albert Pat Peters (Pow-wow Committee Payment)	\$	300.00
Wayne H. Martin (Pow-wow Committee Payment).....	\$	300.00
Louis J. Dixon (Pow-wow Committee Payment).....	\$	300.00
Sherri L. Lachapelle (Pow-wow Committee Payment)	\$	300.00
Margaret R. Snow (Pow-wow Committee Payment)	\$	300.00
Nelda Goodman for Myrna Jackson (Pow-wow Committee Payment).....	\$	<u>300.00</u>

	TOTAL	\$ 1,800.00
101-7001-126 SUPPLIES		
Qualheim's True Value (Miscellaneous supplies for pow-wow).....	\$	15.83
The Office Shop(Miscellaneous supplies for pow-wow)	\$	31.64
Wolf River Trading Post (Tobacco and Sweetgrass)	\$	352.50
Lawrence Dodge (Firewood - Paid from Gate Money 8/3/96).....	\$	175.00
Qualheim's True Value(Tent rental for pow-wow)	\$	260.00
Qualheim's True Value (Miscellaneous supplies for pow-wow).....	\$	34.11
Qualheim's True Value(Miscellaneous supplies for pow-wow).....	\$	56.34
.....	TOTAL\$	925.42
101-70023-126 POSTAGE		
July Postage Billing 1996	\$	105.50
FEDEX.....	\$	8.85
.....	TOTAL\$	114.35
101-70026-126 PRINTING AND PHOTOCOPIES		
November 1995 billing (for photocopies)	\$	4.23
July 1996 billing (for photocopies)	\$	52.38
.....	TOTAL\$	56.61
101-86031-126 ADVERTISEMENT		
Aboriginal Multi-Media Society (Canada).....	\$	669.15
Lac du Flambeau News	\$	327.00
Indian County Communications	\$	706.00
.....	TOTAL\$	1,702.15
101-90051-126 DANCE CONTEST		
Requests for Cash for several different dance categories totaling	\$	31,350.00
101-90052-126 DRUM CONTEST		
Requests for Cash for Drum Competition.....	\$	7,200.00
101-90052-126 PRINCESS CONTEST		
Pamela R. Grignon for Dar Grignon (princess travel expense)	\$	1,500.00
Catherine A. Waukau for Pamela Waukau (princess travel expense)	\$	1,500.00
Citizens Bank (Sherry LaChapelle cash for princess judges).....	\$	700.00
(\$250.00 for princess, \$150.00 for Jr. Princess, \$200.00 for 10 judges, \$100.00 for two tabulators)		
Lynette Turney (making of banners for Princess and Jr. Princess).....	\$	200.00
Plaza Floral Cards & Gifts (Flowers for princess contest)	\$	27.00
TOTAL	\$	3,927.00
101-90125-126 STURGEON CELEBRATION		
Varlin Basina, Sr. (30 Maple Sugar Cakes for feast)	\$	30.00
William Cox, Sr. (for smoking sturgeon).....	\$	300.00
Roger Fernandez (Construct fence enclosure at Chikenay Creek)	\$	150.00
Five Clan Singers (Drumming and singing for sturgeon feast).....	\$	400.00
David J. Grignon (to pay dancers for sturgeon feast-dancers signed for money)	\$	400.00
Shirley Kohel (Hull Corn for feast)	\$	50.00
Wapos Graphics (Posters advertising sturgeon feast)	\$	25.00
Wees Nun Catering(For cooking meal and sturgeon)	\$	450.00

Pepsi-Cola Bottling Co.(for providing soda for feast).....	\$	135.00
Menominee Indian School District(for use of gym and cafeteria for sturgeon celebration and for paying for one MISD cook and janitor according to their policy)	\$	522.63
Menominee Supermarket(for miscellaneous items for feast).....	\$	392.66
.....TOTAL	\$	2,855.29

101-901-90055-126 HOST & INVITED DRUMS		
Host Drum-High Noon Singers, Invited-Little Otter & Wisconsin Dells.....	\$	5,450.00
(\$450.00 was taken from gate money)		

101-96001-126 CONTRACTUAL SERVICES		
R.T. Sanitation (bill carried over from last years pow-wow).....	\$	1,680.00
Independent Printing Co., Inc. (300 posters for pow-wow).....	\$	3,479.00
Wapos Graphics (printing).....	\$	307.00
Wade Fernandez(Entertainment services).....	\$	500.00
Wapos Graphics (pow-wow buttons).....	\$	500.00
Wade Fernandez(Entertainment services).....	\$	1,400.00
Neil J. Hawpetoss(pow-wow security)	\$	2,700.00
Gerald Sanapaw(cook for pow-wow feast).....	\$	500.00
Wade Fernandez (Entertainment for pow-wow).....	\$	100.00

PAYABLES (continued)

Neil J. Hawpetoss(pow-wow security)	\$	2,198.00
Gerald Sanapaw(cook for pow-wow feast).....	\$	500.00
Wade Fernandez(Entertainment for pow-wow).....	\$	250.00
Wisconsin Indian Superior Contractors(pick-up sanitation dumpsters).....	\$	600.00
T.G.W. Inc. of Wisconsin (T-shirts for pow-wow security-subtracted from the amount owed to Neil Hawpetoss)	\$	369.00
Wapos Graphics (pow-wow buttons and daily ticket passes).....	\$	474.44
Menominee Hotel (rooms provided for host drum)	\$	836.82
Northway Communications, Inc(radio not returned by committee chairman)	\$	205.00
R.T. Sanitation (Port-to-Poties for pow-wow)	\$	1,350.00
TOTAL	\$	17,949.26

101-96002-126 OTHER CONTRACTUAL		
Citizens Bank (Cash request for Art contest-Pat Peters)	\$	500.00
Citizens Bank (Cash request for (for male and female head dancers, head judge Tabulators, Masters of Ceremonies and head drum judge)	\$	2,350.00
Citizens Bank (Cash request for head judge and people to judge dance contest)	\$	600.00
Northway Communications (6 two-way radios).....	\$	350.00
Corn's Electric (electrical services provided to pow-wow grounds).....	\$	1,000.00
RECORD DRUM EXPENSE PAID FROM GATE MONEY	\$	1,850.00
RECORD JUDGES PAID FROM GATE MONEY	\$	60.00
Laurie Metoxen (paid for working at gate)	\$	104.50
Edith Peters (paid for working at gate)	\$	137.50
Rossanna Kenote (paid for working at gate)	\$	49.50
Lynette Turney (paid for working at gate)	\$	151.25
Mary Hawpetoss (paid for working at gate)	\$	145.75
Nell Lee Hawpetoss-Tiedemann (paid for working at gate).....	\$	131.00
Menominee Tribal Utility (for pumping toilets at pow-wow grounds)	\$	300.00
Bouwer Printing Inc. (for printing pow-wow flyer).....	\$	124.95

Native Journal (Advertising for pow-wow as approved by committee chairman)	\$	300.00
.....	TOTAL\$	8,154.45

101-99901-126 INDIRECT COST		
October, November, December 1995.....	\$	6.55
March 1996.....	\$.58
April 1996.....	\$.62
.....	TOTAL AS OF THIS DATE\$	7.75

TOTAL 1996 TRIBAL POW-WOW BUDGET\$ 81,492.28

**MENOMINEE NATION POW-WOW 1996
INCOME**

Net Gate Sales.....	\$	22,457.06
Add: Adjustment for expenses paid from gate receipts (money taken from gate)	\$	2,535.00
 Pre-event Sales of Buttons at Tribal Office Switchboard	\$	525.00
 Total Ticket/Button Sales	 \$	 25,517.06
Income from Vendors	\$	10,350.00
Total Pow Wow Income	\$	35,867.06

**HUMAN RESOURCES DEPARTMENT
Wendy Senzig**

The Human Resources Department was established during FY 95-96 and included the consolidation of the Personnel, Insurance, Payroll and Training functions. Human Resources provides benefits, payroll, recruiting, policy, training, grievance/complaint, and other related employment services to Tribal employees and the community. The department consolidation has allowed us to streamline duties, improve the quality of the information generated and maintained by the departments, and become more involved assisting employees and management. The department relocated into the Family Investment Center Building. The move to the new building increased the effectiveness of the department, largely due to the proximity of the staff, improving communications and allowing the opportunity to share resources.

BUDGET

The budgets for Personnel, Insurance and Training were also consolidated into the Human Resources budget. The annual budget was \$601,429.00 and actual expenses incurred were \$551,767.86, which is approximately 8% under budget.

BENEFITS/COMPENSATION

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 \$2,277,019.00, down from \$2,834,196.00 in FY 1995. One life claim in the amount of \$26,000.00 was paid for an employee and three dependent children claims in the amount of \$1,000.00 each were paid. Disability claims paid for the year were approximately \$194,383.00 and approximately 11 employees per week were receiving disability benefits. At the beginning of the year, there were 712 insured employees and by 09-30-96 there were 793 insured employees.

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

The health plan subscribes to a preferred provider network named Associates for Health Care. The providers in this network give discounts on the cost of their services. In FY 1996, savings to the health plan were approximately \$308,293.00. The annual fee paid to AHC for their services was \$28,569.00.

The prescription drug card program continued through ProVantage. The savings over last year's drug cost was approximately 15%.

The health plan was audited and an Annual Report Form 5500 was filed with the IRS in August 1996.

A self-funded health plan was established on January 1st for clients of General Assistance using the funds provided by the State of Wisconsin through the Medical Relief Block Grant. This plan is being used in lieu of Medical Assistance for General Assistance clients. For the period 01-01-96 to 09-30-96, 263 clients were served and approximately \$99,891.00 in claims were paid.

A burial insurance policy was purchased by the Tribe on 10-23-95. This policy insures each Tribal member in the amount of \$3000.00 and this benefit is paid directly to the funeral home upon death. The policy cost \$99,891.00 and a total of \$140,697.00 in claims was paid.

401k Retirement Plan

The participation rate for the 401k plan remains close to 50%. Provident Mutual, Philadelphia, PA remained the assets manager for the plan and Charing Company, LaCrosse, WI remained the recordkeeper. Quarterly account statements are issued to participants. Total assets as of 09-30-96 were approximately \$3,500,000.00. The plan was audited and an Annual Report Form 5500 was filed with the IRS in July 1996.

Worker's Compensation

The Tribe continued the self-funded worker's compensation plan this fiscal year and total savings for the year were \$207,224.00, up \$38,682.00 over last year's savings. Berkley Administrators, Minneapolis, MN remained the third-party administrator for the plan. Claims totaled 270, up from 229 claims last year. Total claim cost was \$83,864.00, up from \$66,685.00 last year.

A Safety Team was established at the Gaming Corp. and meets monthly. A Safety Committee was established for the Government operations and meets quarterly.

Property/Auto/Liability

The property insurance cost for the property/auto/liability insurance package was approximately \$103,076.00, up from \$82,345.00. The increase was due to some property and several vehicles being added, plus the purchase of a contractor's liability coverage for certain construction projects.

Total auto claims for the year were \$13,328.82. Total property claims paid for the year were \$3,925.98. Total liability claims paid for the year were \$58.00.

Miscellaneous

Payroll responsibilities were transferred to the Insurance Department, February 1, 1996 and the Benefits/Compensation Manager assumed the supervision of the Payroll Technician.

FITNESS INSTRUCTOR

In F.Y. 96 the Fitness Instructor goals were to provide wellness and fitness activities, health and fitness education, and maintain the fitness centers for community members and employees of MITW. This year's focus was 80% of community involvement and 20% employee involvement. F.Y. 96 activities included employee wellness classes at Menominee Casino, fitness testing for tribal members and employees, exercise programs for fitness center clients, and youth golf program. Maintaining the fitness centers in Keshena and Neopit are daily duties. The Keshena facility served 2112 people and the Neopit facility served 986 people.

PERSONNEL

Employee Assistance Program

Our Employee Assistance Program continues to grow and is primarily due to the Supervisors and Managers utilizing the services that are available through the Employee Assistance Program. Another reason is due to the mandatory assistance needed if an employee of ours turns up positive for illegal drug use. Supervisors and Managers are effectively utilizing the Administrative referral process when it is determined that an employee is experiencing difficulty on the job due to extenuating circumstances

In FY 94-95, we had a total of 48 employee referrals to the employee assistance program. By comparison, in FY 95-96, we had a total of 41 referrals to the employee assistance program. Not all of these referrals are a direct result of a positive test for illegal drugs, they are administrative referrals by management to the program.

The success of this program can be determined by the retention that we have our employees who go through the program. We also receive many unsolicited comments from the referrals that indicate they are happy with the results of the program. The results being that they have become more educated in their respective problems and now can handle the situation in a more positive manner.

Employee Assistance Services are not the total answer to problems, however, it is a positive approach in dealing with our employees needs whenever these problems are addressed by management.

Ordinance 82-10

This Menominee Tribal preference ordinance was amended in FY 95-96 in an effort to ensure that enrolled Menominees were being given consideration for Tribal jobs.

The two major changes to the ordinance were the Hiring Preference standards and the actual qualification standards that a person would be evaluated on for a particular position.

The previous ordinance had the spouse of an enrolled Menominee rated higher than a descendant of an enrolled member. The amendment has the following hiring preference on its standards:

1. Enrolled Menominee
2. Menominee Descendant
3. Spouse of enrolled Menominee
4. Enrolled Indian in another Tribe
5. Descendant of another Tribe or other

The amendment also calls for minimum and maximum points based on education, experience, and knowledge of the job. The amendment makes the interviewing team more responsive to the enrolled Menominee in their selection process.

Drug-Free Workplace

Our Drug-Free Workplace Policy continues to be an effective deterrent in the elimination of illegal drugs in the Workplace. Without this Policy; one cannot improve the atmosphere or environment of our workplace.

During FY 95-96, we conducted a total of 262 Random Drug Tests. As a result, we had a total of 13 positive test results for illegal drugs. The primary drugs of use were marijuana and cocaine. All of the Employees were tested under strict guidelines adopted by the Federal Government and the ultimate adoption into our Personnel Policies and Procedures. There are some people who voice their complaints about drug testing; however, there are far more positive comments made regarding this Policy.

Employee Composition

The following is our Employee Composition for the last Fiscal Year. During FY 95-96, we had hired a total of 260 Employees into new or present positions. There were 108 Regular/Full-Time persons in this group with the balance being classified as Part-time, Temporary, or On-Call personnel. The Employee Composition is as follows:

<u>Employee Count</u>	<u>Category</u>	<u>Percent</u>
458	Enrolled Menominee	72%
20	Descendant	3%
13	Spouse of Menominee	2%
9	Descendent/Spouse	1%
22	Other Indians	3%
120	Non-Indians	19%

The Enrolled Menominee Category is a 2 percent increase over Fiscal Year 95-96.

Criminal Record Checks

During this past FY 95-96, the Human Resources Department incorporated into their recruitment and selection process, a procedure of performing Criminal Record Checks at the National level on certain areas of employment.

Through the Bureau of Indian Affairs, we are submitting fingerprints on our Employees who have direct contact with Indian Children. Federal Law prohibits individuals who have contact with Indian Children from having any convictions or pending Court action for Child Abuse, Neglect, Bodily Harm to other persons, Battery, or Sexual Abuse.

Therefore, Federal Background checks were done on 49 Employees at our Tribal School, 41 Employees of the Tribal Headstart, and 19 Employees of the Tribal Daycare Operations. This fingerprinting process allows us to get nation wide data on all relevant personnel.

Miscellaneous

There were other components of Human Resources that consisted of the following:

Grievances

Total Filed	28
Level 2 Hearings	28
Level 3 Hearings	16

Administrative Reviews

Total Filed	5
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Complaints

Total Filed	24
Level 1 Hearings	23
Level 2 Hearings	1

Unemployment Compensation

Total Claims	90
Total Appeals	13
Total Admin Hearings	10

Disciplinary Actions

Total	101
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TRAINING & DEVELOPMENT

Information is not available. A report was requested from the Training & Development Specialist, however, no report was submitted.

PROBATION/PAROLE

William Beauprey, Director

The Probation Department supervised a total of 130 clients during fiscal year 1996, all were probationers with no parolees. This is a small increase over the previous year when the clientele numbered 121. The breakdown consisted of 103 males and 27 females. The number of clients on probation/parole fluctuated between 55 and 69 cases per month. Additionally, the Probation Department supervised three individuals sentenced only to Community Service.

§82.9(2) "Battery" continued to be the number one offense among the clientele. Fifty-one percent of those on

Probation were convicted of battery, fifty-seven percent were ordered to obtain AODA counseling and 57 percent were ordered to seek domestic violence counseling.

During the past year, the court ordered 14 Pre-Sentence Investigations. This is a decrease of Pre-Sentences ordered a year ago, which numbered 27. Eight of those who had Pre-Sentence Investigations conducted on them were sentenced to Probation, three received jail sentences and three failed to cooperate with the court's orders. There were 41 revocations during the year or 32 percent of the clientele population had their probation revoked. Forty clients successfully completed their probation period.

Also during the past year, there were 137 court appearances which included initial appearances, post-Pre-Sentence Investigative testifying and revocations.

PROSECUTOR

Andy Pyatskowitz

OVERVIEW OF LEGAL SERVICES

In Fiscal Year 1996, the Prosecutor's Office made 3,440 appearances in Tribal Court on adult criminal matters, juvenile delinquency matters, related civil ordinance violations and matters related to adopted Wisconsin Statutes 48, 51, and 55. The adult conviction rate was 97.7%; the juvenile conviction rate was 89.42%. The prosecution prevailed in 87.74% of all related civil ordinance violations. The conviction rate in the criminal law area increased slightly as compared to fiscal year 1994. The rates decreased with respect to the juvenile rate and the civil ordinance rate. It is suspected that the decrease in the conviction rate is somewhat related to the change in personnel in the position of assistant prosecutor. Since the last annual report, two people have held the position of assistant prosecutor. Anytime there is a change in such a position, particularly if there is a significant change in prosecutorial philosophy, a change in prosecution convictions rates can be affected. It can be expected that the conviction rates would remain relatively constant thereafter.

The number of adult criminal court appearances decreased as compared with Fiscal Year 1995, when a total of 5,846 appearances were recorded. The decrease with regard to appearances is significant. The reason is that, beginning in August, 1995, the prosecutor's office ceased appearing at all initial appearances in ordinance court. Since that time, for purposes of recording court activity, the prosecutor's office has only been involved in contested ordinance matters. Contested ordinance cases are only a small percentage of the total number of ordinance cases handled by the tribal court.

GOALS AND OBJECTIVES

DUTIES AND RESPONSIBILITIES

The Prosecutor is responsible for prosecuting criminal and related civil ordinance violations within the jurisdiction of the Menominee Tribal Court. The Prosecutor represents the interests of the Menominee Indian Tribe in juvenile

delinquency matters, children in need of protection or services, mental commitments and alcohol commitments. The Prosecutor is responsible for office administration as well as supervision and delegation of duties to the Assistant Prosecutor and secretaries. Specifically, the Prosecutor provides the following:

- Prepares and files criminal complaints against individuals violating Tribal Law within the jurisdiction of the Tribal Court.
- Appears as Prosecuting Attorney for the Menominee Indian Tribe in all criminal matters in the Menominee Tribal Court.
- Prosecutes violations of traffic laws and other civil ordinance violations within the jurisdiction of the Menominee Tribal Court.
- Appears as Prosecuting Attorney for the Menominee Indian Tribe in matters related to Wisconsin Statutes Chapters 48, 51, and 55, as adopted by Tribal Ordinance.
- Reviews police incident reports for prosecutive merit and refers such reports, where appropriate, to the proper authorities for further investigation.
- Advises and directs Tribal Police in criminal investigations.

- Assists and advises Tribal Police in obtaining Search Warrants and procedures for their execution and return.
- Cooperates with and assists, where appropriate, Federal Law Enforcement Agencies, Federal Prosecutors, and other public criminal justice agencies.
- May initiate criminal investigations, where appropriate in the interest of justice.
- Researches legal authorities, drafts appellant briefs and argues appeals before the Menominee Tribal Supreme Court.
- Interviews witnesses and prepares cases for trial.
- Presents information and testimony as necessary at sentencing.
- Hires, trains, supervises and delegates work to the Assistant Prosecutor and other subordinate staff.
- Participates in seminars and training as necessary.
- Prepares written and oral reports to the Tribal Legislature and Bureau of Indian Affairs as required.
- Ensures that the Code of Professional Responsibilities of an Attorney are adhered to in the performance of his official duties.
- Any other reasonable and proper duties as assigned by Supervisor.

ACCOUNTABILITY

- Ensures the duties of the Menominee Tribal Prosecutor's Office are performed.
- Ensures the judicial interest of the Menominee Indian Tribe is served in the prosecution of criminal, traffic and related civil ordinance violations.
- Ensures assistance and direction is provided to law enforcement agencies regarding investigations.
Ensures the judicial interests of the Menominee Indian Tribe are served in the prosecution of matters involving Wisconsin Statutes Chapters 48, 51, and 55 as they have been adopted by Tribal Ordinance.

GENERAL GOAL AND POLICY

It is the goal and policy of this office to enforce the intent of the laws of the Menominee Indian Tribe, consistently, fairly and uniformly. This enforcement comes through vigorous prosecution of law violators tempered with understanding and compassion. While the Prosecutor's office continues to seek the interests of justice in the enforcement of Tribal Law, mere convictions are not the measure of success. To the extent possible, attempts are made to deal with the causes of a defendant's behavior by proposing sentences which are not always punitive, but also rehabilitative.

The Prosecutor's Office is committed to being responsive to the concerns of the public and their comments regarding the laws of the Menominee Indian Tribe and their application to the community.

COMMENTS

INCREASE IN COURT ACTIVITY

There was a significant decrease in the number of court appearances made by the Prosecutor's office. In FY 1995 5,846 court appearances were made as compared with 3440 this year. As can be seen, this is a significant decrease. As was stated earlier in this report, the decrease is attributable to the fact that the prosecutor's office no longer appears in ordinance court on return day where the great majority of the ordinance violations are handled. Since August 1995, only those citations which are contested are processed by this office.

LACK OF SPACE

Again, as commented on in the last three annual reports, the office continues to suffer from a serious lack of adequate space. There is currently insufficient space for personnel, paper handling, interviewing and file storage. The lack of space is entering the critical stage because of the addition of another secretary. It is hoped that some progress can be made in the near future to seek some temporary solutions as long term solutions are explored for the entire tribal court/tribal police complex.

The comments remain the same as to the additional room needed for file storage and the interviewing of witnesses. Ideally, the prosecutor's office should consist of a reception area housing the secretarial staff, a connected file room, conference room and connected offices for the prosecutors. Such a plan would greatly increase the efficiency, and professional appearance of the office.

BUDGET CONCERNS

The tribal budget cutbacks imposed on programs by the tribal legislature continue to have a serious impact on the office of the prosecutor. The following comment made during last year's report is still appropriate. "The investigator position had to be eliminated. The result is that the tribal police department will now be required to assist this office in the preparation of cases for trial. Manpower in the tribal police department is also a critical issue. While the acting chief of police has indicated that the department will assist in the preparation of cases for trial, the availability of officers will be a determining factor. The result will be that if cases cannot be adequately prepared for trial, the trial caseload may require the setting of priorities. Only the more serious cases will be tried and less important matters may be dismissed or more actively plea-bargained." The tribal budget allocation for this fiscal year remained the same as last. Fortunately, an additional secretary was requested on a temporary basis and when the budget was presented, the position was approved on a permanent basis. The lack of an investigator is still very critical.

PROCUREMENT OFFICE
Sue Beauprey
CENTRAL PURCHASING/PROCUREMENT OFFICE

Pursue and complete certification process for purchasing professionals. On April 18 & 19, 1996, I attended an exam review on an Certified Purchasing Manager. (C.P.M.) course in Madison. On June 22, 1996 I took two exams for the C.P.M.

Continue to maintain excellent relationship with vendors and personnel. I assisted two Menominee business firms on competitive prices regarding office supply and printing. The Menominee firms are: **Menominee Office Supply and Products, owner Warren Wilber, Sr. and WAPOS Graphics, owner David Turnery, Sr.**

Be cognizant and develop or implement new ideas regarding purchasing activities, continually looking for new ways to improve. Corporate Express Company was willing to enter a software package on **order entry** to make it easier to place orders through the computer. We already have a software from New Office Plus called **Remote Entry** and this makes it easier with faster delivery on office supply orders.

Solicit or seek out new vendors that may be more advantageous for the tribe to deal with in the interest of savings. Currently as of **May 28, 1996** the tribe does not have an approved supplier's list. The programs can purchase supplies from different vendors but they must shop wisely to get the best buy. Currently we are purchasing from New Office Plus, Corporate Express, Efficient Office Products and Clermont Printing. As of **June 3, 1996** the Central Purchasing Department was renamed the Procurement Office. New duties were assigned to me as a result of changes to the Accounting Manual.

Statistical section:

The effectiveness of the new accounting manual within the last three months as procurement officer are:

Signing procurement forms of purchase goods and service over \$1,000.00.
Signing procurement forms of emergency procurement as needed.
Signing procurement forms for emergency checks according to the manual.

Signing procurement forms for "after the fact" procedures.
Along with following the federal regulations of office of management and budget circular no. A-87., A-102, and A-128.

Financial section:

As of June 3, 1996 to September 30, 1996 the procurement office was budgeted for \$9,023.00, this amount paid for (1) supply clerk who was hired as of June 12, 1996. Out of this amount were salaries \$3,360.00, fringes \$911.00 and other expenses to operate the office were \$4,752.00. We had an unspent balance of \$996.67

PUBLIC RELATIONS
Verna de Leon, Director

1996 has been an exciting year for the Menominee Tribal Public Relations Department. There were many opportunities to promote the Menominee Tribe at events and activities off the reservation as well as on. Activities within the department included: giving tours of the Menominee Reservation, the production of a number of brochures, the writing of press releases, news articles and statements given by tribal officials, taking photographs, planning events, attending conventions, coordinating press conferences and assisting other departments including the Menominee Nation Casino, in all of the previously mentioned. Our work often includes promoting and publicizing individual Menominees. This year highlighting and honoring eleven year old Sherry Thunder and her life saving skills.

The Menominee Reservation was chosen as the site of the annual gathering of the American Indian Ambassadors. The Public Relations Department assisted Rebecca Alegria, a former American Indian Ambassador, as she hosted the event.

Community members sponsored a Menominee Talent Show and the Public Relations Department was on hand to photograph and write about the event.

The Menominee Tribe was chosen as "Partners in Progress" by the Citizens Bank in Shawano. A special Menominee display was set up in the lobby of Citizens Bank and their quarterly newsletter devoted a large section on Menominee history. Public Relations worked cooperatively with Menominee Historic Preservation to designed provided the display. Public Relations wrote the article on Menominee history. Public Relations also assisted Citizens Bank in the design of personal checks with a Menominee theme.

Wisconsin State Journal did a feature article on the Menominee Reservation. Public Relations provided the tour for two writers of the newspaper.

The Menominee Tribe hosted the Wisconsin Indian Education Association Annual Convention. Public Relations developed, designed and had printed the brochure, the meal tickets, the agenda booklet, and the name tags.

Work continues with the Wisconsin Native American Heritage Tourism Council. The Public Relations Director was a member of a panel discussion in Cable, Wisconsin. The topic was how we, representing different tribes, worked cooperatively to produce an informational brochure and video on all eleven tribes in Wisconsin.

Assisted the Casino as they developed and produced a Television Advertisement. Assisted the Casino with the Northern Exposure unveiling of Ice Sculpture in Shawano.

Coordinated efforts on behalf of the Menominee Tribe to sponsor a book for the elementary grades. The name of the book is My Favorite Book. We also worked with the Wisconsin Department of Agriculture in distributing free coloring books to the elementary grades.

The Menominee Tribe hosted the Forum On Sovereignty Conference. Public Relations provided the tour of the Menominee Reservation.

Public Relations assisted the Menominee Education Department with the 1996 Youth At Risk - Education Summit. This included designing the brochure, coordinating the ordering of promotional items, helping with the logo, and coordinated the bulk rate mailing of Education Summit informational brochures.

Designed the Menominee Logging Camp Museum brochure and the Community Based Residential Facility (CBRF) brochure. This included writing the text, photographing and preparing the lay-out.

The Menominee Tribe hosted the First Annual - Wisconsin Tribal Integrity conference at the Menominee Nation Casino. Public Relations designed and had printed the informational brochure, wrote press releases and introductory statement, provided an informational booth on the Menominee Tribe, designed and provided break sponsorship signs and printed all name badges.

Worked with the Shawano/Menominee Heritage Tourism Committee and developed an auto tour map and hosted the Heritage Tourism Mini-Conference at the Menominee Nation Casino.

The Public Relations Director did a presentation to the Business 100 class at the College of the Menominee Nation.

Public Relations coordinated efforts to participate in Indian Summer 1996. Provided a informational booth on the Menominee Tribe and sold Menominee Nation Powwow videos.

Photographed and wrote articles for the Menominee Tribal Clinic special insert to Menominee Nation News. This work involved going out and interviewing health care providers and researching the history of health care on the Menominee Reservation.

Attended the Native American Journalist Association (NAJA) Conference.

Provided promotional items for the Smithsonian Museum Studies Program which was hosted by the Menominee Historic Preservation Department.

Public Relations Department namely the Events Coordinator, has been an active participant in the Tribal Office Spirit Club. This includes helping in the planning of events and activities meant to boost office moral.

The Public Relations, Events Coordinator also worked coordinated the Native American Arts and Crafts Festival at the Logging Camp Museum. Brochures, flyers, posters and invitations were mailed out and posted.

The Public Relations Department participated in the Annual Governor's Conference On Tourism. Tribal events such as the powwow and arts and crafts fair were promoted as well as tribal history and culture. Attractions and sites were also promoted.

Coordinated a tour for the Inter-Tribal Agricultural Conference.

Completed the 1997 Menominee Tribal Calendar.

This year the Public Relations Secretary resigned and because of budget cuts, the Public Relations Department could not afford to refill the position. As a result, the Public Relations Director and the Events Coordinator have shared those office duties. The Public Relations Director was also appointed by the Chairman as the liaison with the Shawano Chamber of Commerce. They meet monthly at 6:45 a.m. Requests for information on the Menominee Tribe is an ongoing thing in the department. The Public Relations Director was also appointed by the Chairman to serve on the Wisconsin Tribal Public Relations Task Force; a group organized to promote and publicize the benefits of Indian Gaming in Wisconsin.

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 in 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 \$306,490.00.

SOCIAL SERVICES

Mary Husby, Director

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$321,574.79 for FY-96 for its Social Services Department. This represented new and carry over money. Of this amount, \$31,630.89 was designated for child welfare assistance. Child Welfare Assistance funds can be used for foster care, institutional placements, day care and group care related services. \$30,954.76 of the budget was designated for indirect costs. \$16,000.00 was designated for Sexual Abuse Training for Tribes in the Minneapolis Area and our department was to arrange for and coordinate the contracting with Cornerhouse in Minneapolis to conduct the training. Program expenditures for the year amounted to \$217,526.17.

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. Twenty other day care staff members are funded under other state, tribal or federal grants administered by Menominee Tribal Social Services. These other grants include CCDBG, State Child Welfare and State Day Care funds. In addition, fees collected from enrollees assist in meeting operational costs.

During fiscal year 1996 Menominee Tribal Social Services provided services to 140 new cases and 131 carry-over cases from FY-95 for a total of 271 cases. New cases for FY-96 included 105 ICWA cases and fourteen (14) enrollment assistance cases. Two (2) cases were study cases either for adoption or for the Court. Seven (7) cases were child welfare assistance cases. Eleven (11) cases were information and referral cases and one (1) case was an advocacy assistance case. There were two (2) adoptions finalized in Tribal Court in FY-96. Two (2) other cases were placed into a pre-adoptive home by the Tribal Court during the fiscal year.

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 two (2) applications were submitted to the department to Wisconsin Dept. of Health and Social Services for supplement funding for the Tribe's Respite Day Care Project. The department prepared applications which resulted in funding in the amount of \$49,744.00. Two (2) additional applications were submitted to the Federal Dept. of Health and Social Services for Child Care Development Block Grant funding and a new program entitled "Mandatory Funds." 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 notice of a tentative award in the amount of \$264,294.00 was received by the department for the Mandatory funds for FY-1997. We received an actual award of \$153,252.00 for child care development block grant funds for FY-1996.

The department also provided, through tribal funding, the Christmas Toy Project and the 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. A proposal for funding was developed by the Tribal Grantswriter and this Department and submitted to the Administration of Children and Families. Menominee was one of four (4) tribes to be funded. We were funded for a 17 month period with a grant of \$120,690.00. We will use the funds to build our infrastructure and to develop our child support ordinance to meet federal requirements.

Last of all, this department prepared a plan and submitted it to the Administration for Children and Families for a planning grant for Family Preservation and Support Services. The Tribe was awarded funds in the amount of \$12,682.00 which will be used to assess community needs, to identify service gaps and to plan for program development which will preserve and reunite families. These funds will be used in conjunction with similar state funds for this major project. This is a joint Tribal/County effort.

INDIAN CHILD WELFARE ACT

The Menominee Indian Tribe through its Social Services Department received a grant in the amount of \$59,981.00 for its FY-96 Indian Child Welfare Act grant. The grant for FY-96 included funding for counseling/intervention services to 75 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 department's participation in court hearings in 35 cases generated under the ICWA. The last objective for the grant specified that we would provide legal assistance through the Program Attorney's Office to 35 ICWA cases.

During the course of the year, 105 new cases were noticed to the Tribe under the requirements of the ICWA. This is the highest number of cases referred to the Tribe since 1980. Counseling services were provided to 46 of the 105 families. In the remaining 59 cases, contact has been with the agencies involved as in some of these cases they were ineligible for services or did not require the Tribe's intervention. We exceeded our objective by one (1) case. 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. Some of these cases were carried over from the previous fiscal year. We provided legal assistance to 48 cases through the Program Attorney's Office. No (0) 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 2380 days of day care services for the year. 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) half-time position, (.50 FTE) teacher aide position and an Associate Teacher for three (3) months. Other support services were covered with this funding. Since the ICWA funding has changed from a competitive program to an entitlement program, we have experienced a reduction in funding from what was a \$75,000.00 per year program to our current level of \$59,981.00. We anticipate that this trend will continue but hope to maintain at least the same level of funding for FY-97 as that received in FY-96.

The Special Needs Program is managed by the Tribal Social Services Department. This program for FY-1996 had two (2) separate components, they are: Emergency/Catastrophic Assistance and the Tribe's Annual Christmas Toys for Needy Children.

The Emergency Catastrophic program assists individuals in extreme situations when no other assistance is available or after all means to secure assistance has been exhausted. Documentation to secure necessary funds from all possible sources is required.

Emergency/Catastrophic component served a total of 91 clients. A total of \$15,276.10 was spent. The original budget had been \$15,000.00 but with a budget modification we were able to increase this line item with monies received from donations. With these modifications, Tribal Social Services was able to serve a total of four (4) more clients than FY-1995. See attachment for details.

The annual Christmas Toy Drive for Needy Children assisted 161 families with -271 boys and 269 girls assisted. A total of 540 children received new toys and gifts. \$1500.00 was budgeted for FY-96 Christmas Toys for Needy Children. The total \$1,500.00 was spent. Tribal Social Services would like to thank the Tribal Legislature and the Menominee Community for the tremendous response we received for donations.

1996 EMERGENCY/CATASTROPHIC PROGRAM

96-01	10/6/95	0	Emergency-grandchild, subsistence
96-02	10/10/95	\$200.00	Emergency-subsistence, family
96-03	10/18/95	\$200.00	Emergency-Elderly, working with COA
96-04	10/20/95	\$200.00	Emergency-Elderly, working with Chair, medical
96-05	10/23/95	\$150.00	Emergency-Elderly, medical
96-06	10/24/95	\$50.00	Emergency-medical
96-07	10/24/95	\$200.00	Emergency-Elderly, fuel
96-08	10/25/95	\$200.00	Emergency-medical (family)
96-09	10/26/95	\$200.00	Emergency-housing, working with vice-chairman
96-10	10/27/95	\$400.00	Emergency-furnace, working with chairman
96-11	10/27/95	\$50.00	Emergency-medical
96-12	10/31/95	\$200.00	Emergency, subsistence, family
		\$2,050.00	
96-13	11/6/95	\$150.00	Emergency-grandchild, subsistence
96-14	11/9/95	\$200.00	Emergency-medical
96-15	11/15/95	\$200.00	Emergency-homeless, family
96-16	11/20/95	\$200.00	Emergency-Elderly, medical, fuel
96-17	11/21/95	\$200.00	Emergency-fire

96-18	11/22/95	\$122.50	Emergency, repair windows, small children/baby
96-19	11/22/95	\$200.00	Emergency, water pump, large family
96-20	11/22/95	\$200.00	" "
96-21	11/28/95	\$200.00	Emergency-medical
96-22	11/29/95	\$62.67	Emergency-water
		\$1,735.17	
96-23	12/1/95	\$107.00	Emergency-gas for home, cooking and heat
96-24	12/4/95	\$200.00	Emergency-subsistence, family, AFDC appeal
96-25	12/6/95	\$165.00	Emergency-fuel
96-26	12/6/95	\$45.00	Emergency-septic
96-27	12/13/95	\$200.00	Emergency-medical, elder, family
96-28	12/15/95	\$200.00	Emergency-medical, family
96-29	12/18/95	\$100.00	Emergency, subsistence, grievance pending no \$
96-30	12/21/95	\$200.00	Emergency-housing, subsistence, family
96-31	12/27/95	\$200.00	Emergency-F. child placement, no other assistance
96-32	12/29/95	\$200.00	Emergency, subsistence, F.S. appeal
		\$1,617.00	
96-33	1/2/96	\$200.00	Emergency - funeral
96-34	1/4/96	\$200.00	Emergency-subsistence, family
96-35	1/8/96	\$200.00	Emergency-fuel, weekend, ***
96-36	1/8/96	\$200.00	Emergency-housing
96-37	1/9/96	\$300.00	Emergency-medical, transportation (family)
96-38	1/16/96	\$200.00	Emergency-elderly, medical
96-39	1/17/96	\$140.00	Emergency, transport, working with chair
96-40	1/19/96	\$200.00	Emergency-fire
96-41	1/19/96	\$200.00	Emergency-medical
96-42	1/26/96	\$200.00	Emergency-medical, elderly
96-43	1/23/96	\$50.00	Emergency-transportation, (could lose job)
96-44	1/23/96	\$200.00	Emergency-medical
		\$2,290.00	
96-45	2/1/96	\$200.00	Emergency-Elderly, medical (family)
96-46	2/6/96	\$200.00	Emergency-Elderly, fuel
96-47	2/21/96	\$135.00	Emergency-fuel, family ***
		\$535.00	
96-48	3/1/96	\$200.00	Emergency-Elderly, fuel
96-49	3/4/96	\$235.00	Emergency-Elderly, fuel
96-50	3/6/96	\$150.00	Emergency-medical
96-51	3/8/96	\$125.00	Emergency-medical, community help
96-52	3/11/96	\$125.00	Emergency-Elderly, phone
96-53	3/22/96	\$200.00	Emergency-Elderly, fuel
96-54	3/25/96	\$150.00	Emergency-Elderly, fuel

96-55	3/27/96	\$200.00	Emergency-Elderly, phone
96-56	3/28/96	\$200.00	Emergency-treatment, get back on feet
\$1,585.00			
96-57	4/11/96	\$100.00	Emergency-medical
96-58	4/11/96	\$182.00	Emergency-fuel, family, disability
96-59	4/16/96	\$200.00	Emergency-Elderly, fuel
96-60	4/16/96	\$157.07	Emergency-Elderly, fuel
96-61	4/17/96	\$100.00	Emergency-medical
96-62	4/15/96	\$50.00	Emergency-medical
96-63	4/26/96	\$100.00	Emergency-fire
96-64	4/29/96	\$100.00	Emergency-electricity, family
96-65	4/29/96	\$100.00	Emergency-fire
96-66	4/29/96	\$108.96	Emergency-Elderly, fuel
\$1,198.03			
96-67	5/1/96	\$100.00	Emergency-electricity
96-68	5/2/96	\$200.00	Emergency-medical, working with chair
96-69	5/12/96	\$100.00	Emergency-water
96-70	5/20/96	\$200.00	Emergency, gas, food, family no subsistence
\$600.00			
96-71	6/3/96	\$100.00	Emergency-medical
96-72	6/4/96	\$200.00	Emergency-medical
96-73	6/5/96	\$200.00	Emergency-crisis family situation, (payee)
96-74	6/27/96	\$200.00	Emergency-medical, family
96-76	6/25/96	\$40.00	Emergency-medical
\$740.00			
96-75	7/5/96	\$200.00	Emergency-medical, family
96-77	7/10/96	\$200.00	Emergency, subsistence, working with chair
96-78	7/17/96	\$105.90	Emergency, medical, phone
96-80	7/25/96	\$200.00	Emergency, subsistence, (appealing/MCHSD)
96-81	7/26/96	\$200.00	Emergency-medical/transportation, elderly
96-82	7/29/96	\$200.00	Emergency-subsistence, working with GAP
\$1,105.90			
96-79	8/7/96	\$200.00	Emergency-medical
96-83	8/12/96	\$200.00	Emergency-medical
96-84	8/14/96	\$200.00	Emergency-Elderly, electricity
96-85	8/14/96	\$200.00	Emergency-Elderly, electricity
96-86	8/16/96	\$150.00	Emergency-subsistence, family
96-87	8/26/96	\$100.00	Emergency-medical
96-88	8/26/96	\$200.00	Emergency-medical, grandchild
96-89	8/26/96	\$150.00	Emergency-water, septic, hazardous

96-90 8/27/96 \$200.00 Emergency-food, electricity

\$1,600.00

96-91 9/3/96 \$220.00 Emergency-family, electricity

\$220.00

\$15,276.10

Elderly:

Fuel	10
Medical	8
Subsistence	1
Other	6

Families:

5
23
13
25

Other consists of: Repair, housing, homeless, fire, water or funeral.

Grand Total: 91 Clients

SUPERMARKET

Janice Latender

For year October 1, 1995 through September 30, 1996, the Supermarket has experienced a loss of approximately \$28,000. Many factors have contributed to this loss. A few are loss of product due to breakdowns of obsolete equipment, and theft. Also, the roof had to be repaired this year because of deterioration. Although, a maintenance program has been initiated at the supermarket, the building and equipment are over twenty years old. Future breakdowns and deterioration are inevitable given the age of the building and equipment. To deter theft at the supermarket, security cameras have been installed.

Information concerning sales for year end September 30, 1996 are as follows:

Department	@9/30/1994	@9/30/1995	Inc. (Dec.)
Grocery	1,040,621	1,159,705	+119,083
Meat	323,146	390,137	+ 66,992
Produce	75,164	74,811	- (353)
Dairy	141,554	160,110	+ 18,556
Beer/Liquor	149,180	138,566	- (10,623)
Tobacco	475,369	468,269	- (7,099)

The overall increase in sales over last year is \$1,865,556. The supermarket continues to realize growth in departments associated with that of a supermarket. However, the departments not realizing a profit are of concern. These areas will be given priority in the next year to improve profitability.

At this time, the Supermarket Management and Board of Directors is concentrating on the loss experienced at the Supermarket. Our sales figures indicate we can provide a service to the Menominee people. However, cost associated with providing this service must be analyzed. We, at the Supermarket, are looking forward to satisfying and servicing most of the needs of our customers in the future.

TAX COMMISSIONER

Rose Cantrell

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

Eight (8) Ordinances are enforced through the Office:

1. NO. 79-04 Cigarettes
2. NO. 80-13 Rafting
3. NO. 82-10 Tribal Preference (applied to bid process)
4. NO. 82-12 Vegas Pull Tabs
5. NO. 82-19 Use Tax on Construction Materials
6. NO. 82-22 Construction Materials Purchased from MTE
7. NO. 83-03 Fireworks
8. NO. 94-15 Hotel Room Tax

The office is staffed full time with the Tax Commissioner and a full time Administrative Assistant to process routine tax matters, permit applications, inspect for violations, and conduct site visits to construction project and to the various tribal licensed cigarette vendors.

Twelve (12) taxable "Invitations to Bid" were posted for the past fiscal year and the Menominee Indian Tribe awarded bids for the following projects:

Tribal School Bus Purchase
Economic Development Incubator Building
Service Center
Family Investment Center
Home Improvement Program - 2 Modular Homes
Bridge Construction - Neopit and Keshena
Stop Log Water Control on SE Pine Lake
Road Construction - Midway, Mike Keshena Fields, Keshena Falls
Keshena/Lake View Sewer Extension
South Branch Community Center
Head Start School Bus Purchase

The Tax Commissioner's Tax Revenue projection for the 1996 Fiscal Year was estimated at \$302,780.50.

Actual revenue received by the tax office are as follows:

\$393,301.01	- State Refund
436,094.89	- Tribal Cigarette Tax
61,996.74	- Lodging Tax
57,082.44	- Construction Use Tax
23,402.49	- Gasoline Tax Refund
22,129.55	- Vegas Sales
800.00	- Rafting Tax
720.00	- Fireworks
<u>\$995,527.12</u>	- TOTAL INCOME

The budget for the 1996 fiscal year was \$74,143.00. Total expenditures were \$69,796.39; a total of \$4,346.61 was returned to Tribal treasury.

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

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 and equal branch of the Tribal Government. Being a court of general jurisdiction, the court is empowered to issue all remedies in law and in equity including injunctive and declaratory relief and all writs including mandamus, attachment, and prohibition. The primary duty of the court is to provide judicial services on the Menominee Indian Reservation through the adjudication of criminal, civil, juvenile, traffic, family, probate, and other matters within the jurisdiction of the court.

STATISTICAL

During this fiscal year, the Court processed a total of **6,702** separate cases in the following areas:

Criminal	227
Civil	274
Traffic	3,560
Juvenile (Delinquency/Ordinance)	1,921
Childrens	30
Family	24
Probate/Guardianships	34
Probation Revocation	39
Adult Ordinance	390
Restraining Orders (Harrassment)	47
Child Support	<u>156</u>
SUB-TOTAL:	6,702

In addition to the above, the court presided over **981** separate pre-trial, post-trial, review, and orders to show cause hearings involving the above cases during this fiscal year.

TOTAL CASES AND HEARINGS: 7,683

In each of the above matters, the equal protection and due process requirements of the Tribal Constitution and of the Indian Civil Rights Act were adhered to. Each matter was docketed and a file generated. A judge was assigned to hear each case and each matter was impartially considered. Decisions and opinions were written where applicable and record was made of each individual matter.

TREATY RIGHTS
Kenneth A. Fish, Director

ACCOMPLISHMENTS OF MINING IMPACTS OFFICE FY 1996

The office follows a comprehensive plan to create public awareness of the dangerous threat metallic sulfide mining presents to the Wolf River.

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. Crandon Mining Company (CMC) has applied for mining permits. Mining would directly affect the Menominee by creating a dangerous threat to the Wolf River which flows through this Reservation and its watersheds. The battle has started. To protect its people and its resources, the Menominee Nation must stop the proposed Exxon/Rio Algom Crandon mine by political and technical means. Implementation of strategies by the office via the Mining Impacts Committee are as follows:

a) Since the summer of 1995, the office worked in conjunction with environmental, citizen action, sportfishing, hunting groups and Native American tribes to lobby for passage of the Mining Moratorium and produce the Wolf Watershed educational Project Speaking Tour.

(b) The Speaking Tour educated the public about the proposed Exxon/Rio Algom Crandon mine in 22 towns along the Wolf and Wisconsin Rivers in April and May of this year. One thousand people came to a rally at Hat Rapids Dam and a parade in Rhinelander when the Speaking Tour ended on May 4.

(c) The Speaking Tour dramatically increased local, state, national and international media coverage of mining issues. Articles about mining have appeared in state newspapers, radio stations, and television at least twice a week since the tour. The office has also had a mining page in every issue of the Menominee Tribal News since February 23, 1996.

(d) The Mining Moratorium Pledge Campaign has made mining an important issue for the fall election. A media campaign this spring, conducted in coordination with the Speaking Tour, played a significant role in persuading the Assembly and Senate to vote by overwhelming majorities to revive the Mining Moratorium. After the majority

leadership closed state government to avoid bringing the bill to a debate and vote, the mining impacts office worked with Representative Spencer Black and grassroots groups to gain signatures for the Mining Moratorium Pledge from candidates for the Wisconsin Legislature. Eighty candidates for the Wisconsin Legislature have signed the Mining Moratorium Pledge.

(e) The office worked with the College of the Menominee Nation and the Wolf Watershed Educational Project to present the People Power Skills Training Weekend on September 13-15. Over 120 participants learned technical facts about sulfide mining, media skills, networking and the Internet/World Wide Web.

(f) Extensive review and comments on CMC's Environmental Impact Report (EIR) have been prepared by the Menominee and sent to the U.S. Army Corps of Engineers.

(g) The EPA's strong challenge of Exxon/Rio Algom's EIR for CMC indicates EPA's awareness of high levels of public concern. In addition, EPA is proposing to add mining wastes to its Toxic Release Inventory so the public will know what kind of chemicals mining companies put in their waste products.

(h) Over 1300 people signed petitions in support of the Mining Moratorium at Indian Summer in Milwaukee.

(i) Corporate research and use of the Internet/World Wide Web has made the Menominee Nation a key player in the global exchange of news and information about mining.

(j) Mounting public outcry against sulfide mining's threat to the state's economy and environment has motivated town and county boards to pass resolutions and/or ordinances against sulfide mining and proposed Exxon/Rio Algom Crandon Mine.

In conclusion, I would like to thank Chairman John Teller, the Tribal Legislature, the Mining Impacts Committee, Tribal offices and my office staff for their teamwork in making the Mining Impacts Office an effective tool in working to stop the proposed Exxon/Rio Algom Crandon mine.

TRIBAL ADMINISTRATOR

Betty Jo Wozniak

INTERNAL CHANGES

Fiscal year 1996 was a year of continuing transition. Changes to the organization continued to occur, some of which directly affected this department. With the advent of the Internal Audit Department, contract/grant monitors were relocated to that area. Specifically and most significantly, the supervision formerly delegated to these two staff has once again reverted to me. Given the fact that there are many external changes with which we need to deal, the time given to individual departments will be lessened. The impact of this change will be softened somewhat by another change in the organizational structure which identifies the director of finance as co-supervisor, along with the tribal administrator, of the majority of tribal departments, services, and programs. For me this is welcome assistance. For approximately one year, several members of upper level management have been attempting to improve communications, cooperation and their ability to work together as a team. Having a co-supervisor strengthens this effort.

Another change which has impacted administrative efforts is the ability of administrative staff to work, for the first time, directly with their own legislative committee. A number of policy and procedural issues have been brought to this committee for consideration and recommendation to the Legislature. It has been very helpful at times to be able to test out ideas on this group. It has also been a source of assistance not previously available but needed.

EXTERNAL CHANGES

Welfare Reform

July 1996 brought with it the beginnings of welfare reform in Wisconsin. Shortly thereafter the federal government signed into law sweeping reform which eliminates welfare as an entitlement program and replaces it with a work-orientated, training program with severe limitations of eligibility. In response to tribal interests, the law allows tribes to contract directly

with the federal government to provide services to their members. One of our tasks for FY 1997 is to review the potential for assuming these responsibilities and making recommendations for possible implementation in FY 1998.

BIA - General Assistance Program

One of the casualties of Wisconsin welfare reform was the Relief to Needy Indian Persons Program. Effective January 1, 1996, this program ceased to exist. Little was done by the State to ameliorate the impact this was to have on Indians. In addition to wiping out this State program, General Relief Programs were no longer required. Counties could choose to provide relief under certain conditions with no help from the State. In smaller, poorer counties, like Menominee, this was not an option.

BIA regulations allow Tribes to apply for and receive General Assistance funds in States which do not provide similar programs. Since the efforts to eliminate RNIP were not known to us prior to June 1995, we had very little time to try to secure funding for a new program. Our efforts were complicated by the fact that the BIA, like other federal agencies, prepared budget proposals two years in advance. With only three months notice before the new fiscal year, the BIA was not in a position to fund the GAP as needed. In fact, because no provision was made for funding us in FY 96, if we had not forced the issue by submitting an application that could not be ignored, we would not have been funded. Of all of this office's accomplishments in FY 96, it is this that I am most proud of. Our understanding of BIA regulations made the difference.

Effective January 1, 1996 the Tribe's GAP Program began; limited but able to provide temporary assistance to those who qualify.

Another accomplishment to be proud of is how we have determined to provide medical assistance for GAP recipients.

The only real assistance offered by the State as a "replacement" for RNIP is limited funding for emergency medical needs. We receive this funding in the form of a Medical Relief Block Grant. Challenged by the need to stretch these dollars as far as possible, Marcia Whelan developed the innovative approach of creating a self funded insurance plan for General Assistance recipients. Having this insurance plan protects Tribal Clinic resources in the event of catastrophic health problems experienced by GAP recipients.

In closing I would like to say Thank You to all of the tribal staff. One of the only things we can count on is change and the challenge that it brings for us. As a body we have always been up to that challenge.

TRIBAL NEWS

Yvonne Kaquatosh Aragon, Editor

Goal: It has been the goal of the Menominee Nation News (M.N.N.) to inform tribal members of any changes and updates within tribal programs. It is also the goal of M.N.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 '96 was set at \$35,449.60.

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 Nation News staff is also available for news coverage at the program director's request. A semi-monthly publication has been printed since January 1, 1989. Twenty-four issues were published during FY '96. The November 20, 1995 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 8th issue and 388 for the November 20 issue. A total of 6,079 papers were mailed for the month of November.

The three main goals/objectives set for 1995-1996 include:

- 1) To publish all notices and articles submitted by departments covered under Indirect Costs. M.N.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.N.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 '96 was set at 35,449.60. The actual revenue generated was \$3,051.15 below the projected income - bringing the annual income to \$32,398.45.

The following is the breakdown of the three (3) areas where revenue was generated:

SUBSCRIPTIONS: The subscription income projection was set at \$7,608.00 with a total of \$6,309.50 received. The subscription income was below projected revenue by \$1,298.50. The annual subscription rate is \$18.00 per individual and \$22.00 per business/organization and \$24.00 for first class subscriptions. We currently have 468 active subscriptions as of November 1996. Overall, our subscription revenue reflects a 20.58% decrease over projected subscription revenue.

SALES: The sales income projection was set at \$6,750.00 with a total of \$8,922.85 received. The sales income was above the projected revenue by \$2,172.85. We currently have twenty-one (21) distribution points - nine (9) locations in Keshena; three (03) 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 24.35% over projected sales revenue.

ADVERTISING: During the past year, M.N.N. generated \$17,166.10. The projected amount was \$19,161.60. There is a decrease of \$1,995.50. This represents a 11.62 % decrease over projected advertising revenue. Increasing the monthly advertising revenue is an on-going goal. Several area businesses are approached on a regular basis to advertise in M.N.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, 1996 is \$1,181.00 for FY '96 alone. Since FY '89, the past due accounts have been and will continue to be monitored.

Menominee Nation News

Printing Cost Report - FY 95-96

Monthly Print Dates	# of Pages	Print Charge	Sub-total
October 10, 1995	20	\$532.39	
October 23, 1995	20	619.95	\$1,152.34
November 8, 1995	20	553.83	
November 20, 1995	16		
December 8, 1995	20	505.39	
December 21, 1995	16	557.11	1,062.50
January 11, 1996	20	556.75	
January 26, 1996	16	491.58	1,048.33
February 9, 1996	20	709.03	
February 26, 1996	20	722.40	1,431.43
March 15, 1996	24	857.77	
March 29, 1996	24		

April 15, 1996	28	902.90	
April 26, 1996	20	816.12	1,719.02
May 10, 1996	24	837.11	
May 24, 1996	24	811.21	1,648.32
June 6, 1996	24	1,203.07	
June 20, 1996	24	674.01	1,877.08
July 12, 1996	24	877.12	
July 26, 1996	32	1,019.58	1,896.70
August 12, 1996	20	970.17	
August 23, 1995	24	863.37	1,833.54
September 6, 1996	20	686.92	
September 20, 1996	20	727.28	1,414.20
TOTALS	520		15,083.46

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.

There is a 4 page decrease in the number of pages produced in FY '96 then in fiscal year '95.

WOODLAND YOUTH SERVICES

Joan Webster, Director

Woodland Youth Services targets it's services to the youth population of Neopit and Zoar. An average of 150 youth (age 5-16) use this facility on a regular basis. Our facility provides a drop-in center where the youth can spend constructive leisure time. A game room along with a TV/Video center is available. A learning center, consisting of three computer stations, educational videos, and books, was added to enhance and encourage learning. Also included in the facility is a fitness center which has a variety of exercise equipment.

The primary goal for this year was to empower the youth. The youth of this organization were given the official authority to make decisions concerning this organization through council structure. The Youth Council learned first hand how to set up a budget, understand the cost of running an organization, and were actively involved with planning, preparing, and carrying out daily and monthly activities of their choice.

Woodland had many joint activities with other youth programs. Some examples were with St. Anthony's Parish by co-hosting the Mardi Gras. WYS & Keshena Recreation sponsored the 1st Annual Youth Fishing Derby held on Neopit pond. Woodland was also present at the Annual Family Fun day at the School District. Woodland sponsored its youth in the Summer Golf Program.

Woodland Youth Service also sponsored a Baby-Sitting Overview Certification Class. The class was not limited to CPR and the Heimlich Maneuver. The kids received valuable handouts and information about money, what to do if parents don't come home, how to properly discipline kids, and who to call in case of emergency. There were 40 kids who signed up and 32 actually finished the course. This class was worth everyone's time and energy, because one of its graduates saved a life shortly after the class.

Woodland Youth Services also participated in "stopping the gang violence". The youth council members painted over the gang graffiti on the Old Bovins Store, the Old Firestation, and the Quonset Hut. All the supplies and paint were provided by the building owners. Approximately 15-20 concerned youth of Neopit showed up to help.

Other activities held were holiday dances, a 3 on 3 basketball tournament, Breakfast with the Easter Bunny, pool tournaments, trips to the roller-skating rink, weekly trips to go swimming at the recreation center in Shawano. The WYS baby-sitters club participated in the Memorial Day Parade.

Woodland's summer program was very successful. The number of kids averages from 10-20 each day. The majority of the youth age 5-10 years of age. The program was primarily morning activities for the younger ones.

The daily activities vary from fishing, nature walks, football, bike rides and days at the park. On hot days the schedule was altered to go swimming at Legend Lake. We also had to make a change in the scheduling because kids from Zoar were not participating. On Wednesday and Fridays we set up at the Firestation in Zoar. The summer program ended with a trip to the Milwaukee Zoo. A total of 200 kids signed up to go. We had a large number of parents chaperone as well. The day turned out to be a very sunny and warm day. Two snacks and a sack lunch were provided.