

Greetings Fellow Menominee:

As you have probably already heard the vote on the referendum that appeared on the Kenosha ballots failed. This is GOOD NEWS for us. It means that the citizens of that city refused to prohibit gaming. This was a major step towards furthering our proposal. Several things remain to be accomplished but we are more hopeful that we will succeed. I anticipate having an update for you at the General Council. In the meantime, our local casino continues to be successful. The revenue from this operation provides the majority of funds used to provide services to tribal members, contributing to the improvement in the quality of life. This fiscal year has seen the return of revenues to the tribe in excess of any other previous year. The only unfortunate aspect is that as good as this operation does, it is still insufficient to meet all of our needs. In fact, we are funding approximately only 30% of our identified needs.

In order to assure that we can: build and operate a nursing, home, support economic development, help to further educational goals, construct new infrastructure such as a new sewage treatment plant for Keshena, build new homes and do many of the other things we'd like to see happen, it is necessary for us to secure the new gaming facility in Kenosha. The financial assistance this will bring to the tribe will assure that we can meet your needs.

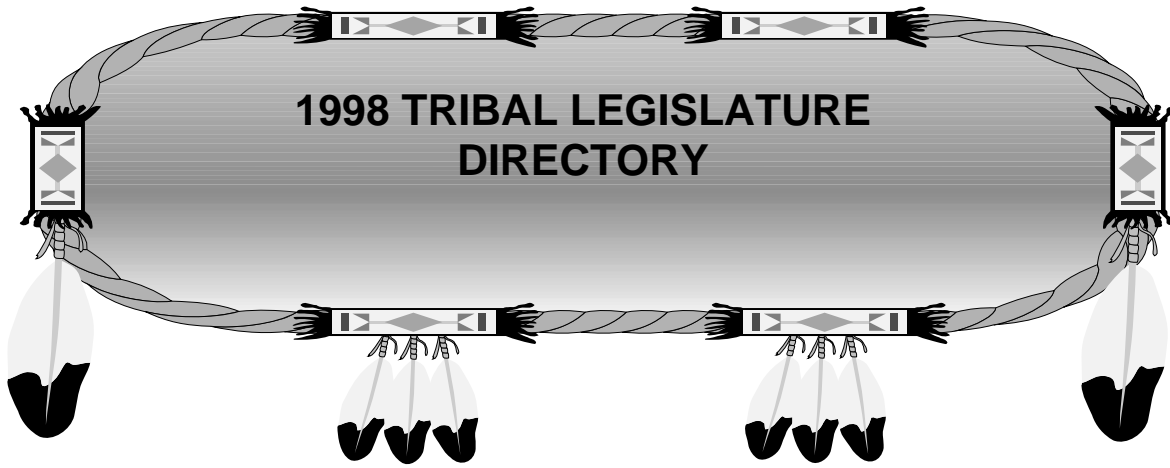
Programs and services currently provided by the tribe are doing as well as can be expected with the funding that we do have. Reports of their progress and accomplishments can be found within the pages of this report.

My wish for us is for a successful and prosperous fiscal year in 1999 so that we may start the new millenium, the year 2000 in grand style. See you in January.

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**1998 TRIBAL LEGISLATURE  
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## **ATTORNEY, PROGRAM**

### **William Kussel**

The Program Attorney Office (PAO) 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 1998 was the seventh 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 and Wisconsin Circuit Courts.

This office spent significant time representing Menominee Tribal Social Services in several Indian Child Welfare Act (ICWA) cases throughout Fiscal Year 1998. This office represented Tribal Social Services in 38 Wisconsin 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 the Menominee Tribal Court and Wisconsin Circuit Courts.

During FY98 the PAO was required to enter into contracts for legal services with the Menominee Tribal Gaming Commission, Menominee Tribal Social Service and Menominee Tribal Housing. This was done to comply with certain indirect cost funding requirements placed on the Menominee Tribe by the federal government. Pursuant to their contracts, the above departments were required to pay an hourly rate for the legal services provided by the Program Attorney's Office. The PAO budget was split 75% Indirect Cost and 25% Project Income. All collected fees were put into the project income budget, in reimbursement for services rendered. Legal services to the Gaming Commission included representation of the Commission at licensing hearings, barring hearings, representation in civil complaints, appeals filed in Tribal Court and general legal services. Legal Services provided to the Housing Department included representation in small claims actions for evictions, personnel issues and other legal matters. Legal Services to Tribal Social Services, as discussed above, included representation in Tribal and state courts for ICWA matters.

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

This office represented other tribal programs 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.

The PAO has continued to meet the increased technological demands on the practice of law by continuing to take advantage of computerized legal research and document production. The office is tied into the Menominee Tribal Office computer network and is Internet and E-mail capable. The office currently has West's Supreme Court Reporter, West's United States Code Annotated, West's Wisconsin Reporter, West's Wisconsin Statutes Annotated, West's Federal District Court Reporter 7<sup>th</sup> Circuit, West's Federal Court Reporter 7<sup>th</sup> Circuit and ALR and Code of Federal Regulations (CFR) on CD-ROM. The two attorneys and one paralegal have CD-ROM readers at their workstations for access of these legal materials.

## **ATTORNEY, TRIBAL**

### **Rita Keshena**

Issues of primary importance for the Tribal Attorney included the Kenosha Project, the settlement in the Termination Case, Environmental concerns, personnel, litigation, drafting of new and amended ordinances, and responses to adverse actions which are proposed by Congress.

The **Kenosha Project** requires almost constant monitoring and preparation of documents for the many aspects that are necessary to be addressed by the Tribe. In addition to reaching satisfactory agreements with local and community components, opponents are constantly raising objections to Indian Gaming which require answers. The Tribal Attorney assists in preparation of arguments for the Chairman to refute such claims. Because of the importance the Tribe has placed on acquisition of off-reservation gaming in Kenosha, this issue will continue to be one requiring constant attention. The issue of primary importance was the Referendum vote by the city of Kenosha. I am happy to report that the Referendum passed by 57% to 43% for the Casino. This is considered to be a major victory for the Tribe. The Tribal Chairman and the Legislature made this victory possible through their

hard work and dedication. The Tribal Attorney is privileged to be a part of this effort. The next important issue for the Tribe will be negotiations concerning renewal of the Tribe/State Compact.

The **Termination Case** has reached the settlement stage with the U.S. The remaining obstacle is acceptance of the settlement by Congress and congressional appropriation of the judgment funds. Congress adjourned without approving the judgment funds; therefore, the issue will not come up until sometime in 1999.

When the new Congress takes office, the Tribe will once again actively pursue passage of the judgment funds. Senator Feingold and Senator Kohl both support the Tribe, but we'll have to wait and see when the appropriation bill will come up.

**Environmental Concerns** are a constant issue with the Tribe. Every week the Tribal Attorney participates in a conference call with various federal agencies having to do with pollution and efforts to clean up the Fox River. The prime concern here is that the state is not cooperating in reaching an agreement with the polluting paper companies. It is an on-going concern which will only be solved by all parties working together.

**Personnel** issues required significant time this past year. Two lawsuits were settled; however, the major personnel case awaits resolution by the Tribal Court. Minor changes were drafted to amend Tribal Personnel Policies and Procedures in the area of internal promotions.

Numerous letters were prepared to advance or oppose **Congressional Actions**. The Tribe was successful in drafting alternative legislation dealing with tribal insurance which took the place of legislation brought forward by Senator Gorton, a prime opponent of Indian Tribes. The Menominee Tribe, personally represented by the Tribal Chairman and Vice Chairman, made a very favorable impact on this legislation. No major changes were made to federal legislation dealing with Indian Gaming. This area is under constant attack by congressional opponents of Indian Gaming which requires Tribes to be ever watchful that some harmful legislation will slip by and be approved. Active participation by the Tribe and its representatives does influence Congress; therefore, the Tribe has a mandate to maintain activity in Washington.

Fiscal Year 1999 will continue to focus on the Kenosha Project, the Environment, Compact Renewal, and other issues that surface. The Tribal Attorney attends all meetings of the Legislature and provides legal advice on questions that arise concerning the Tribe's internal and external activities. There is no certainty about which issues will face the Tribe since tribal affairs are dependent on factors over which the Tribe has no control. Suffice it to say that the Tribe has to be prepared to meet any challenge that may come its way. The Tribal Attorney is always ready to assist in that effort.

## **OPERATION OF TRIBAL GOVERNMENT**

### **Apesanahkwat, Chairman**

The Menominee Tribal Legislature approved 1,051 motions, 86 resolutions, 7 amendments to ordinances canceling leases to tribal members, 15 amendments to ordinances in other areas, 28 new ordinances were adopted. There were no emergency ordinances adopted.

We hope that everyone is noticing the changes that continue to happen on our Reservation. Some are very obvious like the construction going on at the Keshena Elementary School, and for those from Neopit, there is great activity there also at the Intermediate School, with completion scheduled for early 1999. All of this construction came about as a result of the successful referendum which was supported and endorsed by the Tribal Legislature on October 25, 1997, for the amount of 7.3 Million dollars, and by the voting public. We are proud of our parents who realize the importance of adequate facilities in which to teach our young.

The Housing Department has completed its transition under the Tribe. The ordinance finalizing the repeal of the old Tribal Housing Authority was done on November 6th along with Ordinance 97-21 Creating the Housing Entity to be called the Housing Department. Plans are still underway to transfer the HIP Department into the Housing Department Building. Many changes will have to be completed before this can be finalized, so right now they are still in the Gordon Dickie, Sr., Center. Following the passage of the housing ordinance their first Committee was appointed on December 18th. One of their first duties was to appoint an executive director who is John Seignemartin. Many changes were implemented in admission criteria, which should make housing safer. There have been no new housing starts this year because of the transition of housing under Native American Housing and Self-Determination Act (NAHASDA). Funds will be given in the form of block grants and the Tribe is working on gearing up to meet all the new changes and requirements. The legislature had to pass a resolution urging the expediting of the passage of NAHASDA. Once that is accomplished, the Tribe will be able to get new housing

going. We understand that one of the plans will be for singles housing in the form of apartments - but that is still a ways off. A Low Income Tax Credit application was applied for and was approved, which then necessitated the passage of an ordinance to cover a "limited partnership" to build housing in the Middle Village area.

Mrs. Stephan Tourtillott-Grochowski was appointed as lower court judge for a three-year term. She was selected following the death of James Washinawatok, and upon the passing of Luke Beauprey, Mark Waukau was appointed as lower court judge for a three-year term. Mrs. Sarah Skubitz was appointed as the associate judge. Even with the appointment of judges, one of the major problems is a lack of space at the law enforcement center. At this point in time, there are no new construction monies available through the BIA., which will compound the problem when the tribe gets the child support agency up and running.

Another area of growth, which was initiated this year and finally came to fruition, is the Kinship Care Program. This is a state-funded program operated under the supervision of Mary Husby in the Gordon Dickie Center. This program helps grandparents or other extended family members help to assume the care of children whose parents are not able to take care of them for certain specific reasons. They are able to stay here within the community and are not lost the way many children were years ago. There are still glitches to be worked out like the formula for funding the program. The Tribe is still lobbying this area.

There has been no real breakthrough in the area of economic development, although the Tribe has looked at a few investment areas. The major investment area has been the Kenosha project. The Tribe has been working very diligently in trying to get this project going, but there are many levels of bureaucracy to coss over before this Kenosha Casino Project can be accomplished. One major hurdle is the requirement for an amendment to the Menominee Tribe's Constitution to allow a waiver of sovereignty, which will apply only the Kenosha project. It would allow an independent court to hear any disputes which may arise in connection with that project. This project will not affect our current casino except that we would have to give up the "Crystal Palace" which is currently being counted as a "licensed" facility. The regular casino would remain as is. If you have been noticing, some tribes have already renewed their gaming compacts, and not altogether to their satisfaction. We recognize their ability to negotiate their compacts but we are remaining neutral because our compact will be coming up for renewal shortly. If the Menominee can successfully negotiate this Kenosha project, it would be a good thing for the Tribe, but there are many hoops yet to go through. One area will be to get the approval of the Kenosha community via a referendum. The Chairman of the Tribe has had to spend so much time trying to get this project accomplished, we hope and pray that it has all been worth it. Only time can tell.

A great deal of time was spent trying to resolve the situation at the Police Department. When many complaints were received and investigated by both supervisors, as well as formal complaints being grieved through the Administrative Review Committee, with the same result, the Legislature had no choice but to investigate the issue. The Police Chief was suspended, with pay, but then finally was removed from office. She has filed a case so we will not discuss this.

The other area of concern has been the Settlement of the Mills Claims. Articles have appeared in the media and everyone has gotten excited thinking that we have won but there will not be any movement on this issue for this congressional year. The senators, who had said they would sponsor the legislation to get our issue before congress so they might appropriate money to pay this claim off, suddenly decided they would be unable to do it. The Tribe is still waiting to hear anything further. We would be so happy to be able to say this is done - but, again, we wait at the mercy of outside forces. We haven't given up, but it gets pretty frustrating. We will keep fighting the good fight!

## **CLINIC**

### **Jerry Waukau, Administrator**

The Menominee Tribal Clinic continues to provide comprehensive primary health care services to its members. Changes in the health care environment have forced us to take a more business like approach. Chronic inadequate funding from the Indian Health Service (I.H.S.) along with the escalating costs of contract health care services (CHS) has forced us to go on a priority of care system for CHS. Indian Health Service (I.H.S.) funding has not kept pace with the cost of rising inflation since 1993. Wisconsin Tribal health programs are especially vulnerable to adverse funding because of our lack of an I.H.S. hospital to help control health costs, along with increased CHS utilization.

From 1990 to 1998 we have seen a cost shift in our Third Party and I.H.S. Budget. In 1990 we had a Third Party operating budget of \$600,000. In 1998 the Third Party Budget has grown to \$2.6 million dollars. I.H.S. is only



funding about 60% of total health needs. The system is already over taxed and under-funded by the Federal Government and we must deal with this appropriately. We have received funding from the Tribal Legislature in the amount of \$464,000 to offset some of the unmet needs in our Contract Health Services Program. A more equitable division of participation in the covering of health service costs between Tribes and the Federal Government is needed, reflecting Trust responsibility.

We have taken a number of steps to optimize our third party reimbursements including:

1. Updating the clinic's financial and collection policies.
2. Re-organization and additional training of the Billing Department.
3. Encouraging inter-department communication.
4. Purchased document scanner, which has reduced processing time for the Billing Department.

The Tribal Legislature has adopted the Menominee Nation/County Health Plan, which serves as an umbrella document for planning throughout the agencies within the Menominee Nation/County, and will allow for better communication and coordination between all parties. The plan focuses on youth and prevention and includes the following priority areas:

1. Addictive Behaviors
2. Injuries
3. Violence
4. Chronic Disease (diabetes/heart disease)

A Coordinating Council has been formed to provide general oversight and will report annually to the Tribe/ County governing bodies.

The Clinic was awarded a Self-Governance Planning Grant from the Indian Health Service. The grant is designed to promote self-determination by allowing Tribes to assume more control of I.H.S. services. The grant will allow us to gather information to determine the current types and amounts of programs and services, based on funding levels available to the Tribe under a compact. Self- Governance will give us more flexibility in the design of our health program and budget. Upon completion of the planning phase the Tribe will be in a better position to decide if we are ready to negotiate a compact or not.

As we struggle to deal with the changes in the health care environment, we must maintain our vision to provide quality, accessible and comprehensive health services to our patients. We would like to maintain the current level of primary care services that we have developed over the past twenty (20) years. We must focus on prevention and wellness, and we must empower people to take more responsibility for their health.

The Menominee Tribal Clinic has received preliminary accreditation recommendation from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) for the period 1998 to 2001. Accreditation from JCAHO ensures our patients and Governing Body that we are providing quality care in compliance with over 300 nationally accredited standards.

Total funds spent on health care services:

<u>Ledger Contract Number</u>	<u>Total Description</u>	<u>Expenditures</u>
141	Tribal Contract Health Deferred Care Services	\$ 464,978
154	3 <sup>rd</sup> Party Equipment Replacement	85,348
156	1998 3 <sup>rd</sup> Party Funds	2,609,896
312	1998 I.H.S. Contract	4,506,863
701	Women Infants & Children (WIC)	61,882
702	MCH M1A Reproductive Health (WPH)	37,984
703	Adolescent Parent Self Sufficiency	36,500
708	Adolescent Pregnancy Prevention	31,500
709	CHOICES	2,727
715	IAP LHD Immunization	5,264
717	Cooperative American Indian Health	10,000
720	CDC Breast/Cervical Cancer	14,260
732	Medicaid Eligibility Outreach Program	10,424

735	EMS Funding Assistance (State of WI)	3,704
911	Rural Infant Health (GLITC)	8,000
914	Honoring Our Children Project (GLITC)	56,424
931	Stop Tobacco Opportunity	6,000
964	Menominee Healthy Heart Project (Shawano Medical Center)	5,000
	<b>TOTAL</b>	<b>\$7,956,754</b>

**DENTAL CLINIC**

COMMUNITY PREVENTIVE PROGRAMS: (1) The communities of Keshena, Zoar, Middle Village, Redwing and Neopit have fluoridated water systems that are maintained as close as possible to the optimum level. (2) A weekly fluoride rinse program is performed for children in grades K-5. The program covers about 500 students. (3) A school sealant program was done for grades 1-6 at Keshena Primary, Neopit Intermediate and Neopit Tribal School. A total of 296 sealants were placed on 182 students. (4) Information and counseling is provided to people concerning the dangers of smokeless tobacco. Referrals to the Tobacco Cessation Program are made when appropriate. (5) A poster contest was held at Keshena and Neopit schools for grades K-2 to promote Dental Health Month. (6) Dolores Boivin worked with the Menominee language class to provide dental health education in a new and innovative way.

CLINICAL PREVENTIVE PROGRAMS: (1) pit and fissure sealant are placed on permanent posterior teeth when indicated. They are sometimes also placed on primary teeth. (2) Oral hygiene instructions are provided to the patients by the hygienist primarily. (3) Topical fluorides are used when needed; the patients are usually between ages 4-12. (4) Systemic fluoride supplementation is used when needed. This is dependent upon clinical examination and water analysis. (5) Patients with periodontal disease are counseled on the causes and prevention of the disease. They are offered more extensive therapy by the hygienist; more frequent recall visits and home care instruction. The dentist monitors the progress and more aggressive therapies may be used. If necessary, the patient may be referred to the specialist at his or her own expense. (6) Children 12 years old and under that are cavity free are inducted into the *No Cavity Club*. The names of the members are printed in the Tribal News monthly. Children who have two cavity free check-ups in a row receive a T-shirt.

OTHER CLINICAL SERVICES: (1) Dental exams are done for all 170 Headstart children and as much minor treatment as possible. Rose James, Michelle Frechette, and Dolores Boivin coordinate the program. An open house for the Headstart children was held on August 25 & 26. The children were given demonstrations on the chairs, lights, and instruments so they will know what to expect when they come for their dental appointments. (2) Dr. Gonzalo Hernandez, pediatric dentist, has been coming to our clinic to help us take care of many of our more complicated pediatric patients. Dr. Hernandez comes twice a month usually.

<b>PATIENT ENCOUNTERS</b>	<b>YEAR-WIDE SUMMARY</b>	<b>PREVIOUS YEAR – 1997</b>
Dentist Visits	5,365	5,341
Hygienist Visits	1,488	1,188
Dentist No-shows	676	765
Hygienist No-shows	270	288

**MEDICAL CLINIC**

The Medical Department provides medical care to the Menominee Community. The department consists of six (6) Physicians, a Nurse Practitioner, and a Physician Assistant. Each Provider has a RN or LPN to assist him/her. The department also provides an acute care walk-in system. The department provides services Monday through Friday from 8:00 AM to 12:00 PM and 1:00 PM to 4:30 PM. Walk-ins are served between 8:00 AM to 3:00 PM. The Walk-in Acute Care System is staffed by a Registered Nurse.

One Physician left the staff in September 1998, and another was hired the same month, thus preventing loss of access for medical care. The number of clients requesting services continues to increase. One provider, Nurse Practitioner, was out on medical and family leave from May 11 to September 8. A Locum Tenens Physician was utilized from July 13 through August 8 to provide patient care and prevent a decrease of access. The statistics show an increase in the number of patients served from January to September compared to the two previous years. 1996 (13,396); 1997 (14,624); 1998 (16,437). Estimated number of patients served in 1998 is 23,000.

Due to the high numbers of no-show patients and comments from patients on the Patient Satisfaction Survey done the last two years, stating they forget about their scheduled appointments, a Call Reminder System was installed in July. This was done to try to decrease lost revenue due to no-show numbers, and provide a service to our customers. The Call Reminder System encompasses the Medical, Dental, Physical Therapy, Optical, and Mental

Health Departments. The no-show numbers are being monitored to evaluate if the system is significantly decreasing the numbers.

The estimated total number of patients served is 25,704 for the year 1998.

The department also provides physical therapy for patients. The Therapy Department is staffed two (2) half days per week. This eliminates the need for our patients to travel to Shawano for these services.

The department continues to schedule Dr. Fletcher, a cardiologist, and two (2) half days per month. To obtain his services, patients would normally have to travel to Appleton.

Dr. Exner remains active on the Child Protection Committee and is Medical Director for the CBRF.

The Ducoscan system has been in place since April. The Billing Department, Medical Records Department, and Medical Department worked very hard together to make this system a reality.

EDUCATION: Three (3) Medical Students and two (2) Residents did rotations at the Clinic. In the School to Work Program, one high school student worked in the Medical area four (4) mornings per week for a short period and then transferred to the CHNS department. These are Native American Students interested in the medical field. One to two Nursing students through NCTC do a three (3) week rotation every year.

### ***MENOMINEE WELLNESS/HEALTHY HEART PROJECT***

The Menominee Healthy Heart Project changed its name to the Menominee Wellness Department, because health involves so many issues and every issue is a wellness issue. Focus on the "Whole" Mind, Body, and Spirit. A pleasure, growth, and healing theme. Not treating illness but maintaining wellness. Empowering people to discover their wellness. Caring for individual patients, as well as families, and bring the clinic out into the community. Getting more Menominee People involved in a "Social Wholeness".

The Wellness department, in moving closer to the millennium, updated their computers and software health testing equipment. Now we can keep a database and track our activity. We were also selected as a pilot site for the state of Wisconsin for the AIMS software. The Wellness Department was awarded three different grants last year to work on commercial tobacco prevention.

Wide spectrums of activities are underway that address the wellness needs of the Menominee People of all ages (children, youth, adults and elders) and take place in multiple settings (schools, worksites, clinic, and the community at large). Some prevention activities are:

#### **Clinic:**

- Annual individual office visits
- Smoking cessation clients 460
- Weight loss clients 46
- Health and Fitness screening clients 81

#### **Community Programs:**

- Coordinate Menominee Health Fair
- Community Commercial Tobacco Abuse Programs (South Branch, Neopit, Keshena)
- Retail Tobacco Stings Award for Compliance
- STOMP Highway Signs
- Bike Rodeo Keshena and Neopit Helmet and Safety Program
- Youth Roller Hockey Program
- Cross Country Skiing Clinic and programs
- Strongest Menominee Weight Lifting Contest
- Menominee Poker Walk/Run
- Menominee Trigger Lock Program
- APEX Community Presentation
- Elderly APEX Data Presentations
- Chronic Disease Data Project
- GLITC Chronic Disease Management Team
- GLITC Tobacco Control Program
- Shawano Health Fair Representing Menominee Tribal Clinic

Stockbridge Elder Diabetic Fitness Program  
Stockbridge Clinic Smoking Cessation Program

**School Programs:**

All schools: Commercial Tobacco Prevention Program S.T.O.M.P. (Stop Tobacco Opportunities for Minors Project)

- High School Smoking Cessation Programs
- High School All Athletes Smoking and Athletic Performance Presentation
- Health Screening in High School Health Classes
- High School Donation of Four Exercise Bikes
- Neopit Public School weekly 6<sup>th</sup> grade Wellness Classes. Lifetime Wellness Curriculum
- School to Work Program
- High School Health Education Wellness Talks
- Headstarts: Tin Man Healthy Heart Program
  - Gun Safety Program
  - Smoke No Joke Program

**Worksite Program:**

- Casino Employee Hepatitis Vaccines and t.b. Testing
- Casino Employee Secondary Smoke CO Testing Levels
- Casino Employee Wellness Presentations
- Casino Employee Smoking Cessation Classes
- Casino Employee Health and Safety Committee
- M.T.E. Health Screening
- Menominee Tribal Clinic Employee Fitness Program

**RADIOLOGY**

There were a total of 2,720 patient encounters in the department. Exams by provider: Marianne Clinton-McCausland, M.D. - 24; Elizabeth Radtke-Petri, NP - 162; Jenny Hayes, PA - 330; Kevin Culhane, M.D. - 144; Albert Exner, M.D. - 376; Amy Slagle, M.D. - 148; Rebecca Watt, M.D. - 223; Greg Hiltgen, M.D. - 299; Peter Keenan, M.D. - 302.

There were 530 EKG tests performed along with 372 casts fitted.

**BILLING DEPARTMENT**

The Billing Department is responsible for processing all charges and payments for all billable departments within the Menominee Tribal Clinic. The staffing plan remains at eleven, which includes the Business Manager, Systems Coordinator, and nine Billing Specialists.

In November 1997 the Clinic purchased and implemented a Docuscan system that would interface with the Medical Manager billing software. The system allows charges to be scanned into the computer system and automatically posts the charges to the patient accounts, thereby, reducing the majority of the manual data entry. The Medical Department was the first user of the bubble forms for the scanner system and have a total of eighteen (18) forms that are used for patient visits based on the reason the patient is seeing a doctor. When the doctor sees a patient a special bubble form is used to record the procedure and diagnosis codes by bubbling in the correct circle on the form which is then read by the scanner. Medical has been fully implemented on the system since April 1998. Mental Health and HealthCheck were added on the system in July. We expect to have the Optical, Dental, Physical Therapy, and Audiology departments using the system by the end of the calendar year.

In June 1998 the department began processing on a regular monthly cycle with a month end being performed at the close of the last working day of the month. This was the first time that our computer system date reflected the calendar date for our monthly processing and the first time in over two years that the department was current with their transactions.

In July 1998 the old Novell server crashed and had to be replaced with a new one. The Clinic experienced about a week of down time for those users who access word processing, spreadsheets, and data base programs. In August 1998 new Intranet software, backup software and a new UPS was purchased for the new server. Everything has been installed with the exception of the new Intranet software, which we expect to have installed by early November. This delay is due to the time needed to set up new user groups and directories.

For the reporting period October 1997 through September 1998, the Billing Department has processed \$4,562,487 in charges. Of this amount \$1,242,334 are considered to be non-billable or non-revenue producing charges, leaving a billable amount of \$3,320,153. The amount adjusted off patient accounts after insurance payment, payment rejections, and other adjustments was \$1,415,113. Payments received from insurance and patient payments for this period was \$2,053,380. The beginning account receivable was \$1,234,049 with a period ending balance of \$1,085,710.

<b>LABORATORY</b>	<b><u>1997 Actual</u></b>	<b><u>1998 Estimated</u></b>
Patient Encounters	11,866	11,728
Tests Performed in-house	19,657	20,768
Tests Referred	4,730	5,345
Drug Screen Client Encounters	920	798

Predicted 1998 year-end totals, which are based on the activity of the first 9 months of 1998, will show little change in the number of patient encounters. An estimated 5% increase in the number of tests performed in-house is expected. Tests referred to outside laboratories will be up slightly with a 12% increase anticipated. Urine Drug Screen Client encounters is expected to be down slightly from last year total.

Personnel changes, which occurred in the Medical Department, may account for the variations in the statistics.

No new analytical equipment was purchased for the Laboratory in 1998. All current equipment manufacturers were contacted for year 2000 compatibility. Minor upgrade on several analyzers is required. Upgrades tentatively scheduled in early 1999. Anticipate no problems in the Laboratory in January 2000. The Laboratory did acquire some used computer equipment for word processing and access to the patient billing system to perform audits and obtain insurance information required by reference laboratories. This equipment is temporary since upgrade to new equipment (year 2000 compliant) is scheduled for late 1998.

Laboratory was inspected by JCAHO on September 14 & 15, 1998 to comply with CLIA regulations. Some deficiencies were noted. Deficiencies are being addressed and should be corrected shortly.

Staffing of the Laboratory remains the same at 3 full-time employees. A temporary fill-in Medical Technologist has been added and was used minimally in 1998.

***W.I.C. PROGRAM***

The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program has focused on improving the overall services to the WIC client. By providing childbirth classes (quarterly), breast feeding classes and support (bi-monthly), and smoking cessation referrals, we have made a strong commitment to the future generations of the Menominee Nation. By focusing upon the statistics below, we will undoubtedly improve the health and outcome of the pregnancies. Teenage parents are usually at nutritional risk, so we are continuing to target this population with our services. 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. The WIC Department has been involved with several community events, including the community health fair, Headstart health screenings, and is a member of the School Readiness Project.

The Tribe continues to be a leader in the state regarding breast-feeding rates. Our Certified Lactation Educator (CLE) was part of a state study designed to increase the state breast-feeding rate. The Tribe's CLE, has also been working with the Casino's Safety Committee to set up a room for employees' to pump. A space has been provided, but she will continue to work with the committee to improve conditions. She will also be issuing a survey in the next fiscal year to identify concerns regarding breast-feeding and the worksite.

In the past two years 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 Director is attending a five-session course in conjunction with 4 Eastern States entitled, "Moving to the Future". The State WIC conference, as well as other local seminars has helped improve the education given to the WIC participants and community. In May, the WIC Director attended the "Intensive Course in Pediatric Nutrition" in Iowa City, Iowa.

**Statistical Section:**

Caseload FY 1998

520

Educational Contacts	2,136
Breast feeding Incidence	55%
Smoking During Pregnancy	31%
Drinking During Pregnancy	1%

***NUTRITION DEPARTMENT***

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 department spent most of its financial and time resources on these 2 focal points. The diabetic luncheon has been a positive tool for bringing nutritional information to the community, drawing 14-20 individuals each month. Despite this promising statistic, diabetes continues to increase in prevalence within the community, with Type II diabetes showing up at an increasingly earlier age. As a result, the Diabetes Advisory Committee will be implementing diabetes awareness programs at various tribal work sites. The dietitian has taken the National Certification Board for Diabetes Educators Examination, and is currently waiting for the results. The dietitian also attended the National Wellness Association Conference in Stevens Point, WI in July. Several innovative concepts and programs have been implemented from this valuable conference. A community healthy eating program was presented in March and a family oriented nutrition and awareness program will be conducted within the next fiscal year. The Nutrition and WIC Departments participated in the community health fair this past summer, and plans are underway for a youth health fair, which will be held at the high school in late February 1999.

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. We have started to implement the "Food Service Fundamentals" curriculum that was prepared with the assistance of GLITC. The majority of the Tribal cooks will complete this curriculum by spring of 1999. 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 continues 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. The dietitian is increasing his role of educating the community's children by speaking in school classrooms and by providing technical assistance with school curriculum.

***Statistical Section***

Individual Client Visits	212
Diabetics	107
Obesity	59
Agency Contacts	401

***OPTOMETRY DEPARTMENT***

The Optometry Department provides comprehensive non-surgical eye care within the Menominee Tribal Clinic. These services include eyeglass fitting and repair, comprehensive eye health evaluation, contact lens fitting, non-surgical treatment of eye disease, foreign body removal, treatment of eye injury, diabetic eye evaluation, glaucoma treatment and post-eye surgery patient management. The department works closely with medical services and pharmacy to provide comprehensive medical care for our patients.

Our goals have been twofold. The first goal is to reduce the number of contract health referrals to outside specialists by providing more comprehensive treatment services within the Clinic. This has largely been accomplished over the past several years with increased instrumentation, expanded licensure, and increased therapeutic education. Currently, most referrals from the Optometry Department are for surgical evaluation.

The second goal is to provide eyewear for patients whom need new or replacement pairs due to change of prescription, loss or breakage. This is becoming more difficult due to budgetary limitations. There still is a need to provide eyewear to those with few financial resources. We are not currently able to address all these needs.

A total of 1,373 patients were seen for exams, along with 5,647 technician contacts. Forty-three (43) referrals were made. Total number of no-shows was 434.

***WOMENS PERSONAL HEALTH***

The Pre-conceptual program serves Menominee Indians both on and off the reservation. We also serve non-Indian clients both on and off the reservation. We serve men and women of any age with the majority of our clients being Menominee women of childbearing age. This program is at the Women's Personal Health office at Menominee

Tribal Clinic. We use various forms of outreach to provide information to the people we serve on the Menominee Indian Reservation such as newspaper articles, brochures, posters and fliers.

In-clinic laboratory staff perform pregnancy tests. The test results are relayed to our department, and in turn relay the results to the client. Test results are usually available within 10 minutes and the client is notified within the same day of testing.

Any physical examinations that are necessary are referred to the Medical Department and then follow-up is usually done to see that the client did show up for scheduled appointments. Consents for long term contraceptives such as Norplant and Depo-Provera are signed through this office and pre-counseling is done at this time. Second and subsequent doses of Depo-Provera are given through this office. All of this is done through signed standing orders from the physicians to the nurse in Women's Personal Health.

We are responsible for follow-up on all abnormal Pap test results. A quarterly report is made to the quality assurance committee, regarding follow-up and findings.

Follow-up is done on clients needing treatment for STD's. Referrals are received from the Medical Department. 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 doctor. All clients fill out a health history and risk assessment. A referral is made to the WIC Department as needed. The staff is trained to do pre and post test HIV counseling. All pregnant women are asked to be screened for HIV. Prepared childbirth classes are held every three months. These classes are free of charge.

### ***WISCONSIN WOMEN'S CANCER CONTROL PROGRAM***

This program provides free screening for mammography and pelvic exams. Eligible women who meet income guidelines, age requirements, with or without insurance have required screening paid for.

Outreach is given to women through home visits, advertisement in local newspaper, posters, elderly meal sites, and community church. This year a booth was set up at the Clinic Health Fair in Keshena. Information and display of breast model that contains several lumps for women to identify was among the popular curiosity.

A Women's Health Awareness conference at St. Michael's Hall which included dinner. Approximately 46 women attended which was a great turnout. There was three medical staff from the Clinic and one bone density technologist to present issues regarding the health of women. This conference was held for Breast Cancer Awareness Month.

Postcards are sent out each month to women reminding them of their annual mammograms. Women are also identified from Contract Health when they are referred from their doctors for screening mammogram. A total of 81 women were enrolled in this program.

### ***RURAL INFANT HEALTH***

In 1998 we show an increase of five more babies born: 42 males and 54 females. Compared to 1997 of 49 males and 42 females.

For 1998 we had more "no visits made" than in 1997. The total being 26 as compared to 14 of 1997. The majority of mothers who have refused were older women with 2-3 other children at home.

We again had more infants starting out on breast milk than on formula. The majority of babies are breast fed for about 2-3 weeks. This is about the same as last year.

### ***MENOMINEE COUNTY PUBLIC HEALTH***

Fifty-eight (58) cases of chlamydia were reported, compared to 41 in 1997 and 35 in 1996. Three (3) cases of gonorrhea were reported, which is the same as in 1997. Six (6) cases of herpes simplex type II were reported compared to four (4) last year. These are all sexually transmitted diseases. The increase is due in part to the increase in the number of patients seen at the clinic, made possible by the addition of 2 service providers.

No active cases of tuberculosis were reported. One (1) case of viral meningitis was reported. We continue to provide tuberculin tests for the Human Service AODA Program.

Influenza vaccine was made available for all county residents with approximately 950 people anticipated to receive the vaccine.

We also coordinate skilled nursing care with the Human Service Personal Care Service to provide a comprehensive home nursing service to the county residents.

### ***SPECIAL DIABETES PROGRAM***

The Special Diabetes Program for Indians is a grant that was received in June of 1998. A Diabetic Nurse Educator was hired who not only educates diabetics, but also people in the community that have a high risk of getting diabetes.

Presently we have 384 patients on the registry. From the registry, 68 charts were audited. This data is used to monitor quality of care given and compliance of patient care. Improvement has been noted in use of flowsheets and meeting minimum standards of care. Data from these audits is sent to Bemidji Area Office for review and comparison with other sites.

Diabetic Program continues to hold monthly luncheons with education sessions. In the next year, these luncheons will be done at various work sites in the community in order to reach more people. A Diabetic Support Group is also being organized to meet once a month. There will be afternoon and early evening sessions.

New glucose meters will be purchased in January 1999. The new monitor has been reviewed and was determined to be more use friendly than the current Accucheck products being used at this time.

Activities in the community this year were Diabetic screening at the Pow-Wow and the Community Health Fair.

### ***AIDS TASK FORCE / AIDS ADVISORY BOARD***

For the past year, prevention of HIV/AIDS infection through education and awareness continues to be the focal point of both groups. Testing, both confidential and anonymous are encouraged. Free condoms are available through the Clinic. Educational films addressing HIV issues are available for public/private use and occasionally shown in patient waiting areas. Community awareness is a priority and is demonstrated by education and information display tables at many community functions (Pow-Wow, Health Fair and local schools and agencies).

The 1997 Community Potluck to honor World AIDS Day was not as successful as the walks had been in the past. In 1998 we will be returning to the walk.

We are currently in the process of making many changes to enhance HIV/AIDS Prevention including the possibility of using our Clinic as a State recognized counseling/testing site. We would continue to offer confidential testing and AIDS Resource Center of Wisconsin would provide on-site anonymous testing.

### ***HEALTH PROMOTION/DISEASE PREVENTION PROGRAM***

The 1998 Men's and Women's Health Fair was held on April 23. This was coordinated with the Wellness Program and the Fitness Program with many of the Clinic's departments contributing. The HP/DP program contributed food, prizes, and purchased many miscellaneous pamphlets and educational materials.

Child sipper cups were purchased for the baby bottle exchange program. The cups logo reads "Stop Baby Bottle Tooth Decay – Menominee Tribal Clinic" on the side. This is part of the prevention effort against baby bottle tooth decay.

Gift Certificates were purchased for Dental's educational activities held during Dental Health Month. These were used in the school for each grade as prizes to contests held. Also purchased for the Dental program were informational pamphlets from the American Dental Association, to be distributed to the community via the Health Fair or other event.

Materials relating to mental health and working with teens were purchased for the Mental Health Department.

HP/DP and the Fitness Program bought the trophies for the Annual Wolf River Run that is held during the Menominee Nation Pow-Wow.

HP/DP and the Fitness Program purchased T-shirts for the Menominee Triathlon.



**MENTAL HEALTH SERVICES**

Mental Health Services continues to offer outpatient mental health services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy or group therapy depending on the presenting problem or issue. Typically, mental health services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideation's, addictions, anger management, family concerns, elderly/aging issues, to list some examples of the presenting problems.

Mental Health Services continues to be a certified outpatient Mental Health Program with certification being provided by the State of Wisconsin. This year, the State of Wisconsin Mental Health Surveyor renewed the certification of the Mental Health Services Department in February and the certification was given for a two (2) year period. The present staffing pattern consists of three (3) master-level psychotherapists, a consulting Psychiatrist for evaluations, medications, and clinical supervision, a Ph.D. Psychologist for supervising psychological testing, and a full-time 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. In addition, one staff person is also certified in the alcohol and other drug abuse area as a C.A.D.C. III Provider. All providers are certified for third party billing purposes.

Mental Health Services continues to work well with other Tribal Clinic departments, existing community agencies, Tribal organizations, and other agencies in the immediate geographical area.

**STATISTICAL INFORMATION:**

Client Contacts	1,683
Consultations	516
Total Contacts	2,199
No-show Rate	445 (29.9%)

**COMMUNITY HEALTH NURSING SERVICES**

Four Registered Nurses provide skilled nursing services for the Community Health Nursing Service (CHNS).

The CHNS, along with the Medical Department and WIC Department has met the Indian Health Service objective of 90% of children two (2) years old and under appropriately immunized for their age. We also provided approximately 950 doses of influenza vaccine along with the Medical Department.

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

We provide skilled nursing visits in the home on a 24-hour basis that includes such services as IV therapy. We also provide routine visits to the chronically ill and hospice type services to the terminally ill. We have a loan closet providing wheel chairs, walkers, and commodes to community members.

We do monthly blood pressures at both elderly meal sites as well as on a walk-in basis at the Clinic. We have a contract to provide public health services to Menominee County. Health Check continues to be a busy program providing health screenings for young children and young adults to the age of 21. We do sport physicals, boarding school physicals, as well as routine physicals.

**STATISTICAL INFORMATION:**

**D.M. CLINIC**

Patients Seen	336
Program hours	568

**AUDIOLOGY**

Patients Seen	299
School Screenings	1,022
No-shows	92

**COMMUNITY HEALTH**

Home Visits	3,586
Blood Pressures	2,358
Maternal Child Health	1,560
Immunization	2,167
Patient Transport Miles	34,606
Patients Transported	566
Flu Shots	885

**HEALTHCHECK**

Patients Seen	484
No-shows	234

***ADOLESCENT HEALTH***

The Menominee Tribal Clinic's Adolescent Health Department is an outreach program for all teens residing on the Menominee Indian Reservation. This department consists of two (2) programs: Adolescent Pregnancy Prevention and Adolescent Parent Self-Sufficiency.

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, and job seeking skills, and preventing repeated pregnancies. Teen Parenting class is offered to all teen prenatal and/or their partners. The class can be in-home or at the Clinic. Other activities are offered throughout the year. After the baby arrives, there is a home visit and an office visit to check the baby's health, as well as the mothers and to answer any questions the teen may have. A case management plan has been maintained to concentrate on 10 high-risk adolescent parents.

The Adolescent Pregnancy Prevention Program is an education based program set up to provide services to all adolescents residing on the Menominee Indian Reservation between the ages of 12-19. Services which are provided include occasional health presentations at the schools, a Teen Clinic open at the Jr./Sr. High twice per week, a weekly activity night for Jr. High students, and quarterly workshops for parents and other interested community members. A Case Management Plan has been maintained to concentrate on 10 of the highest risk adolescents. A small choices grant has also been received which allows us to provide a bi-weekly class for girls in grades 5 & 6. This class covers topics such as self-esteem, puberty, culture, peer pressure, etc.

***HONORING OUR CHILDREN WITH A HEALTH START PROGRAM***

Menominee Indian Tribe received a grant, which will coordinate services in an attempt to decrease the number of infant deaths on the reservation.

The Honoring Our children program facilitates and assists expecting mothers through the process of prenatal care. The grant is to assist pregnant mothers. Her family receives services that are vital to promote healthy pregnancies and infants.

Some benefits of the program are that it will build a stronger support network for families through the active involvement of community members in services needed and provided. It is also improving access to health and human services for children and families. There is promotion of healthier lifestyle options and a greater public awareness. This is also giving more opportunities for fathers and extended families to become involved in assuring the health and well being of mothers and children.

An Honoring Our Children Workgroup was set up comprised of service providers with the hope of expanding further into the community. Four (4) workgroup meetings were held thus far. The group is an advisory type group that will assist in future decisions regarding services those pregnant women and young families need.

In October the incentive program was implemented. This program gives points to high-risk pregnant women when they attend birthing classes, OB appointments, WIC, etc. They can turn in these points to buy gifts for themselves or baby.

Monthly Honoring Our Children meetings are held at different reservations that are also working on the project. At these meetings we discuss how each of the nine (9) sites are doing and receive training in various areas.

Pregnant women seen	65
Service plans written	51
Transportation for pregnant women	28
Refused	1

**PHARMACY DEPARTMENT**

The Pharmacy and Therapeutics Committee added five (5) new drugs to the formulary and deleted 16 drugs. Many of the deleted drugs were medications on the Formulary that were no longer being prescribed. The Pharmacy continued to fill record numbers of prescriptions in 1998. This year we will have dispensed approximately 79,000 prescriptions. This compares to 71,528 prescriptions filled in 1997. The busiest month was September when we filled 6,977 prescriptions. The busiest day was January 20, 1998 when we filled 570 prescriptions. For 1999, we estimate we will dispense 86,400 prescriptions.

The Pharmacy was allocated \$672,000 for materials and supplies (i.e. drugs) in 1998.

Prescription volume has increased significantly again and drug cost per prescription increased over 14% for this year. This is the highest recorded in the past 10 years. The increase in cost per prescription is due to the drug price increases by our suppliers/manufacturers and the use of newer more costly medications at our Clinic. Pharmacy drug costs are rising rapidly so more money is needed.

The Pharmacy needs to physically expand our work area. We need more counter space and counseling space due to the increasing workload that has occurred over the years.

**MEDICAL RECORDS DEPARTMENT**

The Medical Records Department staff consists of ten (10) members. Services performed in the department include maintaining accurate patient health records, maintaining confidentiality of patient health records, supervising use of patient records, appropriate release of patient information, transcribing dictated material for Medical Services providers, physical therapists, and radiologists, and processing charges for provider services.

Computers were installed in the department this year. The computers are used to transcribe patient progress notes, medical provider correspondence, radiology reports, and physical therapy and nursing home notes. The computers are also used for the OB patient log and the patient referral tracking log. After procedure and diagnosis coding software has been installed the computers will be used to process charges for provider services. The Clinic fee schedule will be entered in the computer using Microsoft Excel.

Regular monthly meetings are held between Medical Records staff and Billing Department staff, Medical Services providers, and the Laboratory Supervisor for ongoing training in coding for services and use of the scanner system, to discuss and resolve any problems, and to ensure services are properly documented and billed appropriately for maximum reimbursement.

The Medical Records Committee and the Rate Review Committee held quarterly meetings and worked on their respective projects.

Patient Encounters	25,704
Hospital Admissions	875
Patient Referrals	1,533

**EMERGENCY MEDICAL SERVICES DEPARTMENT**

The Menominee Tribal Rescue Service provides Basic Life Support services along with the advanced skills of cardiac defibrillator and combi-tube airway. In addition, we received approval from the State EMS Section Office for our Epinephrine Plan. We are now able to administer the drug, epinephrine, for anaphylactic shock.

For the 1998 Tribal reporting period, EMS responded to a total of 867 calls for emergency medical help. Fifty-five (55) percent of our total call volume or 478 calls were actual transports to a medical facility. To break down the remaining 389 medical calls, 335 were non-emergency in nature and handled at the scene, four (4) calls were called in directly to the ambulance service office and handled over the telephone, 12 calls were patients who refused treatment, and 54 calls were cancelled enroute.

In addition to responding to emergency medical calls, our department was requested to provide Standby First Aid Coverage for several community events. They were 1) the Triathlon in July; 2) Menominee Nation Pow-Wow; 3) Menominee Casino Boxing & Wrestling Show; 4) Menominee Casino Musicfest; 5) MISD Home Football Games.

Furthermore, our department also 1) put one extra EMT on duty to cover the Veteran's Pow-Wow; 2) participated in the Tribal School's Career Day activities; 3) coordinated with Theda Star to have the helicopter along with our EMS vehicles present for the Health Day at Keshena Headstart; 4) sponsored the annual American Red Cross Bloodmobile held at St. Michael's Hall; 5) did a Babysitting Class at Neopit Woodland Youth Center.

We provide public information by providing American Heart Association (AHA) Basic Life Support (CPR) and American Red Cross (ARC) First Aid & CPR courses. We taught a total of 32 classes to area businesses, programs and community members combined for a total of 298 people who successfully completed our classes.

Besides public information, we must provide our EMTs with continuing education. Our EMTs should have a minimum of 48 hours of continuing education. Each Nationally Registered EMT is required to submit a minimum of 48 hours of continuing education every two hours.

We have been fortunate in having EMT continuing education classes available locally for our staff. In April our service hosted Shawano Medical Center's '98 Spring Symposium for pre-hospital providers. It was held at the Jr/Sr High School. In addition, EMS staff had opportunities to attend "Crisis Response Training" with Dr. Grady Bray, "Handling the Chemically Contaminated Patient", and "Sports Injuries" right in Keshena.

This year we had two (2) new forms. In January we began using new billing forms making the billing process much easier. The second form was the State EMS Section run report forms. On July 1<sup>st</sup> we began using the new State EMS hospital run report forms which enables us to put our ambulance run report information on computer. We utilize the Wisconsin Emergency Medical Services Information System (WEMSIS) software, which was obtained free of charge from the State EMS Section Office.

Our manpower level has remained constant. We had three (3) EMTs resign and hired three (3) new EMTs. Our service sponsored two (2) EMT-Basic students for the '98 Spring Semester at NWTC for which neither passed the course.

EMS continues to work with the local Fire Departments. In March, we held a joint training meeting with EMS and the four (4) local Fire Departments. The EMS Department helps in setting up First Responder classes for them. The Fire Department First Responders/Firemen respond to all motor vehicle crashes to assist ambulance personnel with lifting & moving the patient and extrication if it is needed. This has been a tremendous help to us.

### ***CONTRACT HEALTH SERVICE***

There are two (2) major components of the I.H.S. health care delivery system, 1) DIRECT CARE, which are services provided at Tribal Health facilities, and 2) CONTRACT HEALTH SERVICES (CHS), services provided outside of the Tribal Health facility by non-I.H.S. health care providers. Contract Health Services is neither an insurance plan nor an entitlement program. 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 to provide required emergency/specialty care. Services are purchased 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 CFT 36.23. The eligible individual must adhere to the 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 Services 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 payer 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 with the CHS Department is primarily responsible for screening/referring patients for possible available resources. Follow-up of these referrals along with

an offer of assistance in the application process is provided. A total of 168 referrals were made to alternate resources in 1998. One hundred and thirteen (113) were approved for alternate resources of payment, mainly Medical Assistance. The Benefit Specialist has increased the approval rate of alternate resources 57% over last year. A large number of former AFDC participants who previously had Medical Assistance are now employed or have other means of income due to the requirements of the W-2 program and have chosen to disengage from Economic Support Services of the County and no longer had the benefits of Medical Assistance. During the referral screening process, potentially eligible applicants were informed that W-2 and Medical Assistance are separate programs and were referred back to the Economic Support Program.

In April 1998, Menominee County became a mandatory HMO County. Persons on most types of Medical Assistance had to join one of the HMOs or be involuntarily assigned to an HMO. The Menominee Tribal Clinic is affiliated with both of the HMOs for our county.

Persons in HMOs have special requirements for outside referrals. Contract Health Service Staff has had to manage referrals to make sure persons are referred to providers within the HMO. A project was completed in August 1998 by the Benefit Specialist that provided each nurse/provider with a binder of preferred specialty providers and providers for each HMO.

In August 1998, a second Benefit Specialist was hired under a grant through the State of Wisconsin. The focus of the position was to outreach persons potentially eligible Medical Assistance and assist in the application process. As an FQHC Outstation site, the Menominee Tribal Clinic is able to assist persons with actual applications for Medical Assistance and forward the application along with proper documentation to the appropriate County Economic Support office. This process should reduce the need for face to face interviews with the ESS worker. Our Benefit Specialists are currently in the training process to do Medical Assistance applications. We anticipate this outreach effort will especially benefit pregnant mothers and children who are not receiving appropriate/preventive health care. It is also anticipated that outreach efforts will bring in more revenue for the clinic and helps reduce reliance on CHS. Both Benefit Specialists have also been assisting with the Clinic Business Manager with projects such as assisting patients with questionnaires from insurance companies and resolving the number of "Indian-Pending Verification" accounts.

Two hundred twenty-nine (229) new Contract Health applications were approved this year. This number has increased 96% over last year's number of applications of 117. This increase may also be affected by the changes in the former AFDC population.

Contract Health Services continues to operate "Priority I" services as in the previous year. Priority I service is defined as "Immediate medical emergencies; immediate life-threatening situations, threat to limb or senses, unstable conditions requiring treatment for stabilization."

A Provider Review Process is in place for referrals that are not considered Priority I, but have a potential risk for serious complications if the patient does not receive care in time. The Medical Director, Medical Providers, and CHS Coordinator meet monthly to review referrals in this high-risk category. A total of 163 referrals were reviewed in 1998. A total of 100 were approved for CHS. Fifteen (15) were referred back to the primary provider for recommended follow-up and 38 referrals were placed on the Deferred Care waiting list.

Persons with Deferred Care Referrals, Priority II, III, and IV, are given the option that they can go through with the referral, but they will be responsible for payment of any expenses related to referral. The Deferred Care Waiting list continues to build since there are no funds available to provide this care. There are approximately 135 cases on the waiting list with an estimated cost of \$275,000.

CHS Continues to utilize cost saving measures to provide more services with CHS dollars. CHS maintains an agreement with Multi-plan, a Preferred Provider Network that provides discounts for patients referred to preferred providers. A number of our high cost providers belong to the network including Shawano Medical Center, Shawano Clinic, and now, new to the network, the Prevea Clinic system, St. Vincent and St. Mary's Hospital in Green Bay. Our discount ranges from 3-5% for Hospital and 4-45% for doctor charges. WPPN/Multi-plan savings were \$33,300 for 1998. We also maintain our 10% negotiated discount with Shawano Medical Center that amounted to \$48,930 for 1998.

CHS continues to use a process similar to the Medicare payment process, the Relative Value Based Resource System (RBRVS) is used to pay claims per CPT code using the RBRVS rate set at 60% conversion factor for

physician, 70% for radiology, and 80% for surgical costs. Medicare has their rate set at around 45%. Using this process, CHS has realized a saving of \$79,500 this past year.

Even with this cost saving measures in place, CHS shortfalls continue through 1998. A Tribal Budget request was made to continue to meet the Priority I / limited Priority II services for 1998-99. This request was approved contingent on the need at the end of the Clinic's fiscal year.

The General Assistance Program (GAP) depleted their funding for medical care July 31, 1998. The Program experienced a shortfall of approximately \$68,000. The funds that are allocated from the State Medical Assistance Block Grant on October 1, 1998 cannot be used to cover the shortfall. The Tribal Insurance Manager is seeking funding to cover the FY'98 shortfall. The Insurance Manager and CHS Coordinator will monitor monthly cost of the program to ensure adequate coverage through FY'99.

In January 1998, the Stockbridge/Munsee Tribe changed their CHS Eligibility Guidelines that affected members of other Tribes living within their CHSDA. These members can still utilize the Stockbridge/ Munsee Health Center for direct services, but are no longer eligible for the Stockbridge/Munsee CHS program. It is the position of the Menominee Tribe that these persons should be covered by Stockbridge/ Munsee CHS and have requested Indian Health Services to intervene on their behalf based on the CHS funding requirements of 42 CFR 36.23. This issue remains unresolved as of this date.

**1998 CONTRACT HEALTH EXPENDITURES**

Ambulance	\$33,181
Dental	22,366
Emergency Room Care	129,171
In-Patient Hospital Care	356,529
In-Patient Doctor Care	94,419
Lab Services	165
Medical/Surgical Supplies	13,007
Menominee Cty Human Ser. Agmt.	30,000
Out-Patient Doctor Care	137,762
Out-Patient Hospital Care	121,955
Prescriptions	<u>29,956</u>
<b>TOTAL</b>	<b>\$968,511</b>

***PATIENT REGISTRATION***

Patient Registration has the responsibility of entering new patients and updating current patients in the Medical Manager computer system. The information entered assists other departments in billing and medical record activities, appointment scheduling, etc. All persons entering the clinic for services must register with Patient Registration in order to access services. This "passport" system is used to obtain the most current and up-to-date patient information including address, phone number, injury and insurance information. Patient Registration is also a checkpoint for patients who may be in the collection process. These patients are referred to the Business Manager before they can access services.

Patient Registration registered a total of 764 new patients this year. In 1998, the Patient Registration Department registered a total of 63,123 patients. The daily average patient contact of 257 rose 13% over last year's average.

**COLLEGE OF THE MENOMINEE NATION**

**S. Verna Fowler, Ph.D, President**

**Mission is to provide quality educational opportunities in post-secondary education to Menominee and surrounding residents so that they possess the skills and knowledge to be responsible citizens and excel in their chosen profession. As an institution of higher education chartered by the Menominee people the college also has the responsibility of infusing this education with Menominee values to prepare students for careers and advanced studies in a multi-cultural world, expand information through research, promote, perpetuate and nurture Menominee culture, and provide outreach workshops and community services.**

**SERVICES** provided are pre-college and college courses in technical and liberal arts studies; dual credit courses for older high school students, and specialized training requested by agencies and businesses. **ACCOMPLISHMENTS** during the 1997-98 academic year are remarkable. Specific examples are:

## **Students**

- Served 537 students offering 140 courses (includes independent study, special projects & internships)
- Conducted 14 workshops for tribal agencies--Forestry Center, MISD-Teen Parents, Police, Gaming Commission, Jail, Clinic, Maehnowesekiyah, Human Resources Department & Homme Home
- Received state tuition support for students through the Wisconsin Higher Education Aid Board (\$168,000) and the Gifted and Talented Program (\$40,000).
- Awarded \$400,000 in direct financial aid to students from Pell, private scholarships, grant stipends, etc.
- Graduated 17 students in May 1998 with 14 transferring to a 4-year college.
- Held with DPI the 2<sup>nd</sup> Annual American Indian Studies Institute for 48 Wisconsin teachers.
- Offered a computer class with the University of North Dakota for graduate & undergraduate credit.
- Received and awarded \$100,000 in American Indian College Fund scholarships to students
- Awarded Mr. Wayne Malone a \$1,000 scholarship as CMN "Student of the Year".
- Facilitated the awarding of a \$550 & \$400 scholarship to Police Science students, M. Reinke & M. Hill
- Provided summer internship opportunity in Washington, DC for J. Zernicke & B. Ponfil

## **Facilities**

- Expanded by adding a library, distance education studio, elevator, stairwell, reception area, restrooms on each floor, and classrooms. The Grand Opening celebration is scheduled for the spring, 1999.
- Construction of the expansion is Menominee---general contractor is Community Development office and all construction, except elevator installation, will be done by Menominee contractors & employees
- Remodeled the basement to include 2 new offices, Maintenance Dept., student lounge, and storage.
- Landscaping of grounds and paving of parking lot and driveway will be completed this year.
- Received the donation of a log building (50'X70') to be erected in the spring, 1999.

## **Curriculum & Training**

- Established classes for the Forest County Potawatomi at their request
- Increased class offerings on the Stockbridge-Munsee Indian Reservation
- Developed and offered new educational programs in Sustainable Development, Timber Harvesting, Teaching Assistant, Youth Options (high School students) and the Carpentry Apprenticeship Program
- Increased library holdings through a donation of nearly 10,000 books
- Conducted Supervisory Management Training for Menominee and Stockbridge personnel
- Conducted Report Writing Training for Menominee Casino Security Personnel
- Held Timber Harvesting & CPR Training--340 participants (mostly MTE) with \$50,000 USDA grant
- Installed new computers in lab that includes 12 electronic tablets for the most recent technology.
- Installed the AIHEC Up-Link Satellite that will enable us to transmit classes to other colleges.
- Received a donation of GIS software valued in excess of \$400,000.

## **Administration & Personnel**

- Received accreditation from the North Central Association of Chicago (1-800-621-7440)
- Updated UWGB Articulation Agreement--they now accept all 8 of our Associates in Arts and Science degrees to fulfill their general education requirements so those graduates enter GB with junior status.
- Employed 10 new people in support staff positions (economic development)
- Increased faculty from 10 to 12 full-time positions and 2 part-time positions (economic development)
- Held the Second Annual Community Gathering to introduce college programs, services, and personnel
- Began the development of endowment activities through direct donor solicitations
- Established the first CMN named endowment fund--Dr. Elmer Schmeil Endowment Fund
- Computerized all records and trained personnel on one software system for improved communication
- Appointment of Dr. Fowler to the White House Tribal College Executive Order Board by President Clinton.
- Dr. Melchiorre chair Geochemistry lectures session and present professional paper
- Delivery of keynote address by Dr. Grignon at the National Science Foundation Regional Conference at North Dakota State University on "College Reform in Mathematics & Science".
- Honoring of Dr. Fowler by the University of WI. System as "Woman of Color in Minority Education".

## **Grant Activity**

- Awarded a \$71,551 EPA grant for Tribal Water Utilities Training in the Great Lakes Region
- Awarded a \$6,500 Philip Morris Foundation grant for Teacher Education student stipends
- Awarded a \$100,000 Packard Foundation grant for Biology and Chemistry Lab equipment

- Completed CMN's Indirect Cost proposal
- Established a mobile laptop computer lab using Carl Perkins Grant funding
- Awarded a two year \$98,000/year ANA grant to teach Menominee Language
- Awarded a \$99,771 Dept. of Health & Human Services grant to develop and implement a cultural competency based training curriculum for child protection and child welfare agency staff.

**EXAMPLES OF STUDENT/TRAINING PARTICIPANT COMMENTS** received are:

- "I have gotten so much out of this class from understanding theories to bettering myself as a parent. I would--- and have been recommending this course for all parents (my friends)." S. Vigue-Human Dev.
- "She is very understanding and helpful and readily available day & night. She tells you what you should work on out straight." J. Sousek-Study Skills
- "Rudy was great; he was funny & took the time to help you when needed." R. Raminger-Accounting
- "She is very easy going without being a pushover. If you are having a hard time you can just go talk to her and she'll try to work something out." Dr. Morris-Business Writing
- "I had never touched a computer before & was thereby terrified of them prior to taking this course. Ron & Tracey alleviated my fears, taught me a lot & have me loving it!" Jurgens & McCoy-Computer
- "She is understanding and willing to help individually without question." Dr. Hall-English
- "The instructor sure seemed to know what he was talking about & could assist if and when a student had a problem-also, I never felt "dumb" for asking any questions!" K. Goodwill-Computer
- "She is very good. I'd also recommend this course to any public or tribal official. It truly is a valuable tool for understanding Indian law and would help in the formation of some of our laws—or the abolishing of some." P. Brezezinski Gaming Law & Regulations.
- "I think Khaled is the best instructor there ever was. He is so patient and understanding even if he is not your instructor, he is always willing to help. He is also very knowledgeable of all the materials. He is the best. We need so many more like him!" K. Boubenider-Statistics
- "John's class was very interesting and I find that he is a very good teacher. He has a good sense of humor and relates with the students well." J. Nash-Intro. to Sociology
- "Carol has a wonderful way of making the class fun & exciting." C.J. Berrett-Am. Ind. Literature
- "She's one of those instructors that students love to have instruct them. I'd be willing to take any number of courses she instructs due to her kind demeanor." Sr. McQuiston-Study Skills
- "She is so patient and thorough, explains things very well & easy to understand." Sr. Trost- Math
- "All the information provided in the session helped me to put things in perspective and identify what mistakes I've made in the past as a supervisor," Dr. Morris-Supervisory Training
- "I would recommend mandatory participation by all supervisors." R. Jurgens-Supervisory Training
- "It really helped me understand the action & attitudes I was taking with my co-workers." R. Jurgens-Basic Supervisory Training
- "I have a better understanding about how to do an employee evaluation." K. Peissig-Performance & Evaluation Training
- I liked how the workshop was tailored for the Tribal Organization---used the material that the Tribe uses." K. Peissig-Personnel Interviewing & Performance Evaluations Training
- "For the past four years, I have had the privilege of working with staff and faculty from the College of Menominee Nation in developing and providing various types of training programs for tribal employees. Together we have been able to provide valuable training programs that are culturally sensitive to our employees and are designed to address the uniqueness of working within a tribal government system." M.B. Pecore, MITW Training Coordinator

***Menominee Culture Institute***

The Menominee Culture Institute was established at the College of Menominee Nation at the direction of the Menominee Tribal Legislature. In April 1997, the Tribal Legislature proposed the College develop an institute that would take a leadership initiative in development of programs and activities toward expansion of the utilization of the Menominee language and culture. The Legislature also directed the College to develop and submit a funding application to the U.S. Department of Health and Human Services Administration for Native Americans (ANA) for a language preservation program. The College received notice in August 1998 that the funding request to ANA has been approved for two years at \$95,000 per year to train Menominee language teachers.

The goal of the Menominee Culture Institute is to provide opportunities that would enhance understanding and acceptance of the values, traditions, language and culture of the Menominee Indian Tribe especially among the staff and faculty of educational institutions on the Menominee Reservation.



The mission of the institute is to provide technical assistance, training, research and academic scholarship to the faculty, staff, students and the Menominee community to enhance their knowledge of Menominee history, culture, values, language and traditions. This effort is also directed toward the identification of the values and customs of the Menominee Indian Tribe.

The Institute was founded by the College of Menominee Nation to provide assistance to the faculty to provide infusion of Menominee language, history and culture into the academic programs of the college.

The director of the Institute is Alan Caldwell (also the CMN Dean of Student Services) and was assisted by Antionette "Tudy" Wilber. The current administrative assistant is Ramona Webster.

Among the accomplishments and achievements of the Menominee Culture Institute in the 1997-1998 academic year are:

- Completed "drafts" of Menominee language competency and proficiency standards for the Menominee Nation Language and Culture Code Commission.
- Did research and completed "drafts" of proposed Menominee language teacher licensing regulations and teacher licensing certificate for the Menominee Language and Culture Code Commission.
- Provided funding for three Menominee Language and Culture Code Commission members to attend the annual Great Lakes Native Language Conference in Sault Saint Marie, Michigan in April 1998.
- Provided supporting funds for the Menominee Historic Preservation Office for Menominee elders to work with the ANA Menominee Language Teacher Training Project.
- Submitted a grant application to the Administration for Native Americans (ANA) in March, 1998 for a language preservation program - Omaeqnomenew-Kiketwan Kaekenohamowekow Mesek Natamowekowak - which was funded in August 1997 to train five Menominee's to become licensed and certified Menominee language teachers under Tribal Ordinance 96-22.
- Conducted research of native language training programs for the college and commission.
- Assisted Wausejeun (Lillian Nelson) in the development of course syllabi and instructional resources for the College of Menominee Nation Menominee language class.
- Drafted grant application to the U.S. Department of Education for a 21st Century Community Learning Center grant in collaboration with the Menominee Tribal School, Menominee Recreation Department, Menominee Tribal Police LECO, Menominee Youth At-Risk and Starlight Project, Menominee Family Preservation and Support Program. The application was not funded. Plans are to resubmit in 1999.
- Provided U.S. and Menominee Nation flags for all CMN administrative offices and classrooms.
- Provided instructional and cultural resources to College of Menominee Nation faculty and staff on Menominee language, culture, history and literature.
- Conducted a workshop on Menominee history and Wisconsin Act 31 for CESA #8's annual teacher inservice day at Clintonville High School.
- Developed partnership with Wisconsin Department of Public Instruction American Indian Studies Program as co-sponsor of the 2nd Annual American Indian Studies Summer Institute held at CMN in June 1998. Thirty-seven participants - Indian and non-Indian attend the weeklong institute focused on the history, culture and tribal sovereignty of the Menominee and Stockbridge-Munsee Indians.
- Provided technical assistance to the Menominee Indian School District, Menominee Tribal School and Menominee Indian Tribe on Menominee language training programs.
- Collaborated with the UW-Madison American Indian Studies Program and Linguistics Department in development of Menominee language training programs.
- Continuing ongoing effort with the American Indian Higher Education Consortium (AIHEC) for the Log Cabin Cultural Learning Center project in preparation for construction of the center in August 1999.
- Continue to seek funding opportunities to establish a recording and listening laboratory for the CMN Cultural Learning Center to develop audio and visual language and culture instructional resources.
- Continue to work with Tribal youth service providers in seeking funding to do youth related activities, gang prevention, culture camps and recreation activities in the community.

The Menominee Culture Institute at the College of Menominee Nation was not re-funded for the 1999 fiscal year through the tribal funding process. The College will maintain the Menominee Culture Institute through existing funds to provide staffing for the ANA funded Menominee language training project. The Menominee Culture Institute is continuing efforts to seek funding from public and private sources such as the U.S. Department of Education and National Endowment for the Humanities (NEH) to develop language and culture programs for CMN and the Menominee community.

The Institute will continue to provide assistance, research and resources to the faculty of the College of Menominee Nation as they infuse their instructional programs with the values, culture, history and language of the Menominee people.

Alan J. Caldwell, Dean of Student Services

### **Sustainable Development Institute (SDI)**

The Sustainable Development Institute has developed a descriptive theoretical model of sustainability which underpins its research, extension, and cooperative programs as a land grant university, including workshops, community education programs, and demonstration projects (Figure 1).

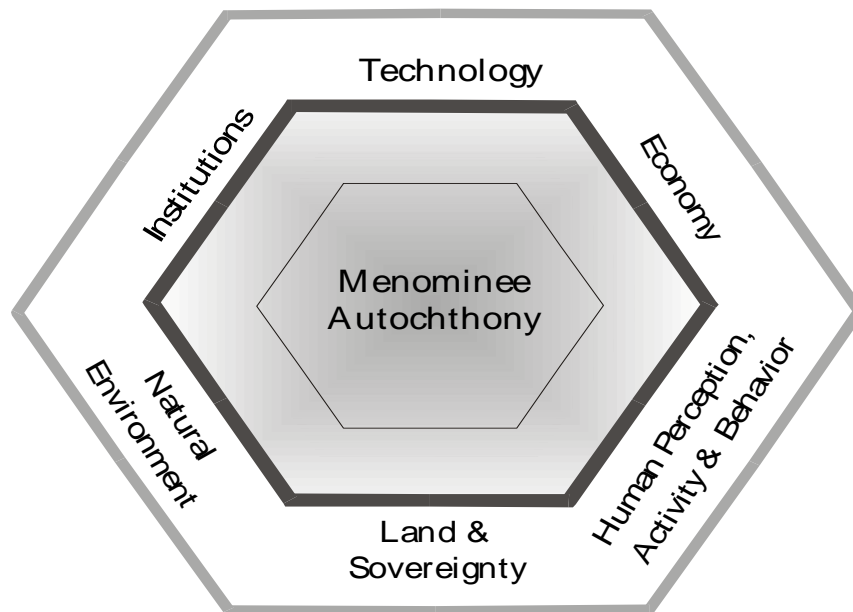


Figure 1. The College of Menominee Nation Sustainable Development Institutes Theoretical Model.

This theoretical model conceptualizes sustainable development as the process of maintaining the balance and reconciling the inherent tensions between the various dimensions of sustainability. Menominee autochthony (indigenous sense of place) and the people's relationship to their forested homelands are central to any prioritization of outcomes. The research agenda and priorities commence from the inherent tensions between the 6 dynamic forces. SDI has prepared a *Research and Extension Mission* which can be accessed at the College of Menominee Nation. The Research and Extension Mission outlines the introduction, the institutional model and theoretical premise, the research agenda and priorities, the research and extension through institutional cooperation, and implementation plan of the Sustainable Development Institute.

The Sustainable Development Institute takes an active role in academic programming for the Associate of Science Degree in Sustainable Development, and related technical degree programs in Timber Harvesting. Dr. Erik Melchiorre was hired to implement the Sustainable Development and Natural Resource academic programs. Dr. Erik Melchiorre will be teaching SDE 100, the first class in the Sustainable Development Emphasis degree, this spring. Recruitment is being initiated to attract new students to the program. The SDE 100 course will center upon the introduction of the 6 main components of sustainable development (Figure 1), and the intensely interrelated nature of these components. The capstone course SDE 290 "Implementing Sustainable Development" will be offered during a later semester.

An Institutional Systems Planner for SDI was hired. Position responsibilities include monitoring existing grants and contracts, developing a resource center for public use, and forwarding the strategic planning goals of the College of Menominee Nation. A geographer position, enabled by a grant from the USDA, is posted.

The Sustainable Development Institute is forming a team of research faculty to launch its pilot distance education class in Sustainable Development. The three-credit course will have eight 4-6 hour modules to be offered via satellite during the fall semester of 1999. Each module will be designed to address one of the six dynamic and highly interactive forces that center upon Menominee Autochthony. SDI will access the Agricultural Distance Education Consortium (ADEC) as the vehicle by which the course will be offered. ADEC's members include most land grant institutions in the United States, including UW-Madison and other "Big 10" universities.

The Sustainable Development Institute will be publishing a quarterly newsletter enabled by a grant from the U.S. Department of Agriculture Natural Resource Conservation Service. The first issue is scheduled for publication in late autumn, 1998.

On numerous occasions, papers were presented relating to the Sustainable Development Institute. Two noted are the "Women's Work: Sustaining the Land, Sustaining the Nations" to the Wingspread Conference "Women, Empowerment, Sustainable Development: East/West Partnerships" and the Sustainable Wisconsin Conference. The Sustainable Development Institute's Theoretical Model has gained wide acceptance by audiences at both conferences.

The Sustainable Development Institute has collaborated with the University of Wisconsin – Extension's Sustainable Development Task Force to identify indicators of sustainability and to norm those indicators for Indian Country. Together SDI and UWEX proposed a project whereby Menominee, Stockbridge-Munsee and Potawatomi Nations would serve as demonstration communities in developing a tool for measuring sustainable development using indicators. Funding for the pilot project is being sought.

Pending grants have been developed around distance education, norming sustainable development indicators for Indian country, and providing a means for green certification and chains of custody within Wisconsin. Grants have been secured from the Packard Foundation, United States Department of Agriculture and the Natural Resource Conservation Service. A GIS Archview software donation valued at over \$150,000 was received by ESRI. A weekend workshop is being developed to utilize the software to teach community members the power of Geographic Information Systems in relationship to rural addressing. Proposals to the Environmental Protection Agency and the American Foundation for Education are pending. Other private as well as public sources are being solicited for additional support.

SDI Personnel:

Dr. Holly YoungBear-Tibbetts, Dean and Director

Dr. Erik Melchiorre, Academic Program Director

## **COMMISSION ON AGING**

**Colleen Delabruue, Director**

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

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

**Title III Program Funding is \$75,469.** A break down of the budget is as follows

III-B Supportive & Nutrition	\$25,233
III-C1 Congregate Meals	18,708
III-C2 Home Delivered Meals	11,255
Senior Community Services	2,825
Benefit Specialist	15,813
III-D In-Home Service	602
III-F Preventative Health	941

**Title VI Program Funding is \$83,020**

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.

The following is an estimated account of services provided by the Menominee Aging Unit for 1998

Title III Congregate Meals Served	8,945
Home Delivered meals served	6,108
Transportation Units	2,558
Information & Referral Service Units	3,358
Recreation Units	2,074
Title VI Congregate meals served	3,421
Home Delivered meals served	11,390
Transportation Units	3,414
Information & Referral Service Units	2,905
Recreation Units	2,237
Outreach Services	536

Activities are provided at both centers for the elders which include ceramics, movies, health screenings, and special events such as the annual picnic and special holiday parties. Informational sessions on various topics are also provided. The Benefit Specialist coordinates outreach services with Wisconsin Judicare to provide informational sessions to update the elderly on any changes that might effect them.

**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 durable medical supplies, and a few air conditioners were purchased. The funds are also used to assist the elderly with health and weather related services. A total of 54 elderly were assisted for fiscal year 1998

**Senior Companion Program & Foster Grandparent Program** The Senior Companion program uses the well elderly to help the frail elderly in their own homes. They provide companionship and provide small errands. The ACTION philosophy is that "a good Senior Companion Program is shaped around community needs." It's a volunteer program; the Senior Companions earn a stipend of \$2.55 an hour, not to exceed 20 hours per week or 40 hours every 2 weeks. It was stated last year that they received \$4.25 which was incorrect. As of November 1998 there were a total of 16 elderly enrolled in the Senior Companion 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 are physical, emotional, cultural, or social. There are a total of 5 Foster Grandparents. All Positions under these two programs are funded through the Great Lakes Inter-Tribal Council, Inc., located on the Lac du Flambeau Indian Reservation. This year another position had been added "Coordinator for Volunteers in the Court System". This position is partially funded by GLITC under the Title V slot with the Menominee Indian Tribe contracting for the remainder of what was need to fund this position. The position was created to implement some grandparents working as volunteers in the court system to provide one on one contact with juveniles who may just need a little guidance. These grandparents will use their experiences and knowledge to try and bring back some of the cultural ways that most youth may not know any thing about.

**Title V Senior Worker:** This program is also a volunteer program for elders 55 and older. These positions are paid minimum wage at 40 hours every two weeks and are funded through the Bay Area Agency. Title V workers work in various capacities. We utilize the Title V workers at each of the nutrition sites to assist with the cleaning and cooking. There are also elders placed at the area schools as aides and maintenance assistance. If there is any one wishing to be part of any of these volunteer programs they may call the Menominee Aging Office at any time to request information at 799-5112 or 799-5111.

**COMMUNICATION**  
**David Miller, Acting Director**

The Communications department has been in existence since 1995 and since then we have been busy documenting various tribal and community events, school activities and governmental issues. Some recordings can be viewed at the Menominee Tribal Library at the public's convenience. This past year we have been hired to

record various events, training sessions, focus groups and seminars. We also videotaped community and family events when requested. The department now has an Internet address. Recently we filled out an application to be a part of the National Federation of Community Broadcasters and will explore broadcasting capabilities through them. We have also put together a draft brochure for this department, the brochure lists our mission statement, current recordings on file and fees charged for the staff recording, editing, dubbing and rental services. The audio capabilities have also been updated with the addition of digital equipment. Worked with the legislature in an attempt to develop a plan whereby the department will be able to pursue off reservation job opportunities, this requires contractual obligations that the department has worked on with the assistance of the Tribal Program Attorneys office. This department has also attended and recorded various training seminars offered throughout the year, through the Training and Development Department, which has been very beneficial and less costly. We have purchased a CD-ROM burner to transfer text, animation and video to CD-ROM.

**Services Provided:**

1. We are available to audio and video record tribal, school and community events.
2. Digital video editing
3. Dubbing capabilities for SVHS, VHS, MII and 8mm.

**Accomplishments/Recordings:**

- ◆ Recorded the Cradleboard Project with Buffy St. Marie at the Menominee Tribal School, this was a three day conference for teachers.
- ◆ Menominee Tribal School requested us to record special guest Jackie Bird, Hoop dancer, at the school.
- ◆ The Annual Sturgeon release and ceremony was recorded, requested by DNR and Historic Preservation.
- ◆ Recorded the Census Kick-Off, banquet and picnic as requested by the census committee.
- ◆ Attended and recorded footage at the annual Indian Summerfest in Milwaukee, WI.
- ◆ The department was hired by the honor the Earth Pow-wow Committee to record the annual Honor the Earth Pow-wow in LCO.
- ◆ All Empowerment Zone meetings were recorded from June through August 1998 as requested by Economic Development department in their attempt to procure a U.S.D.A empowerment zone grant.
- ◆ Assisted Margaret R. Snow, Chairperson of the Culture Committee, in recording the advertisement announcement for the annual Menominee Nation Pow-wow at WTCH radio station in Shawano.
- ◆ All the "honorees" recognized this year at the legislature meetings were recorded as requested by the legislature.
- ◆ The annual Ricing project done by the Menominee Jr./Sr. High and Historic Preservation was recorded as requested.
- ◆ This past year the 1<sup>st</sup> annual Menominee Indian Jr./Sr. High Homecoming parade was recorded.
- ◆ The annual General Council and Swearing in ceremony was recorded.
- ◆ The department was hired by the Menominee Nation Casino to record Menominee Wrestlemania and boxing champion Jonathon "JJ" Corn.
- ◆ The department was also hired to record the Sand County Foundation Conference held at the Menominee Nation Casino.
- ◆ We were hired again by the Newberry Library of Chicago, IL to record their annual conference, this years title was "Crossing Borders: American Indian and Encounters with Diversity."
- ◆ Hired by a New York theatrical group, Back Row Productions, to assist in recording the P.B.S. special entitled "Spirit Dance." For release in 1999, nationally.
- ◆ Recorded the AI "Senator" Dodge eulogy.
- ◆ Gary Edelburg was contracted through this department at the end of the fiscal year due to department changes and shortage of staff to assist in completing some projects and put together a CD-ROM. He also helped complete an Ojibwe language demo tape.
- ◆ Attended the annual Native American Journalist Association Conference.
- ◆ Along with the Chairman and Legislative staff office we attended the Media 2000 conference where staff members made presentations and demonstrations on the technical aspects of video recording.
- ◆ Attended the Federal Procurement Training workshop and maintain contact with presenter regarding future opportunities.
- ◆ Was hired and recorded the Wisconsin American Indian Chamber of Commerce annual meeting and awards banquet.
- ◆ As requested the Elders 4 Nations picnic was recorded.
- ◆ Stock footage was provided to Intellicom, an educational firm that produces videos.
- ◆ Our department was hired by the Menominee Indian School District to record the Title I and Title IX training sessions at the Menominee Nation Casino.

- ◆ Recorded local focus groups for a Connecticut firm, regarding the effectiveness of census ads on the native American community
- ◆ Involved in the "Take back the Night" rally with LECO.
- ◆ This year we were hired to record two weddings, Mr. & Mrs. Bill Welch and Mr. & Mrs. Craig Grignon.

Our department continues to record contemporary events and issues concerning the Menominee people. We continue to expand and explore communication and broadcast opportunities on a local and national level. We welcome input from the community and are available to any tribal departments that have a need for our services.

## COMMUNITY DEVELOPMENT

**Kim Menominee, Director**

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

**DRAFT EMERGENCY LOT NUMBERING SYSTEM:** this draft system with in the exterior boundary will provide fire, EMT and police with a unique addressing system in order to quickly response and locate an emergency.

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

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

**TRIBAL HOUSING PLAN:** this plan, prepared in accordance with the Native American Housing and Self-Determination Act, describes the existing housing, operational parameters of the Tribal Department with a one (1) and five (5) year need along with budget projects for future housing needs with in the exterior boundary of the Menominee Reservation.

**BUSINESS PLAN FOR THE UTILITY PURCHASE OF THE ELECTRICAL SYSTEMS ON THE MENOMINEE INDIAN RESERVATION:** this plan describe the details with respect to the purchase of the primary and secondary electrical systems from Wisconsin Power and Light for retail sales by the Tribal Utility Department.

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

<u>Description</u>	<u>Funding Source/Amount</u>	<u>Dates</u>
Middle Village Safety Center	MITW/HUD @ \$ 400,000	1997-1998
Neopit Water Tower.	MITW/IHS @ \$ 530,000	1998-1999
South Branch Community Center	Tribe @ \$ 374,000	1996-1997
"WW" Reconstruction	BIA @ \$ 985,000	1997-1998
College of the Menominee Nation	Tribe/College \$ 500,000	1998-1998

<u>Lease Requests for FY'98 :</u>		<u>Lease Cancellations for FY'98 :</u>	
Residential	57	Residential	18
Recreational	15	Recreational	21
Agricultural	0	Program	1
Commercial	1	<b>Total Lease Cancellations</b>	<b>40</b>
Program Leases	3		
<b>Total Lease Requests</b>	<b>76</b>	<b><u>Transit Ridership for FY'98</u></b>	<b>30,312</b>

## CONSERVATION/RIGHTS PROTECTION

**Leon Fowler, Director**

**GOAL:** This program will achieve the objectives listed in the Statement 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.

**FINANCES**

Expenses:	<u>Projected</u>	<u>Actual</u>	<u>Remaining Balances</u>
BIA 249 YTD	\$308,802.26	\$308,802.26	\$ 0.00 <b>(1)</b>
Tribal 136 YTD	\$147,245.00	\$131,820.58	15,424.42 <b>(2)</b>

**Footnotes/comments:**

**(1)** Zeroed Out

**(2)** Represents mostly unspent salaries for warden on disability absence and other savings.

<b><u>STATISTICAL</u></b>	<b><u>Y.T.D.</u></b>	<b><u>FY '97</u></b>
Water Resource Inventories	2	1
Fish Stocked	47,000	405,696
Reportable Incidents	289	284
Warnings Issued	13	7
Citations Issued	96	221
Inservice Hours	188	192
Interagency Assists	41	22
Complaints Received	29	45

**Executive Summary**

The entire year was nearly consumed with trials and tribulations. First and foremost, were several unmerited grievances launched against management. Numerous legal consultations and position papers were written in regard to the grievances and the lengthy procedural processes. Management prevailed on all of the cases, but regardless of the grievances, new issues came to light which management attempted to resolve. Some of those resolutions met more controversy and new grievances. Although we were again selected for an Internal Audit on our accounting systems, we were faced with another "Audit Inspection" on our organization. We cleared the first audit without any problems, just as we cleared the initial audit in 1996. The Internal Auditor and Tribal Administrator did the Audit Inspection. In our opinion, the auditor and the Tribal Administrator found that three, out of the eight department staff members, were dissatisfied with the current management structure. Never the less, we feel that this department over the past four years has been nit-picked to an extreme. Some good recommendations came down, many of which were already in place, but demanding attention. The Audit Inspection was an off shoot of one of several grievances filed by one warden.

Most of our problems in the past involved lack of funding which we had no recourse to change at that time. One grievance and two others from the previous fiscal year were directly related to our lack of funding. We feel that we have finally overcome that obstacle, but more problems may be on the horizon if more dollars for wages, office space and equipment cannot be secured.

One of our wardens became critically ill and left us short-handed until his sick leave was exhausted. We began posting for a new temporary-full-time position in September. At the close of this report, no one was hired to fill that position.

Again this past January, without the final allocation of Federal BIA funds, we had to begin drawing down on the tribal budget early. That budget dilemma led to two of our patrol vehicles being broken down for a lengthy amount of time. The lateness of Federal funding has caused problems in the past. In regard to those problems, numerous budget modifications were completed to meet our pressing needs. One new vehicle was purchased to replace a Jeep Grand Cherokee

What we considered another milestone for the department was the removal of this department from the Tribal Police by the Legislature. The Department witnessed numerous problems under the Tribal Police Department and it was noted that such a move of placing the Department under the Tribal Police was not in accordance with Contract language.

As far as contract compliance, all enforcement personnel were recertified for firearms, twice during the fiscal year. As per contract and all wardens exceeded their minimum of 25 hours of annual inservice training in first aid, CPR and Hazmat First Responders

Again, as statistics indicate, this year was slightly busier than normal, but 1997 was our busiest.

The Statistics above speak to the work performed in regard to Reportable Incidents, Warnings Issued, Citations, Interagency Assists and complaints received.

Warden personnel held two hunter safety courses during the year graduating 28 students. The hunter education course was made possible by community volunteers, Tribal and Wisconsin DNR wardens, the Fish and Wildlife manager. This course helps to promote public relations along with several presentations put on in the schools and Headstart.

### **Fish and Wildlife Management**

Deer Management The 1997 deer season occurred during this fiscal year. The annual spring deer pellet group survey was conducted this spring. Survey results indicate a very slight increase in the deer herd. The herd numbers increased from 7.7 plus or minus 3.7 in 1997 to 7.9 deer per square mile, plus or minus 1.7 in 1998. Preliminary estimations indicated that an increase in the deer harvest would follow, but registration deer harvest numbers resulted in a decrease from the years before.

Other Surveys FISH- Surveys included Legend Lake walleye and lake sturgeon electroshocking, gill and fyke nets population. Also surveyed Little West Branch trout, river sturgeon radio telemetry is still being conducted. In the late summer, thirteen more sturgeon were implanted with radio transmitters with the assistance of the US Fish and Wildlife Service and the Wisconsin DNR.

WILDLIFE- Surveys include black bear, black bear radio telemetry, redshoulder hawk, ruffed grouse, furbearer track, beaver dam, and deer registration.

Fish and Wildlife projects On-going research on the Legend Lake sturgeon project. The Camp 19 Waterfowl management project is still being developed. Walleye rearing ponds were inoperable because of water availability problems and a lack of walleye fry from the Genoa Wisconsin fish hatchery.

### **Environmental**

There were a total of 22 incidents reported. In five of the cases, clean-up was done by the offenders, while 11 citations were issued, one warning and one DNR referral.

## **ECONOMIC DEVELOPMENT**

**Gale Krueger, Director**

### **DEPARTMENT, PERSONNEL AND ORGANIZATION:**

The Menominee Office of Economic Development consists of two distinct and unified offices within the administration of tribal government. The two offices are titled; the Tribal Sector Initiative (TSI) and the Private Sector Initiative (PSI). There are a total of six (6) full-time and one (1) part-time employees in the overall economic development department. The departmental functions come under the direct supervision of the Executive Director in the tribal organizational chart. Supervision of the Executive Director is the responsibility of the Tribal Administrator.

The Executive Director provides supervision for the effective administration of the Menominee Business Center. Presently there are two departmental employees administering business center activities. The activities include the daily operation of four (4) self-standing, fee-for-service business start-ups within the business center location. The four businesses help to support the administration of business center activities through a monthly rental fee collected by the Menominee Finance Department.

The Executive Director plays a key role in all economic development activities. His duties include the creation of dialogue with outside, non-Indian business leaders that are interested in doing business with the tribe. The Executive Director and Project Manager investigate business entities and owners for potential business partnering purposes. The efforts of the Executive Director and Project Manager are of particular importance to the analysis, design, and packaging of potential business propositions. The Project Manager conducts research and data-gathering activities for inclusion into grant and funding applications. Business proposals are referred to the Economic Development Ad Hoc Committee for consideration.



The Executive Director and Project Manager analyze the parameters of potential partnering arrangements and then collaborate with the Tribal Chairman for financing. Departmental responsibility to the Menominee Economic Development Ad Hoc Task Force Committee is necessary for action by the Menominee Tribal Legislature. The department entertains business proposals and evaluates the strengths and weaknesses of potential business propositions on a weekly basis. The Economic Development Ad Hoc Committee reviews proposals and determines business development potential. The Menominee Tribal Chairman through the Economic Development Ad Hoc Committee monitors proceedings and presents the findings to the legislature for concurrence.

#### **PURPOSE AND MISSION:**

The Office of Economic Development has undertaken the task of developing tribally and privately owned businesses on-and-off the reservation. Diversification efforts and job creation have been targeted in the recently developed 5-Year Long-term Economic Development Plan. Off-reservation business and industrial development is being targeted by the Office of Economic Development for development in the 21<sup>st</sup> Century.

The Highway 29 Inter-State transportation system is presenting new opportunities for development to the tribe. Highway 29 is being targeted for land and business attraction under new federal HUB Zone and Empowerment Zone initiatives. Throughout 1998 the Office of Economic Development has analyzed the merits of several tribal and privately owned business proposals. The proposals are reviewed for the design of effective business processes, diversified business arrangements, alternative income sources and job development.

#### **PROJECT DEVELOPMENT:**

In September of 1998 the Office of Economic Development succeeded in acquiring a \$97,000 grant from the tribe for the purpose of retiring the outstanding construction loan of the Menominee Auto Service Center. Retiring the construction loan will enable the tribe to reach profitability much sooner, and increase auto service center cash flow potential. We are being optimistically cautious about the Menominee Auto Service Center attaining a break-even point by mid-FY 2000.

The Menominee Business Center has increased the number of clients by two (2) in FY 1998. The business field remains very competitive for the tribe at this time. We remain attuned to the department's mission of designing programs utilizing all available resources including counseling, education, and hands on technical assistance for the growth of individually owned business enterprises. This growth will be necessary to develop and support endeavors to maximize the Menominee economy in the 21<sup>st</sup> Century.

It is expected that the Office of Economic Development will acquire HUB Zone certification in 1999. This will enable us to compete for minority set-asides and federal contracting opportunities from 14 federal agencies of the U.S. government. The Menominee tribe is in negotiations with other entities to proceed with the establishment of a manufacturing center.

The Menominee Northwoods Empowerment Zone proposal is presently being reviewed by the USDA review team in Washington DC. If we succeed in the attempt to become designated an Empowerment Zone; we can involve our economic development initiatives in a three-way share of a \$40 million federal grant appropriation. Word of our status will not be obtained until early January 1999. The USDA Community Development Program Director has expressed we remain competitive in the review process.

#### **PRIVATE SECTOR INITIATIVE (PSI) Renee Mahkimetas, Econ. Devel Coord.**

The Private Sector Initiative (PSI) department is staffed by an Economic Development Coordinator and assisted by the Office Manager and Secretary Assistant. The mission statement of the Private Sector Initiative 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 its inception in May 1992, the Private Sector Initiative has successfully completed 53 business plans during a (6) year period. Of these potential businesses, the Private Sector Initiative has successfully secured financing for 37 businesses totaling \$1,312,190. Financial assistance was made possible through the Menominee Revolving Loan Fund, area banks, and other lending institutions.

Business plan development has varied from marketing research, and financing, to on-going financial analysis and consultation. Confidentiality is strictly observed and adhered to on a case by case basis. Each prospective entrepreneur is guided through a standard process in order to compile and organize all the types of information

required by financial institutions. The following provides a measurement of progress for the period between September 1997 through September 1998.

<b>Number of Contacts</b>	<b>34</b>
Actual Businesses Started or Expanded	6
Financing Secured	\$144,892
Business Plans Completed	10

**Menominee Business Center (Incubator)** besides helping our tribal members start their own businesses, the Economic Development Coordinator is also the Board Director of the Menominee Business Center. Originally funded by a FHA Rural Development grant and matched by the Tribe, the incubator project building is located next to the Keshena library and is 2,400 square feet. With the help of the Tribal grants writer, the Economic Development Coordinator submitted a grant and was approved for \$7,500 for the first year and \$10,000 for the second year by the Wisconsin Department of Commerce. A third year grant is awaiting approval by the Wisconsin Department of Commerce for \$17,519 and another by the FHA Rural Development for \$27,890. These third year grants are planned to be used for operational costs, office panels, and a needed copier. The purpose of the Menominee Business Center is to encourage entrepreneurial development and growth through management assistance, cost-effective space utilization and a synergistic environment catering specifically to Tribal members and professional businesses. The Center offers low cost leaseable space with flexible term, facilities for general offices, shared business administrative services including the following:

Receptionist	Photocopying and Faxing	Trash Disposal
Furniture Rental	Security	On-site parking
Maintenance	Mail Service	

During FY 1997-1998, there were four businesses owned and operated by Menominee Tribal members housed in the Menominee Business Center. The Board/Selection Committee selects each business. Past members during different periods of the fiscal year included; John Norton, Executive Director of Economic Development; Kenneth Peissig, Vice President of Citizens Bank; Ron Corn, UW Extension Agent; Robert Duffy, Menominee Community Development, Amalia Velencia, NAES College. Current members are; Gale Kruger, Executive Director of Economic Development; Renee Mahkimetas, Economic Development Coordinator of PSI; Tom Litzow, Director, Menominee Loan Fund; Bernard F. Vigue, Business Administrative Department, Menominee Nation College.

## 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 1997-98 academic year at 10. 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 – 144
- B. Number of active students – 101
- C. Number of graduates – 15

**1998 FY Budget: \$259,290.29**

Expended:	255,465.80
Difference: 1%	3,824.49

**HIGHER EDUCATION SUMMARY:** Graduate projections were exceeded by 5 this year. Some students who were projected to graduate in the 1996-97 academic year did not graduate until the 1997-98 academic year. The implementation of the Education Plan is helping students to establish both long and short-term goals. The feedback from both students and advisors has been positive regarding the plan.

**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 – 492
- B. Number of new applicants – 31
- C. Number of active students – 23
- D. Total number of completions – 7

**1998 FY Budget: \$204,013.80**

Expended: 195,521.13  
 Difference: 4% 8,492.67

**AVT SUMMARY:** Projected AVT completions were below target by 5 students. Other tribal programs are also experiencing a decrease in AVT students. Many students are choosing Associate Programs with the idea that they can transfer to bachelor programs as an option. In addition W-2 has definitely impacted the number of students in technical programs, especially single parent students.

**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 services are provided:

1. Full-time GED instruction Monday - Friday
2. Licensed GED testing center that tests twice a month
3. Limited assistance for workshops, courses & seminars, Tribal employees priority
4. GED/HSED instruction for At-risk High School Seniors
5. Literacy Advisory Council Participation

**Cumulative Progress:**

- A. Total GED students enrolled/completed - 156/51
- B. Total Adult Education students enrolled/completed 51/28

**1998 FY Budget: \$45,855.15**

Expended: 42,492.93  
 Difference: 7% 3,362.21

**ADULT EDUCATION SUMMARY:** The GED/HSED completions continue to be noteworthy. The At-risk students have a 42% successful completion rate. We continue to work cooperatively with other departments and the school district to provide services.

**EDUCATION CONTRACT HIGHLIGHTS (CTF58T44073)**

**HIGHER EDUCATION:** The Education Director presented information at a Legislative Breakfast sponsored by W.I.E.A. in October, 1997, regarding the reduction of the Wisconsin Indian Grant and the impact on Indian students. This information, along with the Mascot/logo issue and the incorporation of Wisconsin Indian history, cultural and tribal sovereignty into the curriculum of public school elementary and secondary schools was also presented to state legislators who were unable to attend the breakfast.

The Education Counselor helped organize the MISD Annual Career Day. People from various Tribal Departments gave presentations on the education requirements for Tribal employee positions.

Through W.I.E.A., input was provided to the UW-System on the effectiveness of the 10 year "Design for Diversity" program. Recommendations were given and incorporated into a "Plan 2008: Education Quality through Racial and Ethnic Diversity." Included was:

1. The restoration of the Wisconsin Indian Grant funding;
2. Mentoring graduate and professional students of color aspiring to future faculty positions in the UW System;
3. Developing adult recruitment programs targeted specifically to minority and American Indian adults 25 and older;
4. Determining a home campus for the American Indian Language Program pilot program;
5. Work with school districts with high concentration of American Indians, as well as Tribal Chairs, Indian Organizations, Tribal Education Chairs and Tribal Colleges to increase college retention and graduation rates of American Indian students in UW institutions;
6. Improve retention rates through a 2 pronged approach: a) opportunities for administration, faculty and staff to learn about cultural difference in communication and learning styles, and b) bolster campus initiatives for summer employment to help meet college costs.

The Education Plan was implemented and the feedback has been very positive from both students and advisors. It is interesting to note that many of the younger students admit that they have not thought about education beyond

the first couple years and this helps them to focus on short and long term goals that are both personal and academic.

The Education Director attended a Legislative Impact Conference in March sponsored by N.I.E.A., N.I.S.B.A. and N.A.C.I.E. The Wisconsin group pulled together an informational packet that included concerns expressed by Tribal Education Directors, Menominee Tribal School and CMN. We visited the Wisconsin Senators and Representatives offices and discussed our concerns with a couple legislators and with legislative aides. We also left information packets with them, giving them more details on the issues we presented.

All the MISD High School Seniors were contacted by the Education Counselor regarding continuing education and financial aid. Follow-up with the students continued throughout the spring semester. A special workshop was held for seniors regarding career choices, motivation, education opportunities and financial aid.

The Education Director and Education Counselor attended a RETAIN Conference in April. The workshops were facilitated by Indian students and addressed student issues, problems and solutions. The bottom line for successful retention and completion of continuing education students is family support and personal motivation.

Funding for college students was exhausted before the end of the Fiscal Year. Students who were late financial aid filers were affected because their awards were pending until mid-October. Fortunately most were able to receive other aid until the Indian grants were released.

**ADULT VOCATIONAL TRAINING HIGHLIGHTS:** The decline in student enrollment in technical programs is evident in most of the Tribes in Wisconsin. It is the consensus of the Tribal Education Directors that W-2 has been the major reason for this decline.

The Annual MISD Career Day activities included technical positions available in Tribal employment positions.

The Education Director is a member of the Multicultural Planning Committee at Northeast Wisconsin Technical College in Green Bay. The committee was instrumental in the establishment of a multicultural center at N.W.T.C. which opened in January 1998.

The Education Director and Education Counselor are members of the MISD Vocational Education Advisory Committee which is responsible for making recommendations to the Board and Administration on the vocational education system.

Informational sessions regarding vocational/technical career opportunities were held at Maehnowesekiyah several times this past year.

Informational sessions held for MISD Seniors included voc/tech career options.

**ADULT EDUCATION HIGHLIGHTS:** We continued to work cooperatively with MISD regarding students who are credit deficient and will not graduate. Of the 14 students enrolled, 6 received their HSED (42 %), 4 were continuing students, 1 transferred to another school, 1 was pending graduation and 2 discontinued at age 18.

In cooperation with Northcentral Technical College and the Menominee Casino, evening GED classes were held for employees for the spring 1998 semester.

At the informational sessions held at Maehnowesekiyah, the GED Instructor explained the services available for adults needing their GED/HSED for continuing education or employment.

The GED Instructor provided tutoring services in cooperation with CMN and MISD in basic skills for several students.

The GED Instructor is actively involved with the State and local Literacy Council. Through the Councils, tutoring is arranged for individuals in their respective areas.

The GED Instructor administered basic skills tests to the JTPA Summer Youth Participants.

GED Instruction was provided to individuals at the Tribal Jail at their request.

# ELDERCARE SERVICES PLANNER

Leonard Kary, Director

During the past year, the CBRF has maintained an occupancy of around 13-14 residents, which is nearly full. The misconception is still out there that we are a nursing home and as such, should be able to provide the same type of services available in the surrounding nursing homes. We do try to provide as many services as possible with the budget available, however the more skilled services which would need to be provided by a licensed nurse would not be able to be provided, since we do not have the necessary professional staff available. With the entire State of Wisconsin moving toward Long Term Redesign, or "Family Care," which will begin to coordinate all services and also begin to pay for additional services such as CBRF care, we will have to address the need for licensing the facility with the State. This will make funds available to us that are not available now.

Several meetings were held in Madison during the early part of 1998 to discuss County/Tribal issues as it relates to the new Long Term Redesign. During the discussions, many different issues were discussed, such as services currently available, contracting with outside sources for "core" services, and making choices available to consumers. It was determined that Tribes would be given the first right of refusal to be either the Elderly and Disabilities Resources Center, which does the assessments to determine the needs of the individual, or the Care Management Organization [CMO] which would be responsible to provide for the services determined to be necessary for the individual. In addition, the funds that have come from many different sources to pay for services will now be "pooled" and used to follow the individual, wherever the services are required. At this point, there are still questions that need to be answered with regard to if a Tribe or County wants to be both the Resources Center and the Care Management Organization. The feeling is that there would need to be an "arms length" situation between the two, to avoid the suggestion of impropriety.

As of October 1st of 1998, an Aging Division was created by combining the Wolf River CBRF and the Commission on Aging. This was done to begin the process of combining services under one head so that we could provide a more streamlined system for the Elders and identify some of the problem areas and where some of the needs may lie, and where additional services need to be provided. As time goes on, one of our goals will be to be our own Resources Center, and be able to give the Elders "one stop shopping" for all of their needs.

## ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, August 18, 1997. Nomination papers were available to eligible tribal members for the Tribal Legislature Election. The Primary Election was held, November 12, 1997. The following candidates were certified as "On Reservation" Candidates:

Frieda M. Bergeon	James "Bubzy" Boivin, Sr.
Shirley Daly	Louis Dixon
Barbara Frechette-Kelley	Dewey Schanandore
Royal E. Warrington	Lisa S. Waukau
Orman "Chief" Waukau	James C. Wayka

The person that was certified as an "Off Reservation" Candidate was Arnold G. Chevalier.

Voting results at the polls and absentee on November 12, 1997.

South Branch Fire Station	24
Neopit Fire Station	88
Keshena Tribal Offices	276
Absentee Returned	<u>471</u>
TOTAL	859

The top six in the Primary Tribal Legislature Election were:

Lisa S. Waukau	454	Barbara Frechette-Kelley	403
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James C. Wayka	358	Orman "Chief" Waukau	348
Arnold G. Chevalier	336	Shirley Daly	304

The remaining candidates votes went as follows:

Royal E. Warrington	292	Frieda M. Bergeon	284
Louis J. Dixon	249	James "Bubzy" Boivin, Sr.	187
Dewey Schanadore	168		

The Final Tribal legislature Election was held, January 14-15, 1998. The three winners were:

Lisa S. Waukau 568                      Barbara Frechette-Kelley 451                      James Wayka 447

Voting results at polls and absentee on January 14-15, 1997:

Neopit Fire Station	125
Keshena Tribal Offices	362
Absentee Ballots Returned	<u>602</u>
TOTAL	1,089

## ENROLLMENT

### Eileen Schultz, Director

Enrollment Applications Distributed	159
Enrollment Applications Returned	192
Enrollment Applications Approved	153
Applic .denied and placed on the Ancillary Roll	39
Relinquished from Menominee Tribe	4
Deceased Tribal Members	53

The Per Capita Trust Accounts for all members turning 18 have been paid out. Several members who were recently located have received their per capita checks from previous years and have updated their files. Social Security has been a big help in forwarding information for us.

Problems: Members wait until Per Capita time to change their names and addresses.

## ENVIRONMENTAL SERVICES

### Gary Schuettpeltz

**MISSION STATEMENT** - To serve the Menominee Nation by defending the environmental integrity of the land, air, and water base which makes up the cultural and earth resources of the Menominee People. The protection of these resources will help to assure they are sustained for future generations of Menominees. To further assure that the health needs of the Menominee People related to the environment and land base are maintained.

**SPECIFIC DUTIES** - Perform lake and stream studies for fisheries and other planning, monitor water quality to maintain in optimum condition. Habitat restoration including wild rice and sturgeon. Monitor the progress of the Nicolet Mining project in opposing the mining effort. Remediate sites that have become contaminated by leaking underground and above ground storage tanks. Work for the proper disposal and cleanup of hazardous waste to prevent contamination. Monitor transportation of hazardous materials and work with facilities in complying with hazardous materials regulations and use in the workplace. Work to maintain air quality, by participating in partnership and monitoring air quality permits. Work with Menominee County in Emergency Response Planning. Perform surveys of public food service facilities and other public facilities to assure safe and sanitary conditions. Gather data on injury trends and develop and implement strategies to address specific injury problems. Analysis of individual drinking water systems to assure safe water, technical assistance in sewage disposal, indoor air pollution, recreational sites, vector control, epidemiology, industrial hygiene, etc.

## **COMMUNITY INJURY PREVENTION**

- Investigated 54 severe injuries occurring during fiscal year, including four (4) fatalities. Moved utility pole in Keshena that had been site of numerous motor vehicle crashes including two deaths.
- Coordinated fire extinguisher training for tribal employees, 357 people trained over 4 days.
- 98 Child Safety Car Seats given out to parents of newborn children.
- Investigated and remediated a serious problem with children making and taking home “wave bottle” filled with flammable liquid.
- Worked with Wisconsin Central RR to have trains whistle when approaching Neopit from the south.
- Staff assisted in Hunter Education Programs

## **OTHER**

- Completed Menominee Nation/County Community Health Plan in conjunction with other departments and agencies.
- Developed a new Food Code for the Reservation, code has been approved by Health Committee, will be submitted to full Legislature

## **SURFACE WATER**

- Work continuing on the flood plain delineation, on West Branch.
- Quarterly sampling on the Wolf River is being completed for statistical analysis.
- Continue to monitor Fox River and participate in NRDA as a Trustee
- Working with Wis DNR on a mercury sediment study on the Wolf River on and off the Reservation.
- Averted a possible overtopping of Neopit dam after a heavy rain event.
- Nine sturgeons captured below Shawano dam, tagged, and released at Big Eddy Falls.
- Planted 4000 pounds of wild rice on Mud (Pine) Lake.
- Continue water quality analysis of lakes on the Reservation.
- Funding secured for continued water quality management.
- Continue to monitor impacts of downstream hydroelectric dams.
- Working on the third year of water quality data gathering in conjunction with USGS. Currently working on biological data.

## **GROUND/DRINKING WATER**

- Developed a Fluoridation Policy for Tribal Utility.
- 121 private wells sampled under a grant from Wisconsin Department of Health.
- Received a grant from EPA to perform wellhead delineation for Zoar Water System.

## **MINING**

- Completed Oak Hybrid study at mining site that probably influenced location and size of tailing ponds.
- Continue to monitor applications, attend meetings, etc. concerned with this project.
- Developed monitoring plan and begun monitoring of water in Wolf River to determine background data on water quality.
- Provided input into water quality requirements for treatment of mine discharge waters.
- Monitor Governors Mining Council review of DNR and Nicolet Mine.
- Performing ground water quality study at the Tribe's Mole Lake site for background information.

## **UNDERGROUND STORAGE TANKS (UST's)**

- Three 20,000 gallon UST's removed from MTE mill site.
- One 3000 gallon UST removed from St Anthony's.
- UST's at Forestry Center and Law Enforcement Center upgraded to meet 1998 standards.
- Borings completed at Reiters Amoco to determine if UST's had leaked.
- One UST removed at Lloyd Pecore property in South Branch.
- One 2000 gallon and one 1000 gallon UST's removed from Sonny's Store, replace with one 1000 gallon tank meeting 1998 regulations.
- UST, LUST, AST tank regulations nearing completion.
- Borings and testing completed at Old Government Gas Station to determine extent of lead contamination.
- Remediated number of smaller spills not noted here.

## **HAZARDOUS WASTE**

- Hazardous waste shipped: 1215 fluorescent light bulbs, 72 yards of contaminated soil from Boivins, 1500 pounds of waste gasoline, 1150 pounds of waste fuel oil.
- Household hazardous waste collection held June 13, 1998, 5690 pounds of hazardous waste collected and shipped for disposal.

## **AIR**

- Continue to work with Great Lakes Clean Air Partnership. Currently staff holds one of the four positions on the Secretariat.

**GRANTS RECEIVED.**

• BIA UST/LUST	\$37,650
• BIA Water	\$71,046
• RCRA – GAP	\$60,000
• GAP	\$75,000
• EPA 106 Water	\$120,000
• Wellhead Protection	\$18,000
• FEMA Training	\$1,200
• CAA-LEPC	\$15,000
• IHS – Injury Prevention	\$4,895
• BIA NRDA Litigation	\$85,000

**FAMILY PRESERVATION**

**Tom Kenote, Director**

This past fiscal year saw the Family Preservation & Support office begin its first year of implementation of the action plan. Several action steps were accomplished in this first year of implementation. These accomplishments include;

Contract/hire technical person to organize, identify and assist in the development of the Menominee Parenting/Education Program.

A work group has been formalized and continues to work on the development of this manual. This work group has finished the portions of the manual; acknowledgements, Unit Nekot (one): Omaeqnomenew (Menominee) Mamaceqtaw (Indian), Unit Nis (two): Picekehtaw (he or she grows) Nician (children), Unit Naeqniw (three): Paeh ta waew (he or she listens to him or her), Ke ke tow (talk), Omaeqnomenew (Menominee).

At least two of these chapters have been pilot tested with community parenting groups or staff during this past fiscal year. The evaluations that have been returned show positive results and community people willing to utilize what they have learned in their every day life.

To date the pilot testing has been completed with three different entities which include; Tribal Daycare, Adolescent Health (two groups), Menominee County W-2 program.

Some of the units have also been shared with different committees within the community for their review. These committees include the Elders committee, the Language and Culture Code Commission, the two Senior Centers in Neopit and Keshena. The sharing of the manual provides the community and it's people with an avenue to provide feed back to the work group via the technical assistant/coordinator to improve and evaluate the manual.

The Menominee Mentoring project has not been as successful as the development of the parenting manual. This project started as a development effort targeting youth that are involved with the juvenile court system. The early development of this concept saw roughly 20 to 25 community members pledge to become mentors with this project. At that time there were no guidelines or safety precautions or training for the mentors or youth that were to join in the program. Thus began the effort to develop the guidelines, safety precautions, training, and application process for this mentoring project. As a result those items are now available and in place for the community. This was done as early as August of this past year.

Despite these items being in place there has been only one match during this past year for the mentoring project. There has been advertising efforts, recruiting efforts and reaching out to the community however, at this point in time, little to no interest exist for such a project. The Office of Family Preservation & Support presently has on file eight youth that have been referred to the office by parents, family members, teachers or other individuals who would presently like to have a mentor in their life. The office will continue to attempt to recruit mentors for this purpose.

The last portion of the Family Preservation and Support grant provides for mini-grants to be implemented in the community. FY98 recipients and their projects include; NAES College - Arts and Crafts Summer Program; Menominee Tribal School - Culture Camp; South Branch - 4-H Pilot Project; Cub Scouts - Parent/Family Involvement; Redwing Area Community Organization - Assist with annual community events.



Each of these organizations were to utilize the \$1000.00 in such a manner that they would nurture positive family relationships through the use of Menominee Culture, Combat alcoholism and drugs within the border of the Menominee Reservation/County.

As a result of these entities efforts the mini grants had an impact on a conservative amount of people within the community. The totals were 254 youth, 236 community members, 53 family units, and 9 adult volunteers.

The Family Preservation & Support office also participated in several other projects in the community as well. Collaboration with projects such as the Youth Conference, Omaeqnomenew Basketball Camp, Development and Initiation of Ropes Course, MTE Garbage Pick-Up, Menominee Tribal School Career Day, Neopit Intermediate School Career Day, School Readiness Project, MITW Human Resources - Headstart, Wau tosh Beach Opening.

## **FINANCE**

**Kathy Kaquatosh, Director**

The Menominee Indian Tribe has a centralized finance department which provides the accounting services to all Tribal programs. Finance is funded by Indirect Cost as well as eight other service departments.

This fiscal year the Housing Authority was brought under the supervision of the Tribe. Accounting for housing contracts is now processed through the Tribes' finance department and they are required to follow the Tribe's Accounting manual. We installed our accounting software (American Fundware) on their computers, which allows immediate access to their budget information. Prior to being under the Tribe, Housing contracted with an accounting firm to provide services but they had no immediate access to their budget information and received a report once a month. There was concern regarding the MEPA accounts and it was directed to have these accounts reconciled and entered in the computer, which was completed in September. This enables housing staff and homeowners to obtain accurate and up-to-date information when needed.

Our software personnel were not able to complete the project of producing a budget report by services because of the amount of time working on the housing transition. We will continue to work on this project next fiscal year.

The finance department has fifteen employees and with the cooperation of program directors we will continue to provide the Tribe with successful audit reports.

## **FITNESS INSTRUCTOR**

**Mike Hawpetoss**

The annual goal of the fitness instructor is to reduce health care claims for the Menominee Indian Tribe. Improving the overall health and wellness of Tribal Employees, Tribal Members, and community members by offering a variety of health education, community activities, recreational and athletic activities and the use of fitness centers is the means to achieve this goal. Fitness Instructor is the lead facilitator of Ropes and Experiential Training Course and the chair of the Casino Safety Team.

Employee health and wellness education is focused at the Menominee Casino/Bingo/ Hotel and Tribal Offices. Onsite health education programs are back care and lifting, wrist care, medical self-care, team building, workstation ergonomics, and safety issues. The number of participants for this program was 552 for the year. There were 3 advanced worker's compensation claims handled.

The health and fitness tests administered for the year was 33 adults and 71 MISD students. The test include cholesterol, blood sugar, strength, fitness, blood pressures, body composition, flexibility, carbon monoxide, and lung volumes.

The Menominee fitness center served 3397 (based on daily sign in). There were 101 exercise programs developed for individuals for the year.

Miscellaneous programs offered and number of service units for the year are as follows: aerobics class – 158, basketball 3 on 3 tournament – 75, three youth conferences – 48, Karate class – 48, Adolescent and parenting group – 25, Elderly stretching – 360, standardize testing for Forestry and Police – 59, bike rodeo – 80, health fair –

110, running series, triathlon, and POW-WOW run – 247, alternative school – 60, Maehnowesekiyah wellness and self-care – 65, Tribal School Career Day – 75, Youth rollerblade and lacrosse – 140.

F.Y, 1998 fitness instructor provided a total of 5,707 service units up from 3,737. This is an increase of 1970 service units in FY 1997.

## **FOOD DISTRIBUTION**

**Pat Roberts, Director**

We received extra funds from USDA this past year because of our increased participation. Although we did decrease a little this year we still have 200 more participants per month than we did 2 years ago. Out of 4,078 households certified 3,884 received food.

Work on the addition to the warehouse was completed; which provided the program the space needed for a larger walk-in freezer and made it possible to order frozen chicken and bison.

Additions to the food package for 1998 include frozen chicken, spaghetti sauce, wheat bran cereal, mixed canned vegetables, canned vegetable soup, canned tomato soup, refried beans, crackers, egg noodles, and as a bonus, frozen ground bison. We did reduce and eliminated some food items to get the above items. The monthly issuance for evaporated milk, dry milk, peanut butter, peanuts, and dried fruit were reduced. Items eliminated from the food package include whole wheat flour, rolled wheat, dried baby lima beans, lentils, and dried blackeyed peas.

Bonus items are not regular food items because they are only purchased by USDA when there are surpluses. We 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.

### **FOOD DISTRIBUTION NUTRITION EDUCATION**

Our program received a grant in the amount of \$3,000. for nutrition education. The Nutrition Education Aide and UWEX provided participants and community members with information on food items, teaching healthy food choices, cooking demonstrations, preparation tips using commodity foods, and nutritional recipes. Adult and youth recipe contests were held with six adults and twelve youth participating. Cash prizes were awarded to four winners in the youth contest and a nesco, cookware set, slow cooker, and blender were the four prizes for the adult contest.

### **TEFAP PROGRAM**

We distributed 512 cases of Surplus (TEFAP) Food to 661 households. TEFAP food item amounts and variety increased slightly this past year, but they are still limited. We are allowed to use TEFAP funds to purchase Second Harvest food items but we must be 501 © (3) certified. We are still working on this issue.

## **GAMING COMMISSION**

**Lynette Miller, Executive Director**

*“Regulation at its best”*

The Menominee Tribal Gaming Commission (Commission) is an arm of the Tribal Government established for the exclusive purpose of regulating and monitoring gaming on behalf of the tribe. Effective regulatory oversight requires that there be a separation between the regulation and operation of the tribal gaming activities. The tribal regulatory body (Menominee Tribal Gaming Commission) monitors all operating and management functions, consistent with its regulatory responsibilities.

The Commission is made up of five (5) Commissioners. The Commissioners are Jonathan Wilber- Chairperson, Kris Goodwill-Vice Chairperson, Royal E. Warrington, Lloyd Waukau and David A. Waupoose. Royal E. Warrington and David A. Waupoose terms expire in April 2001. Jonathan Wilber and Kris Goodwill's terms expire in August 2000, and Lloyd Waukau's term expires in August 1999.

### **SERVICES PROVIDED BY COMMISSION:**

- Develop licensing procedures for all employees of the gaming operation.
- Develop licensing procedures for all gaming related vendors.
- Issue, suspend, revoke, and renew gaming licenses of all employees and vendors upon completion of background investigations.
- Forward investigative reports National Indian Gaming Commission on all employees.

- Review a person's prior activities, criminal record, if any, and reputation, habits and association to make a finding concerning the eligibility of a gaming employee or vendor.
- Issue separate licenses to each place, facility, or location on Indian Lands where a tribe elects to allow gaming.
- Ensure that gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment and the public health and safety.
- Perform audits of all business transactions to ensure compliance with regulation and/or policy.
- Promulgates tribal gaming regulations.
- Monitors gaming activities to ensure compliance with tribal law/regulations.
- Interact with other regulatory and law enforcement agencies regarding the regulation of gaming.
- Conduct investigations of possible violations and take appropriate enforcement action with respect to the tribal gaming ordinances and regulations.
- Provide independent information to the tribe on the status of the tribe's gaming activities.
- Take testimony and conduct hearings on regulatory matters, including matters related to the revocation of all gaming licenses and barring issues.
- Establish and approve minimum internal control standards and procedures for the gaming operation.

**National Indian Gaming Commission Bulletin 94-3**

**ACCOMPLISHMENTS IN 1998:**

- Per Tadd Johnson, National Indian Gaming Commission Chairman, his letter of June 2, 1998 stated: "The Menominee Indian Tribe of Wisconsin has demonstrated the ability to conduct thorough background investigations and have submitted consistent investigative reports. National Indian Gaming Commission (NIGC), therefore, requested that the Menominee Tribe participate in the second phase of the Pilot Project." We are the only tribe in Wisconsin in this second phase of NIGC's pilot project. We are one of two tribes in Wisconsin participating in the overall pilot project.
- The Commission developed qualifications for Commissioners and staff in August 1998 and passed them unanimously. The Commission as part of their by-laws adopted these qualifications and the qualifications were sent to the Tribe for a recommended amendment to Ordinance 93-30. To date we have received no feedback on this recommendation. The qualifications are as follows:
  - Must be an enrolled Menominee
  - Must be 21 years of age or older
  - Must honor, protect and uphold the purpose of the Commission
  - Must submit to a background investigation
    - Must not have been convicted of, entered a plea of guilty or no contest to any of the following; unless the commissioner has been pardoned:
      - A felony, other than a felony conviction for an offense under subdiv. b., c., or d., during the immediately preceding years.
      - Any gambling related offense.
      - Fraud or misrepresentation in any connection.
      - A violation of any provision of chs 562 or 565, Wis. Stats., a rule promulgated by the Lottery Board of Wisconsin Racing board, or a Tribal ordinance regulating or prohibiting gaming.
      - Any type of theft in the last five years.
- All compliance reports sent from the National Indian Gaming Commission this year, the Menominee Tribe has been in full and complete compliance.
- Established a reputable relationship with the State and National regulators as one of the best-regulated gaming facilities in Wisconsin. Statements have been made to myself as well as the staff that "if all Commissions in Wisconsin functioned like the Menominee's do, we wouldn't have any problems".
- Purchased a Kobetron machine and prevented unauthorized chips from being placed in our gaming machines.
- Because of the Commission's oversight, we identified several non-compliance issues that would have been detrimental to the Menominee Indian Tribe.
- Implemented random audits that resulted in uncovering major non-compliance issues.
- The Menominee Tribal Gaming Commission staff has been invited to speak at several national conferences because of our accomplishments in regulation.
- Three of the Gaming Commissioners made a recommendation to the Tribal Government to expand the Gaming Commission to five members, making them more representative of the Menominee Nation.

I would personally like to say thank you to all the Menominee Tribal Gaming Commission staff who work so hard to maintain effective regulatory oversight of the Menominee Gaming facility. Also, thank you to the Menominee Tribal Gaming Commissioners who have supported the Gaming Commission team in its efforts to regulate.

## **GENERAL ASSISTANCE**

**Wayne Pecore, Director**

Our General Assistance Program is funded under the Bureau of Indian Affairs. The funding is subject to congressional appropriations each year. Congress has put a cap on the amount of funding for BIA Welfare Assistance. Tribes will have to develop other means when funding is not sufficient to meet all the existing needs.

January 1996 the Menominee Tribe contracted for GA with the Minneapolis Area Office. It is funded each year; Rosalie Clark is our Contracting Officer. GA is a program of financial assistance provided to eligible Indian people living within the boundaries of the Menominee Reservation. It is based on availability of income and resources. It provides funding to Indians to cover their essential needs of food, clothing, shelter and utilities. They must have exhausted all resources. It is secondary to those services provided by State, Tribal, County and other Federal agencies. It may not be used to supplement other programs. College students and people on AFDC or SSI are not eligible.

The BIA is proposing to revise the existing Financial Assistance and Social Services program regulations. The last time they were revised was 1985. A number of changes have occurred that are not reflected in the existing regulations. They developed a proposed draft revision and presented it to the Tribes for their input and comments. The meeting was held in Green Bay following the National Congress of American Indian sessions. More meetings were to be schedule for additional input.

All clients must comply with WEP 15 hours per week. Clients who refuse or otherwise fail to seek and accept available local employment or who quit without good cause are not eligible for 60 days. Recipients are required to immediately report any changes that will effect their eligibility. They must review every three months. They have a right to a hearing if they disagree with any agency decision. The hearing request must be done within 20 days of the date of the written notice.

In our Welfare Reform, Performance before Pay, clients are paid each month after they have complied. They no longer receive a check in advance of the month. New clients no longer get a double check on the first of the month. Last year our average caseload was 73. The grants were 139,820 and administration was 89,034. This year the average caseload is 46 and the grants are 92,146. The administration increased to 102,248. We had a big increase in Indirect Cost that was applied to the grants this year. Last year we did not pay Indirect Cost on grants.

There is always a need for training. A few years ago Rosalie Clark and other Area Social Workers set up an approved Level I and Level II training for General Assistance and Indian Child Welfare Workers. The sessions are held in different locations throughout the country and cover a lot of basic information, general eligibility, interviewing, reporting requirements, case plans, social service roles, etc. They are always looking for ways to improve the training. It helps increase the workers knowledge and compliance of regulations, develops professional skills and encourages program consistency. There is a sharing exchange of information between staff providing the same or similar services. In the past, each year, 2 tribal staff were selected to participate in the training. Myself and Al Hamm of LCO have been operating our GA programs with very little error or problems. We were asked to be trainers with this group, our expenses would be reimbursed. It was a pleasure to serve with the group of wonderful people and travel all over the country. I had never left Wisconsin before this.

We were notified of a proposed grant increase to be at the level of the State Welfare Reform Program. The Tribe, by resolution, established the rate for Head of Household at \$250.00 and Non-Head of Household at 230.00 per month. Clients complying with the WEP would get an additional 50.00 per month. The Minneapolis Area Office approved this. We were commended that we worked together on this comprehensive plan with the intent to ensure needy Indian people continue to be assisted and help them gain self-sufficiency. The Area can improve changes that have the intent to decrease the long-term need for General Assistance.

## **HISTORIC PRESERVATION**

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

**MENOMINEE LANGUAGE PRESERVATION** First of all, the Historic Preservation department took a major step in preserving and revitalizing the Menominee language. With funding from the Administration for Native Americans (ANA), three Menominees were certified as Menominee language teachers. The Menominee language trainees took part in an extensive language training program developed by the Historic Preservation Department. After completing the language training program, the three language trainees were tested by native Menominee speakers for correct Menominee language pronunciation and Menominee historical and cultural facts. The three certified Menominee language teachers are Crystal Caldwell, Cheryl LaChapelle and Kathy Waupoose who are now certified to teach Menominee language and culture in reservation school systems. This was quite an accomplishment for the department, the language trainees and the tribe because three additional Menominees are eligible to teach our sacred language to our Menominee children. We are now in the process of developing a Menominee language curriculum that will be used in all reservation schools.

**REPATRIATION** The Historic Preservation Department is continuing the process of repatriation in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). We have been in contact with several museums in Wisconsin and throughout the United States in regard to Menominee human remains, associated funerary objects, unassociated funerary objects and objects of cultural patrimony. Because of this sensitive Menominee cultural and spiritual matter, we depend heavily on our Menominee elders for advice in the repatriation process. In the past year, we have gone to each reservation community seeking input in the repatriation policy. After the meetings and with the guidance and advice of our Menominee elders we established the repatriation policy and plan, which the Menominee Language and Culture Commission and Tribal Legislature approved in August. Currently, we expect to repatriate 81 Menominee ancestors for reburial in a special burial place for them on the reservation. Some of these ancestors have been sitting on museum shelves for over seventy-five years. The Historic Preservation Department sees this as a significant milestone.

**MENOMINEE CULTURAL MUSEUM/CENTER** The Menominee Indian Historical Foundation (MIHF) achieved 501 (c) (3) tax exempt status from the Internal Revenue Service. As a non-profit foundation, this is a giant step forward to begin fundraising to build the Menominee Cultural Center. We have been meeting with Dennis Sun Rhodes of AmerINDIAN architecture. This is a leading Native American architectural firm from St. Paul, Minnesota. We hope to complete a feasibility study and strategic plan within a year. From that point we will secure tribal commitments and begin fund raising with a capitol campaign. The cultural center will be built on the grounds of the Logging Museum. The Smithsonian Institution-Office of Indian Museum Programs is also helping in our effort to build a museum facility.

**CULTURAL RESOURCE MANAGEMENT PLAN** The department is preparing a cultural resource management plan with help from a grant we received from the National Park Service-Historic Preservation Grant Funds. This plan is designed to standardize the manner in which culturally significant properties are identified, protected, and interpreted. The Plan allows the tribe to identify, evaluate, interpret and conserve historical cultural resources. These steps empower the tribe to use this information to interpret Menominee history from a Menominee perspective. It is very important that Menominee people interpret the sites identified rather than non-Menominee ethnographers who have no true understanding of Menominee traditions, especially oral traditions. After a site has been identified, all the information will be presented to the Menominee Language and Culture Commission and they will determine whom best knows about the site. They will then define what the site is and how it should be protected. Due to the activity and developments taking place near, or upon sites, we have accelerated the pace and should be completed this fiscal year.

**LOGGING MUSEUM MANAGEMENT** We are continuing to manage the Menominee Logging Museum. The tour season is May 1 through October 15 and has visitors coming from all over the United States and some from foreign countries. Along with the usual advertising of the museum, we will be creating a Webb Site that will show an actual tour of the museum in the World Wide Web. The Historic Preservation Department will post a site for public education of Menominee history and traditions. This site will include some legends, stories, and current issues in historic preservation in Indian country.

**CHIEF TOMAU'** Chief Tomau's oldest living lineal descendants requested his body be returned to the reservation from it's burial located on Mackinac Island, Michigan. Tomau' was the head chief of the Tribe during the early 1800's which was a time of tremendous change and upheaval for the Tribe. He passed away in 1818 while on a trip to gather supplies from the British. We feel that we have narrowed the burial area down, and are currently waiting for further direction from the Menominee Language and Culture Commission. Further investigations will be quite costly and will require additional funds to complete.

**WILD RICE PROJECT** The Historic Preservation Department participated in the annual wild rice harvest with students from the Menominee Indian School District (Easter Penass's class) and Menominee Tribal School. After traditional prayers were given by tribal elder Lillian Nelson, wild rice was harvested from the Wolf River and processed in the traditional way at the Menominee Logging Museum. A feast was held for all those involved in the harvest at the logging museum. This will become an annual cultural event, which we would like the reservation community to become involved. We are also assisting Easter Penass's class with cultural projects (deer hide tanning, basketmaking, lacrosse sticks, cradle boards etc.) and have helped Gina Washinawatok's class with different Menominee beadwork designs from our historical photographs and pieces of beadwork in our artifact collection. We were also instrumental in planning and assisting with this year's Menominee Youth Culture Camp at Wayka Falls.

**STURGEON FEAST AND CELEBRATION** The department continues to celebrate the return of the Sturgeon with a feast and celebration. For the second year, we held the feast and celebration at the Menominee Tribal School with a large contingent of community members present. Ten sturgeons were placed in Chikenay Creek below Keshena Falls, the traditional spawning grounds of the lake sturgeon. The traditional Menominee "fish dance" was performed to honor the return of the sturgeon before the feast by the Menominee ceremonial dancers. In a related matter, the department is conducting interviews/oral histories with Menominee tribal members who are knowledgeable of the sturgeon and its significance to Menominee culture and history. The information will be used to develop an extensive sturgeon exhibit in conjunction with the Wisconsin Dept. of Transportation. The traveling exhibit will be periodically set up in area schools, businesses and the Menominee tribal office.

**NARDA (NATURAL RESOURCE DAMAGE ASSESSMENT)** The department is currently assisting the tribal Environmental Services Dept with NARDA. We are conducting research to establish the Menominee tribe's historical occupation on or near the Fox River. We will be extending our research to include interviews with tribal elders regarding the cultural traditions and natural resources the tribe used on or near the Fox River.

**WISCONSIN INTERTRIBAL REPATRIATION COMMITTEE** The Historic Preservation Dept continues to be a member of the Wisconsin Intertribal Repatriation Committee (WIRC). The committee is involved with several repatriation and historic preservation issues on the state and federal level. WIRC members are also a part of the Wis. Dept. of Transportation's (WDOT) Native American liaison committee. WDOT consults with the committee on archaeological issues related to their road construction projects throughout Wisconsin.

**MENOMINEE HISTORY GUIDE AND CALENDAR** The Historic Preservation Department has completed its history guide. The history guide was made possible by a grant from the Wisconsin Humanities Council, and includes over 100 pages of historical and cultural facts of the tribe, as well as rare historical tribal photographs. We have also created a 1999 calendar devoted to our Menominee Chiefs. Included in calendar are historical photographs of our tribal chiefs, months in Menominee language, and significant dates in Menominee history. The history guide and calendar are on sale at the historic preservation office and will be used as a fund-raiser for the cultural museum.

**KENOSHA PROJECT** The Historic Preservation Department was asked by the tribal chairman to conduct research related to Kenosha project. The research included documenting the historical Menominee occupation south of Milwaukee. We found several references to the Menominee's historically occupying sites as far south as Kenosha, Chicago, Illinois River, Rockford area and Rock Island area, as well as hunting camps in Minnesota. A report was presented to the tribal chairman relating these facts.

## **HOUSING**

**John Seignemartin, Director**

On October 1, 1997 the Native American Housing Assistance and Self-Determination Act (NAHASDA) went into effect. Under NAHASDA, congress gave Indian tribes the option of taking over Housing Authorities. The Menominee Tribal Legislature opted to exercise that option. As such, the Menominee Tribal Housing Authority was dissolved and the Menominee Tribal Housing Department created.

The Housing Department is comprised of 15 major components and/or programs (Administration, Drug Elimination, Elderly Housing, Emergency Housing, Finance, Home Loan/Home Repairs Loan, Homeownership, Inspections, Inventory, Low Income Rental, Maintenance, Market Based Rentals, Rehabilitation, Rental Assistance, and Security) and is staffed by 35 personnel who provide services to over 500 clients annually.

This past year also saw the transition of HUD's traditional funding approach changed from one of "subsidy" to one of "Block Grant". During the first year under NAHASDA and the Indian Housing Block Grant (IHBG) funding concept, the Housing Department received a 2.5 million-dollar Block Grant from HUD.

Highlights, of the various programs, for this past year include the following:

**DRUG ELIMINATION** – This program has been on going since 1991, however, limited funding and technical oversights in the new law forced us to look at other grants to keep this program going. The Drug Elimination Coordinator sought out other funding sources and with the help of other community resources, she was successful in obtaining a Drug Free Communities grant from the Justice Department. Some Block Grant funds were also allocated to help fund this program until the next Drug Elimination Grant funding cycle. That notwithstanding, the Drug Elimination Program has continued to provide prevention, intervention, and security services for the community. Our youth have been the main focus of this program with 198 unduplicated youth receiving prevention and intervention services. AODA education workshops, youth groups, the Menominee Culture Camp, the Youth Conference, seasonal dances, Pow Wows and the Youth Intervention Program (YIP) Class's at the Menominee Tribal School are but some of the successful initiatives undertaken by this program. Security is also a big component of this program. In fact, the need for a second officer was easily justified based on a review of criminal statistics for the Housing areas. That second officer is now on duty. Both have been deputized which has elevated their status within the community and provides a viable extension of the Menominee Tribal Police Department.

**FINANCE** – The Finance Division went through some significant changes as well this past year. On October 1<sup>st</sup>, all accounting functions were transferred to the Tribal Finance Department. With that, our contract with our former fee accountant (HABCO) was terminated. The FUNDWARE Tenant Accounting system was also installed, staff trained, and the accounting process implemented on January 1<sup>st</sup>. Now all accounts are automated and up-to-date. MODEM hook ups with tribal Finance give us instant access to for the review of expenditures/balances on all accounts, for all program areas, on a real time basis. To meet some of the IHP objectives, a Loan Coordinator was hired to begin the process of starting our Emergency Repair Loan and Home Loan Guarantee programs. The Loan Coordinator will also be responsible for Homebuyer Education training and helping community members through the loan process. While not up and running yet, we have already had 25 inquires from community members three months into the program.

**MAINTENANCE** – Maintenance is charged with maintaining decent, safe, and sanitary housing conditions for all homes under management by the Housing Department. Maintenance needs are taken care of through a WORK ORDER system and ANNUAL OCCUPANCY INSPECTIONS. Work orders are completed according to priority. This past year, **the Maintenance staff processed 4,177 work orders.** This represents an increase of 106% over the previous year (increased work load with occupancy inspections). Additionally, a total of 464 inspections were completed. The Maintenance staff also handled all emergency/after hours calls. These calls are referrals from Central Dispatch and/or direct requests from tenants. Preventative maintenance played a big part in keeping down serious maintenance problems. Using this approach, 300 units and/or facilities had preventative maintenance done on them. Preventative maintenance includes cleaning, checking, lubricating and testing all furnaces and water heaters, ranges, refrigerators, boilers, circulation to pumps and any mechanical inside or outside the units. Smoke Alarms and Fire Extinguishers are also checked during work order visits. In the Nacotee Addition, water filter changes are done every two months to serve as preventative maintenance. This year's goal is to SHOCK TREAT the individual wells to curb the iron and sulfur bacteria problem associated with these wells. The 202 Elderly units also require septic tanks to be pumped as part of their preventative maintenance. This prolongs the life of the septic and drain field system. A total of five Mutual Help participants vacated their units. Those units were renovated and put back into service for new homebuyers. During this past year, 70 families moved out of units, 62 of those were rehabilitated and returned to service. Work on the others is on going. Gang Graffiti was removed from 20 units by either sandblasting or painting. There were also 24 incidents of vandalism and/or forced entry into units. The Maintenance department staff also participated in the WAH-TOS-SAH beach dedication. Excess materials from maintenance/rehabilitation projects were used to construct a raft. Unfortunately, they never received the public recognition for their work like other entities did. They should be commended for their time and effort. Summer Youth was also used with great success this past year. Youth helped with painting, cleaning, cutting lawns, etc., which allowed the staff to focus on higher priority issues. Considerable cost savings were realized because of the prudent management employed by the Development Manager. For Project 14 a cost savings of \$44,000 was realized and for Project 15, a cost savings of \$80,000 is anticipated. HUD approved a budget modification for Project 14, which allowed the money to be shifted to operations. The money was then used to begin the initial phase of upgrading the Housing Departments computer systems to meet the Y2K problem. The remaining Project 15 funds will likely be moved to operations as well.

**REHAB** – A total of 62 vacant units were rehabilitated in preparation for new tenants. Rehab work consisted of drywall repair and painting as well as floor, window, door and kitchen cabinet replacements. Unit 144 Schoolview was renovated to allow for more storage space in the basement as well as being prepped for future use by youth groups. New offices were built in the main Housing Department building to accommodate the needs of the new Loan Coordinator. Inventory was relocated to the rear of the building to facilitate inventory control and preparation for the Tool Loan Closet. Unit 42-D in Commot Lane was severely damaged by fire and was being rebuilt as of July 8, 1998.

**RESIDENT SERVICES** – The Resident Services staff took on additional responsibilities this past year. In addition to the traditional programs, the HUD 202 Elderly program was transferred to the Housing Department. This increased our Elderly apartment stock by 20 units for a total of 42. Criminal background checks were initiated in August 98 to help screen new applicants. As a result, several applicants with lengthy criminal records and or histories of drug convictions have been turned down. The staff has also been working closely with the Warrington Addition Neighborhood Watch program to head off problems that are brought to their attention. As part of the transition to the Tribe, the Mutual Help program spent an extensive amount of time reconciling about 150 Mutual Help accounts dating back 15 years. This resulted in all records being reviewed, computerized, and corrected (where necessary). Refunds for overpayments were made as well. A Homeless Shelter Program, which we did not have previously, was started this past year and has met with overwhelming success. Two units in Pine Ridge were rehabilitated and converted to shelters with a ten-bed capacity. The Hall property was acquired from Maehnowesekiyah increasing the bed capacity to 20. To manage this, a Shelter Coordinator position was created and filled in March 98. Because of the demand for this service, and continual list of applicants waiting for assistance, we felt a larger single facility would better serve the needs of the Community. The MTE building in Neopit was secured for use as a shelter. In addition to overseeing the shelter program, the Shelter Coordinator was also charged with overseeing the rehabilitation of the MTE building. When completed, the other units will be returned to the rental program and all shelter services will be consolidated in Neopit.

While NAHASDA has given the Housing Department more flexibility in its approach to providing housing assistance to the community, funding remains a problem. As we look to the future, the Housing Department will continue to provide clean, safe and affordable housing to the community. We have been approved for TAX CREDIT funding and hope to begin construction on 19 new homes in Middle Village. We also have plans in development for the construction of a 24-unit apartment complex in Middle Village. As we look to the future, our primary goal is to seek out new approaches for developing affordable housing for tribal members as well as the funding sources to make that happen.

## **HOUSING/HIP**

**Jerry Nunway, Director**

**PROGRAM HOUSING SUPPLEMENT** This program is funded by the Menominee Indian Tribe to assist its Elders and Disabled member's with home repair assistance.

Applicants are eligible to receive up to \$5,000.00 over a one-two year period with home repairs if they meet the eligibility, guidelines which are quite simple. An applicant must not exceed 125% of the State poverty guidelines for income. Social Security and S.S.I. are not counted as income for these people. You must also have not exceeded the maximum of \$5,000.00 in repairs, or if you did, then you must set out of the program for a (1) year period. Then you are eligible again.

**ELDERLY PROGRAM:** This past year we served (38) Elderly families with furnace repairs, or replacements, plumbing repairs, electrical repairs, and some general construction such as roof replacements, doors and windows, etc. The average cost of these jobs was \$1,579.00

Due to the high number of applications we received and the amount of funds we had, we generally did only the "Emergency Repair" jobs first. Not everyone received the full amount of the grant, many received far less. There was not any "Cosmetic Work" done.

**DISABLED MAINTENANCE ASSISTANCE:** Again funds limited us to try to keep repairs to "Emergency Repairs" only. We did serve (13) families at an average cost of \$1,966.00. These repairs also included heating, plumbing, electrical and some door & window replacements. We also excluded handicapped ramps under this program. We used the same guidelines as the Elderly Program, not counting Social Security and S.S.I as income.



**WHEDA MATCH** This program was a State match for funds we received through the Office of Native American Programs in Chicago. These funds were used to offset the Elderly and Disabled programs. We assisted a total of (51) families at an average cost of and additional \$1,471.00 per unit.

**INDIAN HOME GRANT - (HUD/ONAP MONIES )** We were fortunate to receive this Federal Grant for home repairs. This was used to assist low to moderate-income families on the reservation.

These funds were used for a variety of repair's including - new roofs, plumbing repair of or replacement of heating system's, (many for the elderly), plumbing repairs including handicap toilets, grab bar's and shower stalls. Also done was siding replacement, exterior door's & storm door replacements. Some storm windows were also replaced. We did replace some drainfields that have failed. Under this grant we assisted (78) families at an average cost of \$2,007.00.

**HOUSING IMPROVEMENT PROGRAM** FY-98 turned out to be the last year the Bureau of Indian Affairs (BIA) has a Downpayment Program. This program is now terminated.

All our funds were put into the Downpayment Category and we were able to assist (38) families to purchase homes. The average cost of these downpayments was \$3,156.00

Homes purchased included conventional existing stick built, new modular and doublewide mobile homes and used mobile homes. All modular and mobile homes were placed on concrete slabs this year.

**INDIAN HEALTH SERVICE - PROJECT BE-97-735** This program was funded through two separate Projects (BE-97-735 and BE-97-399).

Under these projects we were able to do the following

- Schedule A - (5) Wells drilled at an average cost of \$4,966.00
- Schedule B - (13) Wells drilled at an average cost of \$3,776.00
- Schedule C - (5) Water Systems installed at an average cost of \$2,159.00
- Schedule D - (14) Water Systems at an average cost of \$1,938.00
- Schedule E - (6) Septic/Drainfield at an average cost of \$5,162.00
- Schedule F - (13) Septic/Drainfield at an average cost of \$4,587.00
- Schedule G - (9) Community Sewer & Water Lines Cost of \$3,028.00

## **HUMAN RESOURCES**

### **Michelle, Schneider, Director**

The Human Resource Department provides payroll, recruitment, training and development, grievance/complaint, orientation, and benefits including 401K, medical insurance, dental insurance, and worker's compensation for the employees of MITW. Unemployment compensation, random drug testing, background checks and the EAP program are also services provided by the Human Resource Department.

The annual budget for the Human Resource Department was \$643,462.82.

### **BENEFITS/COMPENSATION**

This information includes the Gaming Corporation whose benefits and insurance programs are administered by the Tribal Insurance Manager.

#### **Life/Health Disability**

Health and dental claims paid for the year were approximately \$3,395,838, a slight increase over last year's total claims of \$3,645,077. With the payment of administration fees and reinsurance premiums in the amount of \$299,386, the total cost of the health plan for the year was \$4,095,224. One dependent life claim in the amount of \$2,000 was paid. Disability claims paid for the year were approximately \$239,538 and approximately 22 employees per week on average were receiving disability benefits. At the beginning of the year, there were 863 insured employees and by 09-30-98 there were 931 insured employees.

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

The health plan continued to subscribe to a preferred provider network named Associates for Health Care, Inc. (AHC). The providers in this network give discounts on the cost of their services. In FY 1998, total savings to the health plan generated by AHC was approximately \$333,497. The annual fee paid to AHC for their services was approximately \$33,624.

The prescription drug card program continued through ProVantage.

The health plan was audited and an Annual Report Form 5500 was filed with the IRS in August 1998.

A self-funded health plan was established on 01-01-96 for General Assistance clients using funds provided by the State of Wisconsin. This plan is being used in lieu of Medical Assistance. For FY 1998, 170 clients were served and approximately \$205,437 in claims was paid.

The burial insurance benefit program continued this year and was self-funded by the Tribe. This program pays a \$3,000 burial benefit for enrolled tribal members. For FY1998, a total of \$178,688 was paid in claims. Approximately 60 enrolled tribal members were served.

#### **401K Retirement Plan**

The participation rate for the 401K plan remains near 55%. 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 09-30-98 were approximately \$6,656,365. The plan was audited and an Annual Report Form 550 was filed with the IRS in July 1998.

#### **Worker's Compensation Plan**

The Tribe continued the self-funded worker's compensation plan this fiscal year. Berkeley Administrators, MN remained the third-party administrators for the plan. Claims totaled 256, down from 306 claims last year. Total claim cost was \$129,403, down from \$155,696 last year.

#### **Property/Auto/Liability Insurance Coverage's**

The property insurance cost for the property/auto/liability insurance package was approximately \$97,531, which was an increase of about \$18,185 from the prior year's premium. Approximately \$26,383,403 worth of tribal property and 120 vehicles are insured under this policy.

#### **Compensation Plan**

On April 1, 1998, the Tribe implemented a new compensation plan for employees. The compensation plan structure is based upon assignment of positions to a grade with pay range steps for each grade. The plan consists of nineteen grades and up to fifteen steps within the grades. In addition, a new evaluation tool was developed to correlate to a step increase for performance.

#### **Employee Assistance Program (EAP)**

The EAP continues to be an essential program for our managers and supervisors. Supervisors continue to utilize the EAP for not only AODA issues but for personal issues affecting the workplace. Completion rates are excellent and follow-ups with the supervisors indicate that it has been a significant improvement in most cases. FY1998 had 34 EAP referrals up just one from 33 in FY1996.

#### **Drug Free Workplace**

Our drug free workplace continues to be an effective **deterrent** in the elimination of illegal drugs in the workplace. We still continue to get a lot of anonymous phone calls stating that some of our employees are illegally using drugs, these incidents are checked out thoroughly, fully realizing that any testing might be voluntary.

During FY1998, we conducted 403 random drug tests. We still continue to get negative comments about the random testing, however, we receive positive comments as well in that this procedure is absolutely necessary.

#### **Grievances**

For FY1998, we had a total of 29 grievances filed, 18 of those were heard at Level II, and 9 of those were heard at Level III of the grievance process.

#### **Complaints**

For FY1998, we had 19 complaints that were filed by enrolled Menominee's. Of this amount, 14 complaints were processed at Level I, and 5 complaints were processed at the Administrative Review Committee (Level II).

**Unemployment Compensation Claims**

For FY1998, we had 96 unemployment compensation claims that were filed, 5 of these claims went to the State Appeal Level, and 4 of those went to the State Unemployment Compensation hearing level, where all the parties are involved with an Administrative Law Judge.

**Employee Composition**

The following is our Employee Composition for the last Fiscal Year. The current Employee Composition is as follows:

<u>Employee Count</u>	<u>Category</u>	<u>Percent</u>
556	Enrolled Menominee	76%
31	Descendant	4%
1	Spouse of Menominee	0%
15	Enrolled Another Tribe	2%
2	Descendant of Another Tribe	0%
<u>129</u>	Non-Indians	<u>18%</u>
734		100%

**Ordinance 82-10**

This Menominee Tribal preference ordinance is an effort to ensure that enrolled Menominees are given consideration for Tribal jobs. The composition of enrolled Menominees employed by Tribe increased from 72% in FY1997 to 76% in FY1998.

**TRAINING & DEVELOPMENT**

The Training & Development Specialist continues to work on the development, coordination and implementation of training strategies and programs for tribal employees. Pryor Resources, Inc., American Management Association, College of the Menominee Nation, Avery-Dennison Co. Citizen's Bank, and four private training consultants were contracted with this year to provide onsite-training programs for tribal employees.

A positive working relationship with the College of the Menominee Nation was developed to assist in the design and provision of training for tribal employees. Three courses were developed and implemented to provide supervisory training in the areas of basic supervision, coaching and counseling, and interviewing and performance management.

**INDIAN HEADSTART**

**Amy Waukau, Director**

The Menominee Indian Head Start program has developed high standards, short and long term goals and objectives and continues to grow and improve steadily. The overall structure of the program has changed dramatically to effectively meet the needs of Native American children, families and the Menominee community. Throughout the past few years the program has been revised and modified to meet the local, state and federal regulations and standards. Effective January 1, 1998 the New and Revised Head Start Program Performance Standards have been put in place. This change has effected all Head Start programs across the nation. The Menominee Indian Head Start has not been left out in this process of change and development. Listed below is the overall introduction and goals that have been revised from Administration for Children and Families, the Head Start Bureau for Head Start programs:

Menominee Indian Head Start is a comprehensive child development program which serves children from birth to age 5, pregnant women, and their families. They are a child-focused program, and have the overall goal of increasing the social competence of young children in low-income families. By "social competence" is meant the child's everyday effectiveness in dealing with both his or her present environment and later responsibilities in

school and life. Social competence takes into account the interrelatedness of social, emotional, cognitive, and physical development.

Menominee Indian Head Start is a family-centered, following the tenets that children develop in the context of their family and culture and that parents are respected as the primary educators and nurturers of their children. Head Start offers family members with opportunities and support for growth and change, believing that people can identify their own strengths, needs, and interests and are capable of finding solutions.

To support the overall goal of improving social competence, Head Start embraces a core set of values, including commitments to:

- Establish a supportive environment for children, parents, and staff, in which the processes of enhancing awareness, refining skills, and increasing understanding are valued and promoted;
- Recognize that the members of the Head Start community -- children, families, and staff -- have roots in many cultures. Head Start families and staff, working together as a team, can effectively promote respectful, sensitive, and proactive approaches to diversity issues;
- Understand that the empowerment of families occurs when program governance is a responsibility shared by families, governing bodies, and staff, and when the ideas and opinions of families are heard and respected;
- Embrace a comprehensive vision of health for children, families, and staff which assures that basic health needs are met, encourages practices that prevent future illnesses and injuries, and promotes positive, culturally relevant health behaviors that enhance life-long well-being;
- Respect the importance of all aspects of an individual's development, including social, emotional, cognitive, and physical growth;
- Build a community in which each child and adult is treated as an individual while, at the same time, a sense of belonging to the group is reinforced;
- Foster relationships with the larger community, so that families and staff are respected and served by a network of community agencies in partnership with one another; and
- Develop a continuum of care, education, and services that allow stable, uninterrupted support to families and children during and after their Head Start experience.

The Head Start program has a long tradition of delivering comprehensive and high quality services designed to foster healthy development in low-income children. The Menominee Indian Head Start provides a range of individualized services in the areas of education and early childhood development, medical, dental, and mental health, nutrition, and parent involvement. The entire range of Head Start services is responsive and appropriate to each child and family's developmental, cultural heritage and experience.

To meet the new and revised Head Start performance standards, the Menominee Indian Head Start has developed and refined job responsibilities and duties, developed training plans for the entire staff and revised overall goals and objectives for the program. Already the staff has been provided much training and education in the new and revised the performance standards and updating personal educational goals.

The previous Head Start program performance standards were reached through the implementation of program components in nutrition, health, education, disabilities, social services, mental health, parent involvement, administration, personnel, financial and facilities. The revised program performance standards are now divided into six subparts, which replace the previous eleven component areas. Although the overall structure has been changed, none of the standards have been eliminated. The revised components are Early Childhood and Health Services, Family and Community Partnerships, Program Design and Management and Disabilities.

The Head Start program has nine program managers to handle all the different performance standards and to ensure compliance with them. They are also responsible for meeting the needs of the Head Start children and families. There are five key personnel that are responsible for family and community partnership agreements. This includes setting up family goals and working with community agencies to assist each Head Start family in meeting their goals. Head State serves as the main connection between community agencies and Head Start families. The

program has already developed many memorandums of understanding and agreements between the Head Start program and community agencies.

The total enrollment of Head Start children and families for the 1998/99 Head Start program year is as follows: Dolores K. Boyd head Start center, 111 children, Neopit Center, 40 children, and the South Branch Head Start Classroom, 12 children. There are 88 Prekindergarten children and 75 three-year-old children enrolled. 12% of the current enrollment have been identified for special education services. There are 13 pending early exceptional needs referrals and 31 children need to be rescreened with the DIAL R screening instrument. Currently there are 47 openings for enrollment.

This years program improvements which are provided by various grants include:

- new boiler systems for the for the Neopit and D.K.B. Center
- remodeling of the children's bathrooms at the Neopit and D.K.B. center
- new carpeting and linoleum
- three new buses
- additional window screens
- additional training money for staff
- new roofs on the D.K.B. and Neopit Center

Currently the Head Start program lacks classroom space at the D.K.B. Center and new ways to expand is still a long term goal. Both the South Branch Center and Neopit Center need additional children and families to enroll. The Head Start program managers continue to actively recruit children and families throughout the Menominee community.

## **INTERNAL AUDIT DEPARTMENT**

**Linda Beaversdorf, Director**

The Internal Audit function is to focus on monitoring contracts and grants for compliance, financial review of all Tribal activities and review of program performance. Other key responsibilities are to conduct reviews of management policies, procedures, processes, functions and operations. These evaluations should encompass whether reasonable assurance exists that: a) goals and objectives have been established; b) authorizing, monitoring and periodic comparison activities have been planned, performed and documented as necessary to obtain objectives and goals and; c) planned goals have been accomplished.

Review/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 Internal Audit department has completed many of the scheduled audits along with some special assignments from the Legislature.

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

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

The JTPA Department works with those individuals who are in need of employment assistance. Generally, these individuals are unemployed, or underemployed disadvantaged workers. The nature of the assistance is in the forms of subsidized employment, supportive services, or classroom training that serves to enhance the individual self-sufficiency of the participant.

The JTPA Department had the responsibility of managing 5 separate programs, totaling \$452,051 dollars this fiscal year. These programs/contracts were the Jobs Training Partnership Act, JTPA Summer Youth, Native Employment Works, Welfare to Work, and the tribes After School Program. Of the \$452,051 dollars appropriated, \$380,522 was spent, leaving a balance of \$71,522.

There were a total of 271 participants served by the department, some of whom receiving more than one service. Of the 271 participants, 190 received subsidized employment, 21 received Classroom training, 10 received G.E.D.s or some form of certification specific to the field of training, and 50 received supportive services that enhanced their ability to obtain employment.

In terms of success rates, the department worked with 138 youth providing work experience and 133 adults. Of the 133 adults, 48 obtained full time employment. Based on the 48, the department had an overall success rate of 36%.

## **JOHNSON O'MALLEY**

### **Pat Tourtillott, Director**

#### ***ADMINISTRATION***

The Menominee Johnson O'Malley program provided a total of 13,758 service units in the supplemental services programs and 267 service units in Parental Costs or Financial Assistance programs. Total service units provided are 13,945 for FY 98. 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.93 –638 is “To meet the specialized and unique educational needs of Indian students attending Public Schools on or near the Menominee Indian Reservation, who are three 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 FY 99 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 \$51,540.89 in Fiscal Year 98 cumulative expenses.

#### ***PARENTAL COST***

Provides for the additional assistance for those students in need, the parental cost program allows these same students the opportunity to participate in the total school program as other Indians and non-Indians. In the areas of musical instrument rentals, supplies, student ACT testing fees, Senior cap & gown fees and other extra-curricular needs. The 267 students served represents 27 over projected count.

In Fiscal Year 98 we spent \$12,480.61 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 program. During the academic school year we continued providing usage 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 attend. Participated in another cooperative effort with other Tribal Programs to put on a Menominee Indian Youth Conference. During the summer we provided students with interview technique training and interviews and having an in-house orientation followed by a six-week summer program. Also students from the Shawano-Gresham School District attend a College Career O Rama. Total service units were 1,052. This number is +92 more service units than projected.

In Fiscal Year 98 we spent \$21,939.42 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 Public Library (1,170 service units), Keshena Youth Center (1,936 service units), South Branch (2,153 service units) and Neopit (1,708 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 6,967 service units were provided in FY 98. The South Branch Resource remained open during the summer months.

In Fiscal Year 98 we spent \$28,345.62 in cumulative expenses.

### **POSITIVE YOUTH DEVELOPMENT**

In fiscal year the Positive Youth Development program provided 6,516 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, second annual youth conference, workshops, speakers, AODA projects and community events. In the Arts & Crafts Project several jingle dresses and dance costumes were made with parents involved in making the costumes. The highlight of the year was the continuation of all our programs. 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 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 combine some of our monies with Recreation and having to provide more youth programs.

In Fiscal Year 98 we spent \$25,195.29 in cumulative expenses.

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

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

In Fiscal Year 98 we spent \$4,095.34 in cumulative expenses.

## **LAW ENFORCEMENT**

### **William Beauprey, Acting Tribal Police Chief**

The main goal was to provide 24-hour law enforcement, crime prevention, and detention services to the residents of the Menominee Indian Reservation throughout the fiscal year. These services were performed in accordance with the authority granted under the Menominee Tribal 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 \$2,270,773.82 for the "98" fiscal year. Funding sources were the Menominee Indian Tribe - \$935,952.00, Bureau of Indian Affairs - \$1,088,424.00, National BIA Highway Safety Program - \$53,675.00, COPS Fast Grant - \$32,869.72, Animal Control - \$47,072.00, Law Enforcement Block Grant - \$26,567.00, LECO - \$45,104.00, Fed VOCA - \$20,000.00 and State VOCA \$20,000.00.

### **Patrol Division**

The total number of Traffic Offenses and citations issued is presented in the following chart. It shows the total number of Traffic Offense/Control Incidents that the officers have responded to or have generated through performing traffic patrol over the roadways.

The department is operating with 10 GSA patrol units leased from the General Services Administration (GSA). All patrolmen were equipped with new equipment that will make it easier for them to properly complete most types of incidents. The type of equipment put in place is for emergency response, traffic safety, patrol vehicles interior safety, enhancing job performance and assignment completion. It was the intent of the department to issue the majority of the equipment to each individual office making it the responsibility of the officer to ensure the proper upkeep and accountability of the equipment. It a proven fact that if it is yours, your will respect it and keep it working properly.

The department's day shift is operating as a three-unit patrol shift the day shift is on duty from 6:30 am to 6:30 p.m.

The Department's night shift is operating as a four-unit patrol operation. In addition to the Patrolmen, Patrol Officers are assigned to assist the patrolmen. This shift works from 6:30 p.m. to 6:30 am. Both shifts are working a four days on and four days off cycle. Included in the scheduling is one Highway Safety Unit that patrols the highways at schedule random times that coincide with evaluated traffic problem times. These times are determined by a continuing highway monitoring and evaluation procedure, as well as conducting surveys with the officers as to the constant changing factors.

### **Statistical Analysis**

The departments objectives over this past year, dealt with the continuing reduction of paperwork, and the fine tuning of the operation of the Crime Reporting Information System (CRIS). With a newly elected Chief of Police, the department implemented the community-policing outlook, which concentrated on the officers being more visible

within the community. This was showed by the rise in the total number of Citizen Assist incidents recorded over the year.

With the new administration, the officer's total amount of hand written type paperwork was reduced by eliminating the required Officer's Daily Log. This process was not discontinued, it was translated over to the radio communications center where the dispatcher on duty in turn documented the radio communications into the (CAD) Computer Aided Dispatching system within the CRIS system.

**Incident Summary**

Traffic Incidents	1,244
Traffic Citations	1,858
Adult Arrest Report	900
Juvenile Arrest Report	508
Total Number of Incidents	4,510

**Jail Summary**

Adults Inmates	1,158
Juveniles Inmates	743
Total Inmates	1,901
Average Mthy Population	35
Total No. Meals Served	37,734

**Jail Division**

Over the past year the Detention Facility has seen it's ups and downs, and it's ins and out's. Over the past year we have seen our average daily population starting with October 97, at 38 decline to 29 in September 98, this gave us an average daily population for the year of 33 inmates per day. The bookings started at 140 per month up to 179 per month, this gave us average of 140 per month. An important stat to point out is the juvenile arrests; of the total 1677 arrests 544 were juveniles that averaged out to a total of 33% of the total arrests. There was a total of 1,056 charges that averaged 2 per juvenile. Underage drinking, Curfew and Capias were the highest of the charges which totaled 636.

**Kitchen**

For fiscal year 1998, a total of 35,174 individuals were served through the Menominee Tribal Jail Kitchen. 11,5681 for breakfast, 11,705 for lunch, and 11,888 for dinner. The meal count included up to three jailers, inmates, juveniles, law enforcement personnel, and maintenance personnel. We also had a total of 1,600 huber lunches.

**Investigation Division**

The duties of the Investigation Division are to follow up on any and all criminal activity reported to the department by either an officer or citizen. Investigation works closely with the F.B.I. and assist on major crimes. A lot of manpower goes in to the major crimes with crime scene photography, picking up evidence, taking statements and doing follow-ups. Total Crime increased by 26.8 percent during the first 6 months of 1997 largely due to increases in theft and aggravated assault.

**Accomplishments**

On September 18, 1998 at 11:30 am, I William Beauprey was appointed as Menominee Tribal Chief of Police by the Legislative body. I'm looking forward to serving the community to the best of my ability. The Neopit Precinct at this time is unused. I am re-establishing the building to full operation. With the help of my chain of command and the Human Resource department we are bringing the department up to the standards of the CFR25 and 68BIAM.

The Law Enforcement Block Grant will be used to purchase (4) computers, (2) printers, (3) lap tops and software that will enable the Tribal Courts, Tribal Jail, and Tribal Police department to be on-line with each other enabling all the departments to communicate vital information on a timely basis.

LECO has determined that while crime has decreased across the nation, it has increased on Indian Reservations. This trend is manifested in the level of community apathy that existst with the reservation communities. With this type of social dynamic operating, crime will continue at its present rate until a solution is implemented. Another area that needs to be explored is the relationship between the local law enforcement and the community. With the aide of the community and additional survey, we will be best able to address this problem and improve community relations with the police department thereby engaging the community in crime prevention efforts. In which we had installed a crime stoppers phone line to the police department from 8:00 - 4:30 p.m. Mon. - Friday.

Crimes Victim Advocate program is focused on assisting all victims of crime. At present, she has created a close working relationship with Tribal Investigators, FBI Agents, US Attorneys, and Tribal Police Officers and County Agencies with getting information back to victims on 93 cases (new applicants) and secondary 200 cases status issues.



We have recently purchased a new Canine Unit for drug searches, fugitive's apprehensions, and building and area searches. The new Officer is call Gill Von Der Schopf (Gill) a Schwarz-gelb. Officer Gill will be handle by Officer Louis Moses III. We also have Officer Red who will be retrained with Officer Jerrit O'Kimosh. Officer O'Kimosh and Officer Moses have high expectations at working as a K-9 Handler.

The Animal Control Officer has 437 citations and is working hard to establish a kennel for dogs for seizure and impoundment. The Community Development Department is assisting to locate land, that will be able available for the kennel. This is to comply with Ordinance 81-16 "Dogs".

The duties of the Highway Safety Officer are not limited to patrol of the highways. Over the year, he has attended advanced training at the Wisconsin State patrol Academy in Accident Reconstruction, where he received a certification as an accident reconstructionist. Other duties include the researching and reviewing of current Tribal Ordinances on Traffic Laws. Highway Safety is also responsible for drafting proposals for adopting new Traffic Laws to better enhance the enforcement procedure. The position was placed on an on-call status to respond to and assist with the investigation of major traffic accidents.

## **LEGISLATIVE STAFF SERVICES**

### **Royal Warrington**

The office of the Legislative Staff serves as a direct support unit of the Menominee Tribal Legislature and is supervised by the Tribal Chairman. One of the primary duties of this office is to provide for centralization of recording and staffing of the main committee level of the Legislature and to provide processed information upward to the Legislature for action, as well as the community committee meetings required in the Menominee Tribal Constitution and bylaws.

The main goal is to provide direct support services to individual members of the Legislature in their duties as assigned committee chairmen, including all meeting agendas, posting in the community, scheduling meeting places and packet mailing notification of all committee members and related staff as well as the transcription services and records of all committee action and official recommendations.

One of the primary reasons 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 or external affairs of the Menominee Tribal Government.

We have and maintain office space for members of the Legislature to assist them in the duties as an Officer or committee chairman, providing staff and workspace and equipment as the Legislator assignments have increased and are now more issue orientated. This also provides for a more and improved coordination between the different levels of the tribal government. We do provide for office workspace and equipment as support staff to assist the Vice-Chairman and Tribal Secretary with designated assignments or assignments from the Legislature while working on a full time basis and will continue to provide these services when the need occurs.

Legislative Staff is responsible to assist the Tribal Chairman as a staff liaison with the other 10 Wisconsin Tribes by attending meetings and Great Lakes Inter-Tribal functions to maintain contact with the key staff people working on related issues in the neighboring tribal communities. We do also assist the Tribal Chairman by monitoring the billings and the work associated with the Tribal Lobbyist in Madison working to effect legislation or funding that is helpful to various areas of the Menominee Tribal programmatic arena.

We did maintain a total of 169 separate main committee meetings in fiscal 1997-1998.

## **Library**

### **Sally Kitson, Director**

This year the library again became an expanded program with the beginnings of a study center in Neopit. This Study Center is located within the Woodland Boys and Girls Club. It was equipped with six computers and Internet software through a grant from the Gates Foundation. The funding also provided for computer software programs, which are primarily geared toward young adult students. The study center will eventually become linked to the main library though the automated on-line card catalog system. This system serves the main library in Keshena and connects its card catalog to on-line catalogs in libraries of the surrounding areas. This means that some

material may be able to be checked out from the study center and anyone wishing to get material from other libraries need only to jump on the computer, decide on what material is needed and inform the Woodland staff person. Material will then be delivered to and from the Neopit Study Center through a van delivery system, which has yet to be worked out. Unfortunately, at this time, this program is no where near what we would like it to be due to the occasional wrench that can be thrown into a project such as this. Because of the difficulties that we have faced, we would like to thank the MIS staff and the Woodland staff for their support, patience and continuing efforts in helping us get this program up and running.

Another service that we are anxious to bring back (OK, so maybe anxious isn't the right word) is the Electronic Filing Tax Return Program. We began this program in January and frankly it was a nightmare. Our knowledge of the procedure was inadequate and we suspect that the software was sent to us from the deepest regions of hell. We made a mess of many people's returns and for that we really do deeply apologize. However, this coming year we have vowed to bring the program back with full knowledge and capability to handle the many returns that are expected. The staff began the needed training in October, which was the earliest we could schedule and we will not notify anyone as to the program starting date until we are sure that it is fully operational.

The summer reading program was held during June and July. It was a good turnout with about 25 kids from the main library and the South Branch study center participating. This summer the librarians took a different approach than in previous years. They established a main theme, ANIMALS OF THE FOREST, and built a curriculum to include reading material, films and activities, topping it off with a play. The kids were great as their respective furry mates. They designed and built their own set and the dialog (written and ad libbed) was a howl. There is nothing as refreshing as watching children having structured fun on a stage in front of an audience. Our hats go off to them. We would also like to applaud the many parents and family members that support their children in these efforts.

It has again been an exciting year at the library. Last year, A basic grant allowed us to purchase many new videos, which may be borrowed. Children attendance is on the rise. Patron registration is growing day by day. In the coming year we plan to have the Neopit Study Center fully operational with automated catalog capabilities and reference resources ASAP. Following that, we hope also to establish a branch at Middle Village. And, as always, we continue cataloging of archival material. However, because everything takes money and time we again ask for patience and community support as we do what is necessary to bring to the people of the Menominee Nation the most efficient library services possible.

Finally, this year in working with the different kids that come into the library many times from them we are rewarded with a glimmer of hope, a hint of optimism and a tinkle of laughter. The Library Board and staff realize that there is a continual need to support the youth and youth programs of our Menominee Reservation. We are committed to this cause and as always offer our services toward that effort so that the hope, optimism and sounds of happy laughter grow to infect all of our children. Thank you and have a good year.

## **LICENSING AND PERMIT DEPARTMENT**

**Yvette Snow, Director**

The office is staffed full-time with the Licensing and Permit Director and Administrative Assistant (Karla K. Kitson) to provide the following services for the Menominee Indian Nation:

Auto and All-Terrain Vehicle Registration, Hunting and Fishing Licenses, Tax Exempt Cards, Descendant Identification Cards, Dog Tags, Construction, Tobacco, Rafting, Minnowing, Food, Fireworks, Instant Bingo Winners, and Bingo Operation permits.

On August 20, 1997, the adoption of the All Terrain Vehicle Ordinance 97-12 was passed. The office was given one (1) month to establish registration procedures and/or requirements. The ordinance was enacted as a statutory base for regulation of all-terrain vehicles within the exterior boundaries of the Menominee Indian Reservation.

On December 1, 1997, Wisconsin Title and registration fees changed. Wisconsin's new state budget brings a number of motor vehicle fee changes with it: **Title Old Fee \$12.50 New Fee \$21.00**

The title fee consists of: \$8.50 for the title, \$7.50 supplemental fee (replacing the non-point source pollution fee) and \$5.00 environmental impact fee (replacing the waste tire recovery fee) The fee hasn't increased since 1991, when the \$7.50 DNR fee was added.

On January 22, 1998, the Legislature voted to discontinue the Enrolled Menominee Hunting and Fishing Identification cards and combined the Tax-Exempt and Hunting & Fishing cards at a cost of \$5.00.

On April 8, 1998, Rafting Ordinance 80-13 changed to include kayaking. In the ordinance the Licensing and Permit department is required to purchase kayak permits to sell for a fee of \$20.00 per permit. Permits shall be in the form of an identification bracelet, similar to those used in hospitals, which is attached to each kayaker's wrist by the Operator. The Operator shall collect the used bracelets at the completion of the kayaking trip and present them to the Licensing and Permit department for a \$10.00 refund for each bracelet. The Licensing and Permit department is responsible to develop a unique identification number for each raft, however, the process will continue to be improved.

On September 1, 1998 the "License applied for" (LAF) plates were Outlawed; motorists purchasing a vehicle are required to obtain a permanent or temporary plate within two business days. The law was intended to discontinue the practice of motorist attaching LAF signs to their vehicles while waiting for the metal plates to be processed and mailed. WI DOT has entered into agreements with financial institutions, county clerks, law enforcement agencies and auto dealership to provide the plate services. However, while state motor vehicle customer service centers statewide have the capability of immediately issuing permanent license plates to motorists, so does the Licensing and Permit Office in Keshena have the same capability of immediately issuing permanent metal license plates to motorists.

The Licensing and Permit Department has met with the Internal Auditors and the Finance Department to improve the accounting system. To assure that the money received is debited correctly; the American Fundware has been added to our computer programs to help monitor the accounts. As of October 1, 1998, a new transmittal slip was created with all account numbers to better accommodate this office and the finance department.

**STATISTIC DATA FOR FISCAL YEAR 98**

		<u>Vehicle's Registered</u>	
Hunting Licenses	156	Personalized	174
Fishing Licenses	173	Car	1,501
H/F Identification	226	Truck	678
Tax Exempt	498	Motorcycle	30
Descendent-Identification	10	Mobile Home	15
Dog Tags	29	Trailer	24
Construction Permits	41	Municipal	104
Tobacco Permits	9	Veteran	83
Rafting Permits	2	Handicap	80
Minnowing Permits	3	<b>Total</b>	<b>2,689</b>
Food Permits	21		
Firework Permits	6		
Instant Bingo Winner Permits	6		
Bingo Operation Permit	1		
All-Terrain Vehicle Registration	4		

**Of the total 2,689 the following services conducted:**

Title	1,224
Liens	310
Replacements Title	47
County/State Tax Fee	1
State Plate Fee	4
State Fast Service Fee	3
Plate Transfer	404

Disabled Card	23
Duplicated plate	28
<b>Total</b>	<b>2,044</b>

## **LOAN FUND**

### **Tom Litzow, Director**

The staff of the Menominee Loan Department manages four loan funds; the Menominee Loan Fund, the Menominee Revolving Loan Fund, the CDBG/HUD Revolving Loan Fund, and the Housing Down Payment 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 Friday.

**MENOMINEE LOAN FUND** - This program provides a means for eligible members to obtain financing for personal items and purposes. During the 1998 fiscal year ended September 30, 1998, 1,753 new loans were approved and processed through this fund to eligible members for a total amount of \$1,123,543.00. As of the end of the fiscal year there were 1,570 loans outstanding with a total principal balance of \$1,169,138.00.

**MEMONIMEE REVOLVING LOAN FUND** - This program provides a means for eligible members to obtain financing for business purposes. Application approvals from this fund are limited to businesses located within the boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1998, there were five new loan packages approved and processed through this fund for a total credit of \$91,829.00. As of the close of the fiscal year there were 30 business loans outstanding in the aggregate amount of \$569,124.98.

**CDGB/HUD REVOLVING LOAN FUND** - This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 25 new loans were approved and processed through this fund during fiscal year 1998 for a total amount of \$108,372.00. As of the close of the fiscal year there were 95 loans outstanding under this program for a total amount of \$227,244.34.

**HOUSING DOWN PAYMENT LOAN FUND** - This program provides a means for eligible members to obtain financing for the down payment required by a permanent lender for the purchase of a single family residence. During the fiscal year ended September 30, 1998, there were four loans approved and processed through this fund for a total amount of \$15,500.00. As of the close of the fiscal year there were four loans outstanding for a total amount of \$13,932.92.

## **MAEHNOWESEKIYAH TREATMENT CENTER**

### **Rose Hoffman, Director**

The Maehnowesekiyah Treatment Center is a nationally accredited substance abuse treatment center, having accomplished the distinguished status of CARF Accreditation for the second time in May 1998. The programs are certified by the State Of Wisconsin for the provision of Alcohol, Drug, and Mental Health treatment and services. The State Of Wisconsin licenses both residential programs as well.

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 programs. We currently have a staff of 44 full time and 3 part-time employees. Thirteen of the staff are administrative and/or maintenance and the remaining thirty-four are involved in the provision of direct services. Our outpatient services have recently been expanded to include family therapy and marriage counseling. We have also expanded the residential programs to include services to women and children. As we move through fiscal year 1999, it is also our intent to expand services to children and adolescents.

Prevention programming continues to be provided under our T.R.A.I.L.S. and Adolescent Health Programs. Both programs are active in the schools, in the community and at the Maehnowesekiyah Treatment Center. The programs provide youth with understanding the opportunity to learn about alcohol and other drugs, enabling the youth to make educated choices in their daily living. The Prevention Department also organizes the majority of Maehnowesekiyah's larger community events, including AODA Awareness week. A monthly newsletter continues to be provided to youth and the community.

The outpatient programs continue to provide in-home family-based services along with Primary Day Treatment, Education Groups, Family Therapy, 1-1 Counseling, Therapy Groups, Intervention, and parenting and other

support programs. Child-care is provided on site from 8:00 A.M. to 7:30 P.M. on Monday through Thursday and from 8:00 A.M. to 4:30 P.M. on Friday. This allows clients to participate in treatment and services when child-care is not available to them. Planning includes facility renovation to increase space so that a full day care center can be licensed and provide a broader range of services. Aftercare services are available to both the adolescent and adult populations. This component is designed for individuals who were recently discharged from an outpatient, inpatient or residential program. It ensures a continuum of care and deals with issues of adjustment for persons in early recovery.

The Maehnowesekiyah Treatment Center provides transportation services for residential clients to meet appointment and other needs and is also available for outpatient clients who are attending group therapy and other services. This program ensures the inclusion of clients who have no means of transportation to needed treatment activities. An average of 760 transports is provided quarterly for an average of 8.5 per day.

The Maehnowesekiyah Program currently operates two residential treatment programs. The Pregnant and Postpartum Women's Program and the Adult Co-ed Residential Program are both available to provide treatment, social, education, and support services while the individual resides on site. These programs are from three to six months in duration depending on the level of treatment needed. Up to three children under one year of age are allowed to be admitted with the Mother into the Pregnant and Postpartum Women's program. In FY1999, the program will be expanded and will allow two children up to age eight to be admitted with the Mother. A total of 70 individuals were served in this program component during FY1998. This included 55 (23 female and 32 males) admitted to the Co-ed facility and 15 admitted to the Pregnant and Postpartum Women's Program (PPW). A total of 24 children were admitted with the Mom's to the PPW Residential Program.

Services to victims of domestic violence have been expanded during the past year. Individual and group services are provided along with crisis intervention, outreach and prevention. The program coordinates with the Menominee County Human Services Department, the Violence Against Women Program, and the Tribal Courts. A separate program is also available to perpetrators of abuse and provides services to address a need for perpetrators to accept responsibility for their actions and to change behaviors.

Staff development and training programs continue to be provided to staff, both through in-services and professional consultants, in order to ensure trained and knowledgeable staff are available to meet the many needs presented by the client populations served by the Maehnowesekiyah Treatment Center. Wherever possible, staff training is held on-site for cost-effectiveness and to ensure that all staff is provided training opportunities. These training sessions are also geared toward ensuring the training needs for Counselor certification are met.

Statistical data reflects that 220 clients were served in Maehnowesekiyah's treatment components with an additional 391 adults served in non-therapy activities such as education, parenting, traditional, health education and constructive leisure-time activities. A total of 156 new admissions were recorded during the fiscal year. Data reflects that 65% of clients admitted are not employed and that the vast majority of admissions have low incomes with no type of insurance or third party coverage. While 84% of the clients admitted have a primary diagnosis of alcohol abuse/dependency, a significant number of the clients are dually diagnosed with a secondary diagnosis in other drug abuse or mental health. Statistical data indicates that 43% of referrals are from the criminal justice/court systems, 19% are from employers, 10% from other services providers and 28% from family and self-referrals. Eighty-seven percent of clients admitted to the programs are Menominee, seven percent are from other Wisconsin Tribes and six percent were not identified.

The Maehnowesekiyah Treatment Center had a total budget of \$2,655,933.00 for FY1998. Of this amount, \$84,705.00 was for repayment of a loan inherited from 1994 and \$226,506.00 was for indirect cost. The remaining budget \$2,344,722.00 was for direct program services and facilities costs. Although an amount of approximately \$45,300.00 was underspent for FY1998, most budgets were spent and/or were for programs that were extended to FY1999. Funding for services to adolescents is a defined need for Maehnowesekiyah along with a staffing position for a cultural/spiritual advisor. Maehnowesekiyah continues to have a lack of funds to properly maintain facilities assigned to it. This is especially true for the Co-ed residential facility, which is a very old building and should be renovated or replaced. During the year, a problem arose relative to our computer and other dated systems. Evaluation of our computer systems identified that out of a total of 33 computer systems at Maehnowesekiyah, 32 are not compatible for the year 2000 and need to be replaced. During FY1999, all computers in the administrative units were replaced (9) and we have budgeted for an additional eight to be replaced during the year. This means that we have need for funding to replace an additional 16 computers. For now, staff will be required to share. There is also a question relating to whether the telephone, security, heating/air

conditioning units, etc. will have to be replaced. There is an immediate need for the Tribe to address this problem to ensure that our current systems are compatible as well.

## **MAINTENANCE**

**Dick Dodge, Director**

### **MAINTENANCE**

The maintenance personnel continue to assist with projects at the following sites: Headstart (Neopit & Keshena), Daycare, CBRF, Food Distribution, Maehnowesekiyah, Business center, Senior Center, Gaming Commission, and Historic Preservation. These sites are in addition to the buildings that the Maintenance Department is directly responsible for. The department is directly responsible for the daily maintenance and general upkeep of the following buildings: Tribal Headquarters, Gordon Dickie building, Library, Recreation Center, Tribal Clinic, Facilities Management, and Maintenance building. All maintenance personnel are required to attend monthly maintenance meetings. They are also required to complete a monthly maintenance schedule that is formulated for each building. Personnel also receive training or attend seminars/workshops that pertain to their positions. Following is a brief summary of some accomplishments in our buildings this past fiscal year:

#### **TRIBAL SCHOOL:**

As of August 1998, the Management team at the Tribal School took over the responsibility of the maintenance department. From October 1997 through August of 1998, the Maintenance Department completed the following projects: ventilation fans were installed on the roof, parking lots were repaired, sealed and striped. Several classrooms were repainted and new carpeting installed. New flush valves were installed in the bathrooms; the chain link fence around the gas tanks was enlarged and repaired. Maintenance personnel attended training for FACCOM in Lawrence, Kansas and a one-week course on boiler safety. Landscaping was completed behind the school building and the maintenance shed. A soft water unit was installed and the building was inspected for lead paint. The building passed the inspection.

#### **TRIBAL OFFICES:**

Due to several vandalism incidents this past year, security cameras were installed in the maintenance building behind Tribal Offices. The guardrails in front of the building were replaced; the parking lots were repaired, sealed and striped. A new paging system was installed in the Tribal Office building, Gordon Dickie building and the Maintenance building. Some offices were remodeled. Carpeting was installed and painting was completed.

#### **FACILITIES MANAGEMENT:**

The annual BIA inspection was completed. The inspection went well. The parking lots were repaired, sealed and striped. The building was inspected for asbestos and lead paint. We passed the inspection. The maintenance personnel attended a two course for boiler certification. Several valves were installed for the water lines. This enables personnel to work portions of the building without having to shut off the entire building for repairs. A chain link fence was installed around the radio tower and a gate was installed in the fence around the gas tanks. The fuel oil tank was upgraded to meet all federal specs.

#### **LIBRARY:**

Besides the general and routine maintenance and upkeep of this building, the only additional items were as follows: The parking lot was repaired, sealed and striped. The exterior of the building was painted.

#### **RECREATION:**

We continue to have problems with extensive vandalism at the center. We are either repairing and/or replacing items throughout the year, both inside and outside of the building. At the present time, we haven't any solutions to this problem. The exterior of the building was painted. The parking lot was repaired, sealed and striped. The maintenance personnel are responsible for routine maintenance and general upkeep of the building.

#### **TRIBAL CLINIC:**

The Maintenance Department receives money from I.H.S. (Indian Health Service) that can only be used for maintenance projects. With this money, we completed some of the following projects: A lawn sprinkler system was installed which covers the entire lawn area. Two retaining walls were constructed by the parking lots. The berm was so steep; it was difficult and dangerous to maintain.

The parking lots were repaired, sealed and striped. The ductwork in Medical Records had to be modified because of a lack of adequate ventilation. An electronic humidifier was installed in the lab department. Replacement of an a/c compressor was done under warranty. Another phase was completed for fan rooms #3, 4 and 5. We have two more

phases to complete. The system being installed is a state of the art control system for heating, cooling and the A.H.U. systems. The water sprinklers inside the building was also extended to more rooms.

**INDIRECT COST:**

A sand and salt spreader was purchased for our driveways and parking lots. The County Highway Department usually did this when they were finished with their other jobs. This usually resulted in a delay for our areas. Other small equipment was purchased to upgrade the Maintenance Department.

**MAINTENANCE DEPARTMENT UPDATE:**

The Maintenance Department consists of the Maintenance Supervisor, 4 maintenance personnel (at separate building sites), and 2 maintenance. Personnel that work throughout all Tribal buildings, 2 switchboard operators, 6 housekeepers, 1 Sec. and 1 Office Manager. We maintain or assist with approximately 18 building sites. We also utilize workers through JTPA, Summer Youth Workers, GAP, and the Green Thumb Program. We have 7 maintenance vehicles, which are used by personnel for the various duties and projects of the department. We are responsible for all the lawn/grounds work and snowplowing at the buildings. The department is updated by the purchase of various hand tools and small equipment items on a yearly basis. 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 Management Information Systems (MIS) department is an internal services department within the Menominee Tribal organization that has been in existence since November of 1985. The Current director Rod Boivin has been with the department since September 1986 and has been director of the department since June of 1989.

The department has a staff of eight, an increase of one from 1997. A Director, Systems Engineer, Network Technician, PC Technician, Special Project PC Technician (for Y2K), Trainer, Secretary Receptionist and Applications Developer. The department provides all types of computer hardware and software support along with software training classes to tribal employees. Currently MIS supports 99 departments/locations 8 Novell NetWare Networks and over 800 personal computers within the tribal organization.

Any department that pays indirect cost that needs a computer or upgrade or a piece of computer equipment, contacts MIS who then does a systems analysis to find out what their exact needs are. MIS then finds and evaluates equipment to fill their needs. This eliminates a department getting something they do not need or something that costs much more than what their needs are. MIS saves departments from paying the current rate of \$75.00 to \$150.00 per hour for computer service.

Accomplishments: The MIS Classroom continues to hold software classes for all Tribal Employees'. The MIS classroom has had 79 students attend classes in FY 1998. The Menominee Tribe has standardized on Microsoft Office Suite of programs. Classes are taught in Word, Excel, PowerPoint, Outlook, and Windows 95 for new users. The department has hired a special project PC technician whose primary responsibility is to inventory and test all computer software and hardware within the tribal organization for Year 2000 compliance. Unfortunately 3 weeks after hiring the technician, she passed away and we had to hire a second person for this position. This slightly delayed our timeline for the Year 2000 project. To date we are over halfway through the process of identifying possible problem equipment or hardware and replacing or upgrading as needed.

The MIS Programmer has developed 15 programs to date for tribal departments. 4 Programs are currently under development, 6 require conversions for Year 2000 compliance, and 8 are on a waiting list to be developed. The backlog on program requests should be alleviated with the addition of an Assistant Programmer in FY 99.

Problems: The biggest problem the department experienced in FY 98 was keeping up with the volume of service calls that the department receives on a monthly basis. For FY 98 the total number of service calls was 4,548 as compared to FY 97 where we had 2697 service calls for the year. An increase of 69%. A service call includes anything from an equipment failure and repair to a user unable to print and reconfiguring the computer. These calls can last anywhere from a few minutes to a few days.

Many of the computers were getting to be over three years old and starting to have a variety of problems including complete failure. Most of the older computers have been replaced which should reduce the number of equipment related service calls.

## **MENOMINEE AUTO CENTER**

### **Steve Waupekeney, Manager**

The concept of a tribally owned and operated auto service center had been under consideration throughout the 20 plus year duration of Menominee constitutional government. An exhaustive study done in 1990 emphasized establishment of an auto service center for the maintenance of all tribal and GSA vehicles. Central to the Office of Economic Development planning process was a need to diversify, establish new businesses, and create new jobs in the Menominee community. Capturing Menominee dollars ordinarily lost to the outside community is a primary attribute of our approach toward economic diversification. It was not until 1995 that the concept of an auto service center gained momentum and became another new tribally operated business.

After a loan package was secured from the Citizens Bank of Shawano in the amount of \$325,000 construction began on October 8, 1996. Since its grand opening on February 3, 1997 the Menominee Auto Service Center has filled the needs of all reservation and non-reservation customers alike for auto service maintenance and repair. The service center today specializes in service and repair, tune-ups, diagnostic, engine and transmission work. In the September of 1997, the Menominee Auto Service Center started to provide wrecker service throughout its service area. The service center staff consists of one (1) general manager, two (2) full-time mechanics, one (1) part-time bookkeeper, and depending on the need, high school interns. The implementation of the service center business charter is a cooperative effort. The Auto Service Center business charter reads: General Manager and the Menominee Tribal Legislature "shall work together and cooperate in order to promote the best interests of the Menominee Tribe" (Ordinance No. 96-24).

The Auto Service Center was officially chartered by the Menominee Tribal Legislature on November 21, 1996 pursuant to Article XIII of the Menominee constitution and Bylaws. With the passage of Menominee Ordinance No. 96-24, (Charter of the Auto Service Center), the tribe sought to operate solely as a profit chartered business dedicated to maximizing the financial resources available for appropriation by the Menominee Tribal Legislature. Strongly supported, the emphasis on diversification is key to new economic development initiatives. The purpose of chartering the service center is to: "provide auto repair and related services that are not otherwise readily available on the Menominee Reservation." Complete with official service center policies and procedures, the service center is now fully equipped to meet the financial challenges of the 21<sup>st</sup> century.

Although minimal start-up capital presented early operational problems, the Menominee Auto Service Center had total sales of approximately \$190,000.00 in the year ending September 30, 1998. The \$109,000 tribal grant appropriation for FY 1999 will enable us to pay down a substantial part of the outstanding debt. This will help in making the Auto Service Center profitable sooner than projected. Sales grew substantially from last year and this fiscal year should show additional revenue gains.

## **MENOMINEE NATION NEWS**

### **Yvonne Kaquatosh Aragon, Editor**

Goal: It has been the goal of Menominee Nation News (M.N.N.) to publish a paper twice a month to inform tribal members of any changes and updates within our community. It has also been the goal of M.N.N. to service Tribal Government by assisting in publishing all public information. The annual income goal for FY '97-98 was set at \$41,547.00.

Narrative In past years Menominee Tribal Programs were able to have all articles and notices printed at no additional cost to their programs because MNN was funded by the Indirect Costs paid by the programs. However, this changed when the Tribal Administrator informed me in June 1998 that the Inspector Generals Office did not approve the Menominee Nation News, to be included in the Indirect Cost Pool for FY 97-98. As a result of this change, I went back to the beginning of the fiscal year (October 1, 1997) to identify which programs had advertising space in the Menominee Nation News and billed each individual program accordingly. Regardless of the change, the Menominee Nation News staff is available for news coverage at the Program Director's request for community related events.

A bi-monthly publication has been printed since January 1, 1989. Twenty-four issues were published during FY 97-98. The November 6, '97 issue was mailed to each enrolled tribal member 18 years of age and older. There were 5,506 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our



regular bi-monthly subscription mailing of 301 for the November 6th issue and 335 for the November 20th issue. A total of 6,142 papers were mailed for the month of November.

The three main goals/objectives that were set for 1997-1998 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) The revenue projection for FY '97-098 was set at \$41,547.00. The actual revenue generated was \$14,512.21 above projected income - bringing the annual income to \$56,059.21.

There is a 34.92963% (\$14,512.21) increase from the overall projected revenue.

The three (3) areas where revenue is generated, include: Subscriptions - \$7,232.00; Advertising - \$39,251.58; and Sales - \$9,575.63.

Subscription: The subscription income projection was set at \$10,840.00, with a total of \$7,232.00 received. The Subscription income was below projected revenue by \$3,608.00. 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 412 active subscriptions as of November 13, 1998 - 72 first class subscribers; 59 business subscriptions; 243 at the 3rd class rate and 38 newspaper exchange (3rd class mailing rate).

Overall, our subscription revenue reflects a 3.4846% decrease over projected subscription revenue.

Sales: The sales income projection was set at \$7,560.00 with a total of \$9,575.63 received. The Sales income was above the projected revenue by \$2,015.63. We currently have twenty-four (24) distribution points - nine (9) locations in Keshena (1 location-complimentary to Senior Citizens); four (4) in Neopit (2 locations-complimentary to Senior Citizens); eight (8) in Shawano; one (1) in Gresham; one (1) in Zoar; and one (1) in Stockbridge.

Advertising: During the past year, M.N.N. generated \$39,251.58. The projected amount was \$23,147.00. There is a 34.92963% increase or \$14,512.21. 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 a variety of businesses.

Being a member of the Wisconsin Newspaper Association (WNA) is beneficial. It provides us with the opportunity to receive advertisements when business corporations want to target a certain demographical region in the state. If we are in the target area, representatives from WNA contact us for ad placements, which we receive through the mail, fax or 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.

#### Departmental change

Since the last report, one staff change was made. Ms. Colleen Waukechon was hired on August 5, 1998 to fill the secretarial position left vacant by our former secretary Annette Tourillott-Corn. Annette left unexpectedly. We currently have five full-time employees on staff; they include the editor, two (2) reporters, one (1) typesetter, and a secretary. The length of employment of each employee is as follows: Yvonne M. Kaquatosh-Aragon, editor - 14 years (12/12/84); Kamay Dickenson, reporter - 3 years (10/2/95); Mike Wilber, reporter - 3 years (11/27/95); Jonathan Wilson, typesetter - 2 years (10/29/96) and Colleen Waukechon-secretary 4 months (8/5/98).

Troubleshooting Technical Difficulties It has been just over a year (9/97) since we have been sending our paper via zip drive to The Leader. We have been experiencing some technical difficulties on occasion i.e. font problems, typographical compatibility, etc. We have been trouble shooting these areas specifically to produce a high quality publication. We haven't quite worked out all the quirks yet, but we have been working with our printer to get the problems resolved.

**MENOMINEE TRIBAL SCHOOL**  
**Bonnie Klein**

The Menominee Tribal School began the 1997-98 school year with a record student enrollment of 277 students. This represents an 8.2 percent increase over the previous year. The 1998-99 school year began with an enrollment of 288, which represents an increase of 4 percent. There was a waiting list of approximately 40 students for the 1997-98 school year, and currently there is a waiting list of approximately 40 students.

Since 1992 the enrollment has increased from 167 to 288 which represents a 72.4 percent increase in enrollment in the past six years. Classrooms in the Kindergarten to eighth grade have increased from 9 regular classrooms to 14 for the 1998-99 school year. A shortage of available classroom space was again experienced for the 1998-99 school year. This was resolved by several moves. First, the computer room was moved to the old G/T room. Mrs. Witter's 5th grade class now occupies the old computer room. Mr. Tucker moved his 3-5 special ed., resource room back to the old band room, leaving the 3rd grade classroom open for Mrs. Tourtillott's 3rd grade class. There were only enough students for one Kindergarten class, which left one K-room open, which is occupied by Sheri La Chapelle's Menominee Language. The old teacher lounge was converted to the speech and language room, and the old speech and language room became the K-2 special ed. resource room. The G/T teacher and Reading Specialist are without classrooms. They will implement their programs in the regular classrooms.

The Management Council officially took over the management of the Menominee Tribal School at the beginning of the 1997-98 school year. Mrs. Creapeau was hired as the new Dean of Students, which was designed to handle all student-related concerns. The Management Council membership includes Mrs. Lynn Skenadore, Ms. Michele Weso, Mrs. Colleen Katchenago, Ms. Bonita Klein, Mrs. Sue Thunder, Mrs. Diane Herzfeldt, Mrs. Alpha Creapeau, and Mr. David Reineke. Although there were some rough spots in the operation, essentially the management council successfully operated the school for the 1997-98 school year, and the Tribal Legislature approved the Management Council for the 1998-98 school year.

Another major change for the 1998-99 school year is a new concept called "looping." Looping is a teaching and learning concept that has the teacher and class staying together for two years instead of just one year. Research has shown significant increases in reading achievement in schools where looping has been implemented. MTS is currently looping in grades one through four. Thus, one first, one second, one third and one fourth grade class stayed with their previous year's teacher. This change should bring positive increases in reading achievement.

The Menominee Tribal School will receive funding for total school operations estimated at 1.8 million for the 1998-99 school year. This includes \$131,500 for bilingual education, \$17,000 for Goals 2000 consortium and \$28,225 for American Indian Language/Culture. The school received notice last spring that the 1997-98 funding level would be set at \$3,175 per student.

The Menominee Tribal School has seen a number of notable achievements and successes (see attached sheet). MTS will endeavor to serve the Menominee children's educational and cultural needs to the best of its ability and resources.

#### **Accomplishments and Achievements 1997-1998 School Year**

- In November four MTS staff members attend the BIA Office of Indian Education Programs special education workshops in Minneapolis. The workshop covered the new Individuals with Disabilities Education Act (IDEA).
- Thirty-seven MTS students achieve "Perfect Attendance" for the first term of the 1997-98 school year.
- Another successful New Year's Eve Sobriety Powwow is held at MTS.
- The Goals 2000 evaluation reveals a significant decline in school violence at MTS.
- In January MTS hosted the regional Cradle Board Conference with celebrity guest Buffy Saint-Marie. The Cradle Board features a nationally recognized Native American Curriculum.
- In April, four staff members and four students flew to Hawaii to attend the National Cradle Board conference.
- In March MTS received a donation of approximately \$10,000 worth of books for the library (anonymous donor)!
  
- MTS continued to work with Milwaukee's Spotted Eagle High School, Milwaukee Area Technical College and UW-Milwaukee on successful "School to Work" planning grant from the U.S. Department of Labor. Mike Clark's, MTS School to Work Chair, curriculum for school to work is considered a model for elementary schools.
- MTS receives \$10,000 from re-allocated OIEP Title I funds to train personnel to use the California Learning Record (portfolio assessment).
- MTS holds its second school-wide "Tailgate Party" before Super Bowl XXXII to show their support of the Green Bay Packers.
- Middle school students participate in 5th Annual Student Retreat at MITW Hotel/Casino complex.

- MTS 6th grade girl's volleyball team wins the conference championship, and co-ed cross-country team has an outstanding season.
- MTS boys flag football team has excellent season - record of 5-3.
- MTS 5th & 6th grade girls' basketball team has an excellent season - record of 7-6.
- MTS boys basketball has a record number of boys finish the season.
- Little Bear Singers and Dancers along with students from the TAG program present programs at Kewaskum High School and at New London, Wisconsin.
- Twenty-five students have "Perfect Attendance" for the second term of the school year.
- Five MTS middle school students travel to Washington, D.C. to participate in the Washington Seminars in April - a program to acquaint students with government and history.
- In April, eighteen MTS 8th grade students travel to Milwaukee to participate in the Career Fair as part of the MTS-Spotted Eagle High School "School to Work" program. In addition, the students attended the IMAX Theater and visited the Milwaukee Museum.
- In March, MTS first, second, third and fourth grade students compete in State Odyssey of the Mind Competition at the Shawano Community High School.
- Thirty-three students have "Perfect Attendance" for the third term of the school year.
- In July approximately 20 native and non-native staff attended the Summer Institute of Menominee Language.

## **NAES COLLEGE**

### **Karen Washinawatok, Campus Dean**

The Menominee Tribal Grant supported NAES College with three adjunct faculty per semester for FY98. Each instructor teaches a class of either 3 undergraduate credits or a core course at 6 credits. The 1998-99 Academic Year (AY) included a total of 590 credits or the full-time Equivalent (FTE) of 34.25 students. A total of 19 courses were offered during the AY. In addition to the 1998-99 academic year, the funding covered the beginning of the current fall semester with a total of 212 credits being offered to 17.7 FTE's in 9 courses. There are also seven non-matriculated students. Presently, the students include three non-Menominee students, one of Mohican ancestry, one with Ojibway heritage and one is the spouse of a Menominee tribal member. The majority of the students at the Menominee Campus have continuously been Menominee tribal members, descendants or spouses with the exception of a few from other tribal nations.

Numerous tribal programs throughout the year have supported and collaborated with NAES College. Invitations to participate in community activities enable the institution to fulfill the mission of community building and renewal.

During the spring of FY98, the North Central Association of Colleges and Schools Commission on Institutions of Higher Education completed a Comprehensive Evaluation of NAES College. The visiting team's recommendation is full accreditation as a baccalaureate program until the year 2001. NAES College has been accredited since 1984. Since then 182 graduates have earned BA degrees, 92% of these have been Native people. This number also includes 14 from the Menominee campus since 1989.

Also in the spring, NAES College supported the ANA Language Trainees with special sessions to prepare them for certification. Weekly classes were offered during February for the Trainees at the Campus building. In addition to the Trainees, 25 tribal members attended the free language classes during the spring and fall semesters. Our youngest language student was 8 years old with the eldest being in her seventies. These non-matriculated students have not been included in the above totals because they are community members who audit the Menominee Language courses at no charge.

In addition to the academic courses, Tribal support enabled NAES College to offer free summer arts and crafts sessions to community members. In July and August of 1998, ten classes included storytelling, tobacco pouch making, beadwork, moccasin making, dream catchers, shawl making, quill medallions, traditional plants and medicine gatherings. Eighty-six community members participated including families with children and elders. The Family Support and Preservation Program co-sponsored the 1998 summer activity program.

NAES College co-facilitated a cultural inservice for the Menominee Tribal School during the summer of 1998. History, language, traditional storytelling and medicinal plants are examples of the discussion topics that enhanced the educators' knowledge of Menominee heritage. The Menominee Conservation Dept. and MTE assisted with a tour of the forest during the week of scheduled activities. This is the second annual cultural inservice for MTS.

Adjunct Faculty development continues to be a priority of the Menominee campus. Graduates have the option to seek employment in the community or continue their education at the University of their choice. Alumni have returned as instructors as well as completing graduate programs while teaching or working in administrative programs in the Menominee community. These are testimony to the validity of a NAES College degree and the opportunities that await a graduate with a baccalaureate degree.

NAES College is designed to train leadership for Native nations. It is conveniently located and accessible for community members. The Menominee campus provides an option for tribal members to enroll in a postsecondary institution. Given the careers of today, our community's needs include both technical or associate programs and baccalaureate degrees as well. NAES College exists to enhance the educational level for those who choose to continue with their educational goals. For some students, it is an intermediate goal toward a Master's, Specialist's or Doctoral degree.

The Menominee Tribal Legislature has demonstrated its commitment to education through its support of higher education. In behalf of our educational family, we express our sincere appreciation for your support in the educational opportunities for each student of the NAES College - Menominee Campus.

## **MENOMINEE NATION POW-WOW**

### **Margaret Snow, Chairperson**

The Menominee Nation Contest Pow-Wow was held July 30 & 31, August 1 & 2, 1998. Some details:  
 Princess: Cheryl Goodman  
 Host Drum: Battle River  
 MC: Joey Besaw  
 Co-MC: Richard Awonohopay

This year the Tribe received donations from local businesses to sponsor a program & brochure:

1. **Platinum**<sup>1</sup>: Menominee Nation Casino, Bingo & Hotel, M.T.E.
2. **Gold**<sup>2</sup>: College of the Menominee Nation, Big Smokey Falls Rafting, Wolf River Trading Post, and Menominee Gas, Inc.
3. **Silver**<sup>3</sup>: Pick 'n Save, Citizens Bank, Pepsi-Cola, Ollies Flowers, Swedberg Funeral Home, Inc., Subway, Menominee Supermarket and Green Bay Packer<sup>4</sup>

<b>FY1998 Pow-Wow Budget</b>		<b>\$75,000.00</b>
1998 Pow-Wow Revenue:	Button/Ticket Sales	\$27,660.00
	Vendors	8,900.00
	Food 8 x \$400	3,200.00
	Youth 1 x \$200	200.00
	Crafts 19 x \$300	<u>5,700.00</u>
<b>Total Revenue</b>		<b>\$36,760.00</b>
<b>1997 Pow-Wow Expenses</b>		<b><u>\$62,767.98</u></b>
	<b>Budget Balance</b>	<b>\$12,232.02</b>

The Committee practiced the Internal Audit Departments control procedure for handling all cash at the gate.

A recommended list for next year's Pow-wow:

- \*Elect qualified/experienced members to serve on the committee
- \*Youth Warrior
- \*Serve a meal for registered dancers, drums, and police security
- \*Better payouts for Host Drum and MC
- \*Improve the Electricity, bathrooms, water bubbler and public phone
- \*Set up an Indian village, tee pee, storytelling and making of a drum

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<sup>1</sup> Donated \$500

<sup>2</sup> Donated \$100

<sup>3</sup> Donated \$50

<sup>4</sup> Donated \$25

By having the Menominee Nation Contest Pow-Wow it helps promote cultural awareness for 4 days and encourages Menominee families to relate to their historical backgrounds by reminding them with cultural foods, Indian crafts, Native American drums and dancing. The Pow-wow brings tourism to the reservation and helps generate revenue for the small businessman, local businesses and departments of the Tribe. This is the biggest annual event for the entire reservation, which is prepared and organized by the 5 elected Culture Committee members.

## **PROBATION/PAROLE**

**Diana L. Corn, Interim Director**

The Probation/Parole Department has gone through some changes this fiscal year. Former Director William Beauprey is now Chief of Police. Diana Corn was named the Interim Probation/Parole Director. Ms. Corn has been working in the department since December 1995 and as the Assistant Probation/Parole Officer since June 1996.

The Probation/Parole Department supervised a total of 129 clients during fiscal year 1998, 127 probationers and two parolees. This is a decrease from last year when clientele numbered 140. The breakdown consisted of 95 males and 34 females. The department's caseload fluctuated between 57 - 84 cases per month.

A combination of Tribal Ordinances 82-9(2) "Battery" and 82-9(1) "Assault" was the number one offenses clientele were convicted of. Fifty percent of those on Probation were convicted of either assault or battery. Disorderly Conduct and Malicious Mischief accounted for second and third most convictions with 39% of clientele.

Sixty-seven percent were ordered to obtain AODA counseling and 68% were ordered to seek domestic violence or anger management counseling.

During the past year, the Probation Department completed 36 Pre-Sentence Investigations. Thirty-two of those who had Pre-Sentence Investigations conducted on them were sentenced to Probation, three received jail sentences, one received a split sentence of jail and probation and two others failed to cooperate with the court's orders. When doing a Pre-Sentence Investigation, the Probation Department has recommended that defendants with no high school diploma or GED obtain their GED during their supervision. Currently, the department has three defendants attending GED classes.

There were 43 revocations during the fiscal year or 33% of the clientele had their probation revoked. A total of 39 clients were released or successfully completed their probation period.

Also during the past year, the Probation Officer and/or Assistant Probation Officer appeared in Tribal Court 111 times for either initial appearances, sentencing or revocations.

### **Accomplishments**

The Probation Department continues to participate in the Domestic Violence Work Group, although the group has not met since July 1998. The work group is working to set up protocol when handling domestic violence cases. The established protocol will help develop a standardized domestic violence form and procedures for each department involved.

### **Services Provided**

The Probation/Parole Department provides services to Tribal Courts, Tribal Police, Tribal Prosecutor, Probationers/Parolees and victims. The department completes various reports, which are sent to the courts and prosecutor's office. A pre-sentence investigation is conducted by the department and provides information about the defendant along with any prior history. This report is used by the judge as a guideline for fair sentencing.

When a defendant's probation period is being revoked, a Statement of Facts detailing the probationers' activities is delivered to the prosecutor and the sentencing judge. The prosecutor uses the report to determine if there is enough evidence to pursue the revocation.

The department also determines possible restitution owed to the probationer's victim. If there is any property damage, lost wages, unpaid medical bills, etc. which is a result of the probationer's actions, the victim is entitled to reimbursement. The victim is contacted and asked to produce receipts and/or invoices. Once the information is gathered, it is forwarded to the courts and is made part of the probationer's court record. The department then

informs the probationer of the restitution amount and every effort is made by the department to make sure the probationer is paying on the restitution.

The department shares and receives information with the Tribal Police. The department receives any arrest reports, victim/witness statements, etc. pertaining to someone in our caseload. The department has a good working relationship with the police department. The only problem encountered with the Tribal Police is a delay in receiving police reports.

To better rehabilitate the probationer/parolee, the department has frequent contact with counseling agencies. If the probationer is not complying with counseling recommendations, efforts between the department, counseling agent and probationer are made to help the probationer comply with recommendations rather than face revocation.

All in all, the Probation Department has a good working relationship with all agencies involved.

## **PROSECUTOR**

### **Andy Pyatskowitz**

**SERVICES:** The office of the Menominee Tribal Prosecutor is charged with the responsibility of enforcing all of the tribal codes, which deal with the area of law enforcement. These codes and ordinances have been drafted specifically by the Menominee Tribal Legislature to deal with the law enforcement issues, which may be specific to the Menominee Tribe. Other codes were originally created by other jurisdictions, but have been incorporated by reference into tribal law by tribal ordinance. Among the various incorporated laws of another jurisdiction which the Tribal Legislature has deemed to be appropriate for tribal enforcement are the Wisconsin Traffic Code, the Wisconsin Children's Code, Chapters 51 and 55 of the Wisconsin Statutes (Mental Health and Protective Placement) and the Wisconsin Truancy Law.

The office of the tribal prosecutor handles cases that are categorized as either criminal or civil. The next two sections that follow define each of these areas of enforcement and their differences.

**CRIMINAL:** Criminal cases have the potential of resulting in incarceration (time spent in tribal jail) if the alleged offender is found guilty as a result of a plea of guilty to the charge, or a finding of guilt after a trial to the court or by jury. The law requires that the criminal law, which defines the offense, specify that conviction for a violation of the law may result in a jail term up to a specific term. In almost all cases, the additional penalty of a monetary fine is included. Examples of tribal criminal ordinances include; battery, assault, sexual exploitation of children, breaking and entering, theft, disorderly conduct, malicious mischief, possession and trafficking of drugs, providing intoxicating beverages to minors, resisting and obstructing law enforcement officers, gun control, escape and fraud. Tribal Ordinance 85-21 incorporates the Wisconsin Traffic Code. Pursuant to ordinance 85-21, second and subsequent convictions on OWI/BAC traffic citations, which occur within a five year period, also result in criminal penalties. A federal law, The Indian Civil Rights Act, sets limitations on the maximum jail term and fine that can be imposed by the tribal court for any one offense. The maximum jail term is one year and the maximum fine is \$5,000. The result is that the tribal court is a misdemeanor criminal court.

Juvenile delinquency cases are criminal in nature. A juvenile between the ages of 10 and 17 who violates any of the tribe's criminal ordinances is handled in children's court through the filing of a delinquency proceeding. If a juvenile is found delinquent, he or she is subject to a children court disposition. A juvenile disposition is the equivalent of a criminal sentence in adult court. Such juvenile dispositions may vary from imposing a period of supervision (similar to probation in the adult court) on the juvenile by Menominee County Department of Human Services to commitment to a maximum secure juvenile facility. Restitution to victims, counseling and referral to appropriate AODA or mental health programs is often included in the juvenile disposition as necessary.

**CIVIL:** Civil cases are those cases for which a conviction for violating the ordinance can only result in a monetary forfeiture or a remedial measure. Commonly such civil ordinances for the tribal court include the following codes; traffic, conservation, truancy, underage drinking, solid waste and curfew.

**OTHER:** The office also handles child custody cases, mental and alcohol commitments and certain types of guardianships.

**PROCEDURE:** The prosecutor and the assistant prosecutor represent the interests of the Menominee Tribe in those areas defined as part of our responsibility. For those cases, which are deemed appropriate for court action, petitions and criminal complaints are drafted and filed with the Menominee Tribal Court. If the case is contested, it is then prepared for trial. Most of the juvenile and ordinance cases are handled by trials to the court. Many contested criminal

cases are handled by requests for jury trials. If there is a finding of guilt, the office makes recommendations for the sentencing of adults and the dispositions involving juveniles. The tribal judge then makes the final decision on the sentence or disposition, based upon the applicable law.

**PERSONNEL:** four full-time people staff the prosecutor's office. The Prosecutor is Andrew J. Pyatskowitz, the Assistant Prosecutor is Brian R. Johnson and the Secretaries are Lisa Lyons and Janet Roney. The office is located in the Menominee Tribal Law Enforcement Center Building.

**MAJOR ACCOMPLISHMENTS:** A domestic violence grant was funded by the federal government. The project goal and objectives were accomplished during this fiscal year. During this period of time Geradette Richmond, the project coordinator, facilitated a domestic violence work group. A domestic violence protocol has been developed and it is hoped will continue to be refined in the months and years ahead as the work progresses to eliminating domestic violence in our community. The project sponsored a two-day training seminar for all the members of our tribal police department last August. A continuing grant has been awarded for the coming fiscal year.

The office continues to work with other agencies in the area of child neglect and sexual abuse. We are represented on the local Child Protection Team, a group of professionals which represents agencies in our community who have responsibilities in the area of child welfare. We are also represented on the Multi-disciplinary Team, a group of profession representing agencies that have child welfare responsibilities that assist in the prosecution of child welfare cases.

## **PROPERTY MANAGEMENT & ACQUISITION**

**Brett Hoffman, Director**

The Property Management and Acquisition (PMA) Department is an Indirect Cost and Tribal Internal Services program which provides three basic functions; Procurement, Central Supply and Property Management.

The staff consists of the Director Brett Hoffman, the Inventory Clerk Tonya Kitson, and the Procurement Officer Shawn Klemens.

Procurement functions include the review and approval of departmental purchase requisitions, coordination of the competitive bidding for major purchases such as buildings, roads and busses, purchasing and quotation assistance, procurement training, obtaining Federal Excess Property and updating policies and procedures.

Central Supply provides the ordering and receiving of office supplies for the various programs, maintains the three shared copy machines, provides quotation and purchasing assistance, supply returns, vendor negotiations, and the internal billing process for the programs for postage, telephone, propane gas, photocopies, internet and supplies.

Property Management coordinates the departmental on-site equipment inventories, the reutilization of equipment between departments, facilitates the disposal of equipment by sales, auctions or scrap, maintains the asset records and provides the related information to the programs.

The amount of Federal Excess Property obtained at no purchase cost for the programs in Fiscal Year 1998 was valued at \$104,648.00.

The Fiscal Year 1998 expenses for the department totaled \$120,675.21. The anticipated operation budget for Fiscal Year 1999 is \$142,340.

## **PUBLIC RELATIONS**

**Verna de Leon, Director**

The Menominee Tribal Public Relations Department is dedicated to promoting and enhancing the image of the Menominee Tribe, the Menominee Reservation and the Menominee Tribal Government in the most positive manner. Some of the departmental activities as in previous years include designing brochures, designing the yearly tribal calendar, assisting the media in covering tribal events or activities, writing of press releases, and news articles, photographing, planning events, attending conventions, giving tours, responding to information requests from the public, and coordinating press conferences. We also assist other tribal departments and the Menominee Casino in any of the mentioned activities.

The promotion of the Census 2000 - Dress Rehearsal on April 18, 1998 was a major effort this past year. A Complete Count Committee (CCC) was formed that was made up of Menominee people from each community on the reservation including members from the three major employers on the reservation/county. The CCC came up with ideas to help the Menominee People understand the importance of filling out their Census forms. We planned the route for the mobile billboard that roamed the reservation for three weeks, we handed out flyers at places of employment, we wrote articles for the newspapers, had press conferences, held a poster contest in the schools, had a picnic with the U.S. Deputy Secretary of the Department of Commerce, planned special activities at the schools, and even held pot luck dinners; all in an effort to help the Menominee People understand the importance of filling out their census forms.

The Dress Rehearsal was a great success with a majority of the Menominee people responding by either filling out their census forms and mailing them in or working with the census workers when they went directly to the non-responding residence to help fill out the form.

Follow-up to the Dress Rehearsal included many meetings and visits from federal Census Bureau personnel. Their interest was in how we felt the Census Dress Rehearsal went and how we thought methods could improve. The Dress Rehearsal brought a great deal of attention to the Menominee Tribe and many other Native American Nations are interested in learning from us.

In 1999 we will be planning more meetings and more efforts will go in to coordinating events and activities to prepare for Census 2000. Even though we have already participated in the Census Dress Rehearsal, the year 2000 is the official Census year. Our Menominee People must remember that it is the number of people in an area that determines the amount of federal funding they receive. We must make sure that each and every one of us is counted during Census 2000 in order to get the maximum amount federal dollars appropriated to our Menominee Reservation.

The Public Relations Department continues to work with the Shawano/Menominee County Heritage Tourism Committee. This year the committee received a grant to purchase signs for historic sites. The Menominee received two of these signs; one for Keshena Falls and one for Menominee Tribal Enterprises, Inc.

The Public Relations Department also continues its work with the Inter-governmental Partnership for the Clean Up of the Fox River. Although the Menominee Tribe is not directly effected by the PCB's in the Fox River, we still are effected by migrating animals that ingest PCB's from the Fox River. The Menominee Tribe was first invited to be members of the partnership because of the tribe's outstanding reputation regarding environmental practices and environmental conservation.

The Governors Conference on Tourism was an excellent opportunity to promote the Menominee Tribe. The Public Relations Department attended the conference and provided a promotional booth. We also attended the many workshops and presentation regarding tourism. As part of the Native American Tourism Committee, we also participated in doing a presentation about tourism on Native American lands in Wisconsin.

The Public Relations Department is still a member of the Wisconsin Native American Heritage Tourism Committee. As members of the committee we make sure that the Menominee Tribe takes advantage of every opportunity to promote tourism and activities in our area. The Menominee Tribe chose not to be an official sponsor of the New Dawn of Tradition Powwow that was held in Madison this past summer. It was held during the Sesquicentennial Folk Life Festival Days. Many individual Menominee people attended and a Menominee food vendor received great media coverage.

The Culture Committee requested the help of the Public Relations Department in designing their powwow poster and brochure. We also helped them implement a fund raising plan that included a standing portable billboard at the powwow gate.

The Public Relations Department coordinated the participation of the Menominee Tribe at Indian Summer 1998. Again the Menominees sponsored Friday Night Fee Admission. Three banners were up over the main entrance gate advertising the Menominee Indian Tribe of Wisconsin, Menominee Casino-Bingo-Hotel, and Menominee Tribal Enterprises, Inc. Announcements were made through-out the evening about the Menominee sponsorship. The Public Relations Department also had promotional booths under the tourism tent.



We continue to provide tours to the different organizations that make such requests. We also respond to about 100 written requests for information per year and we receive and respond to approximately 15 telephone calls per month, all requesting brochures and information about our area and the Menominee Tribe.

## **RECREATION**

### **Duane Waukau, Director**

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

Total youth served for Fiscal Year 1998 were 13,937.

- Total adults served for Fiscal Year 1998 were 369.
- Budget Allocation for FY 98 was \$266,607.00.
- Purchased Cushman utility vehicle for Park & Recreation maintenance. Cost was \$12,995.00.
- Donation of \$5,000.00 was given to for Menominee Indigenous Games organization.
- Supervised the Neopit/Keshena Boxing Club grant of \$7,500.00.
- Purchased Air Hockey machine for Youth Center. Cost was \$1,500.00.
- Purchased new chains and seats for swings.

### **PERSONNEL**

Four full-time workers, two part-time and one on-call, staff this office. The Director is Duane Waukau, the Assistant Director is Wayne Wilber, Park & Maintenance is Steve Awonopohay Sr., Secretary is Jamie Corn, Activity Room supervisor is Lisa Caldwell, Weekend Activity Room supervisor is Rhoann Peters, On-call is Mary Beth Pecore.

The Tribal Recreation Department is responsible for all maintenance of Parks and athletic fields. Duties include porta pots, sanitation, electricity of park pavilions in Neopit and Keshena, sliding areas in Zoar and Keshena, cutting grass, site preparation for all Youth Leagues, T.C.J, Legion and BABA teams. A total of 13 Park and Recreation fields.

Tribal Recreation sponsored activities for fiscal year 98, which were Community Halloween Parties, Zoar Firestation open November through June, Community wide Christmas program with Woodland Youth Boys & Girls program, Tribal School open gym, Co-sponsored 3 on 3 tournament, Winterfest with Woodland Boys & Girls Club, Co-sponsored Alcohol & Drug free Post Prom Party, Roller-skating Parties with Woodland Boys & Girls Club, Zoar and South Branch Centers, Community Easter Egg Hunt, Published Summer Youth Activities Booklet for Community members with Woodland Boys & Girls Club, Purchased equipment and insurance for Neopit and Keshena Little League, T.C.J and Legion teams, Summer Golf Program at Shawano Lake Golf Course and Pine Hills Jr. program, Co-sponsored Lil Hitters T-ball with Boys & Girls Club ending with a picnic in Milwaukee County Stadium on August 2, 1998, Co-sponsored Basketball Camp, Wa-toh-sah Picnic area, attended Boys & Girls Clubs of America Midwest Institute Training Program with staff.

Also Saswaen Waukechon was selected from the Menominee American Legion North All-Star game held at County Stadium in Milwaukee on August 23, 1998.

Roger Fish Jr. was selected to throw the 1<sup>st</sup> ball at Milwaukee County Stadium Lil Hitter program on August 2, 1998. Six teams from the Reservation were in attendance.

Neopit and Keshena Little Leagues, T.C.J and Legion teams attended Milwaukee Brewers American Legion All-Star Game on August 23, 1998.

## **SOCIAL SERVICES**

## Mary Husby, Director

### **SOCIAL SERVICES**

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$349,112.24 for FY-98 for its Social Services Department. This represented new and carry over money. Of this amount, \$33,548.45 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. \$31,222.16 of the budget was designated for indirect costs.

\$16,000.00 was designated for Sexual Abuse Training for Tribes in the Minneapolis BIA Area. Our department was to arrange for and coordinate the training. \$68,520.05 of program funds was designated for activities under the Indian Child Welfare Act Program. Program expenditures for the year amounted to \$310,398.17. It appears that we will have carry-over funds totaling \$38,714.07. These funds will be essential for us to use in maintaining the current level of services and staff. Even with the carry-over funds, our B.I.A. allocation will be insufficient to meet program needs. Thus, a tribal supplement has been requested for FY-99.

Staff funded under contract are the Director, Child Welfare Assistant, and three (3) Social Workers. The Kinship Care Social Worker is funded by the WI Dept. of Health and Family Services. Twenty-four (24) day care staff members are funded under other state, tribal or federal grants administered by Menominee Tribal Social Services. These other grants include ChildCare Development Funds, State Child Welfare and State Day Care funds. In addition, fees collected from enrollee's assist in meeting operational costs along with a tribal supplement.

In addition, we have one (1) staff member, the Child Support Manager, who is funded with grant money from the WI Dept. of Workforce Development. We are involved in a 17 month demonstration project to design and implement a Tribal Child Support Program. A detailed child support ordinance was drafted and passed by the Tribal Legislature.

In addition, all forms necessary to implement the Ordinance have been drafted. A procedure has been established for the receipt of payments. Policies and Procedures are currently being drafted – Funding for the project continues until Feb. 1999.

During fiscal year 1998 Menominee Tribal Social Services provided services to 124 new cases and 138 carry-over cases from FY-97 for a total of 262 cases. New cases for FY-98 included 104 ICWA cases and nine (9) enrollment assistance cases. One case was identified for counseling activities only. Six (6) cases were child welfare assistance cases. Four (4) cases were information and referral cases and four (4) cases were guardianship cases. There were eight (8) adoption cases finalized in Tribal Court in FY-98. One (1) adoption case was finalized in a County Circuit Court for a total of nine (9) children placed for adoption. The adoption cases, guardianship cases and one foster care case are a more detailed break-down of some of the Indian Child Welfare Act cases.

A variety of agreement were negotiated, with the assistance of the Program Attorney, with Menominee Co., Wisconsin Dept. of Health and Social Services and WI Dept. of Corrections 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.

One (1) application was submitted to Wisconsin Dept. of Health and Social Services for child welfare and day care funds used to supplement funding for the Tribe's Respite Day Care Project. The department prepared an application which resulted in funding in the amount of \$61,945.00. One (1) additional application was submitted to the Federal Dept. of Health and Social Services for ChildCare Development funds. These funds are used to assist low-income families, who are employed in training or in an education program pay for child care services. The department received an award in the amount of \$279,064.00. An average of 37 children per month received childcare assistance provided by the Child Care Development Funds.

Finally, another component under this program allowed for the department to designate an amount of ChildCare Development funds to be used for construction for the Tribe's Day Care Center. We will be adding four new classrooms to our present center as our application for construction funds was approved late in FY-98.

Department staff was also involved with staff from the WI Dept. of Health and Family Services in contracting for the administration of the Kinship Care Program. This program replaces the AFDC Program for Non-Legally Responsible Relatives. As of 9/30/98 we were providing services to 68 cases representing 114 children.

Tribal Social Services also provided enrollment assistance to nine (9) cases. These cases involve individuals who have been adopted in the past and require assistance in accessing information contained in closed adoption files in order to document their Menominee heritage.

Last of all, this department coordinated the activities of the child protection team. This group is comprised of the agencies involved with child protection matters. The team meets approximately once per month of staff cases, to examine issues, to make recommendations for system changes and to provide support for their efforts in the protection of children.

The department also provided through tribal funding and donations the Christmas Toy Project, the Emergency/Catastrophic Program and the Endowment Program. In addition, we process applications for accessing trust money for legally incompetents and minors according to criteria developed by the Tribe and approved by the B.I.A per Indian Gaming Regulatory Act requirements

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

The Menominee Indian Tribe through its Social Department received a block grant for funding for social services and the Indian Child Welfare Act Program. Internally, we designated \$68,250.05 for project activities. Some of these monies were new contract monies and some were carry-over funds. The workplan provided for counseling/intervention services to 45 Menominee families who were involved in Court proceedings as identified under the Indian Child Welfare Act. The second component to the program provided for the operation of a Respite Day Care Program to serve 16 children between the ages of 6 weeks – 4 years. The third objective was to provide a parent education component. This was to be accomplished through a Daycare newsletter which would focus on Child development issues. Another program objective called for the department's participation in court hearings in 45 cases generated under the ICWA. The last objective for the program specified that we would provide legal assistance through the Program Attorney's Office to ICWA cases as required. Legal services were provided to 37 cases. This activity was funded with Tribal funds.

During the course of the year, 104 new cases were noticed to the Tribe under the requirements of the ICWA. This was slightly more than the 98 cases referred to the Tribe in FY- 97. Counseling services were provided to 46 of the 104 families. In the remaining 58 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 met our objective for the year in this category. Another objective for this program specified that the department would participate in court hearings in 45 cases generated under the ICWA. We participated in court hearings in 84 separate cases. Some of these cases were carried over from the previous fiscal year. It should be noted that on the average one case involves three (3) court appearances before there is a disposition in the case. Therefore one can begin to see the volume of activity involved by staff and attorneys.

Through ICWA and state funding, Menominee Tribal Day Care Center provided respite day care services to 14 unduplicated cases. This represents 743 days of day care services for the year. This portion of the program is for children 6 weeks – 4 years of age. Referrals to the program come from the Menominee Co. Human Services, Tribal Clinic and Tribal Social Services.

The Indian Child Welfare Act program funded one (1) full time social worker position and one (1) half-time position, (.50 FTE) teacher aide position, and a 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 substantial reduction in funding for program activities. We anticipated that this trend will continue, as less money needs to be stretched further.

### ***SPECIAL NEEDS***

Menominee Tribal Social Services administers the Special Needs Program. This program is totally supported with Tribal funds except for the annual Christmas Toy Program which is also supported by community donations. The Special Needs Program has three components: Emergency/Catastrophic Assistance, the Endowment Assistance program and the Annual Christmas Toy Program for families in need.

The Emergency/Catastrophic Program assists individuals in the extreme situations when no other assistance is available or after all efforts to secure assistance that have been exhausted. Documentation to secure necessary funds from all possible sources is required. Families determined to be eligible for assistance can be assisted once in the fiscal year.

The Emergency/Catastrophic Program was funded in the amount of \$25,000.00. We were able to serve a total of 95 clients.

Emergency/Catastrophic assistance was granted to the following categories of need: 39 medical 25 fuel, 2 funeral, 4 fire, 5 Housing and 20 miscellaneous i.e. sewer, water pipes, furnace repair etc. This is up from last year by 28 clients. A total of \$24,065.35 was spent.

The Endowment Donation Program was funded at \$9,718.00. This program provides assistance to individuals and/or groups for projects which would benefit the community and/or individuals. Fund raising is required prior to seeking assistance from this program and the event must adhere to the Tribe's alcohol and drug free policy. Thirty days advance notice is required. Funding is limited to \$100.00 per individual and \$300.00 per group. Only one payment per fiscal year is given to an individual or group.

In FY-98 we assisted seven individuals and eleven organizations. Funds expended amounted to \$4,033.00.

The annual Christmas Toy Drive for Needy Children assisted 137 families representing 225 boys and 232 girls. A total of 457 children received new toys and gifts. \$2,500.00 was budgeted for the 1997 Christmas Toys for Needy Children. The total \$2,500 was spent. Donations were down considerably from past years. Thus we had to network with the area schools, churches and agencies for better assessment of our needy families. Tribal Social Services would like to thank the Tribal Legislature and our regular contributors for their generous donations. You created a wave of happiness in the community!

## **SOUTH BRANCH COMMUNITY SERVICES**

**Yvette M. Snow, President**

On July 13, 1996 the South Branch Community had a groundbreaking ceremony. On July 21, 1997 a Grand Opening was held in celebration of the community center. On June 20, 1998, the community center held it's 1<sup>st</sup> Anniversary.

The South Branch Center is staffed part-time with a Maintenance/Caretaker to provide the following services for the community center: maintenance, cleaning, and first responder for security.

The purpose of the organization shall be to ensure that all members of the South Branch Community have a forum to enable them to take responsibility for and control of their own environment; to share concerns; strive to solve problems through intergovernmental relating; and to develop services and programs to secure the protection of opportunities for their elders, their youth, their families and generations to come.

The new facility in South Branch has provided many programs available for our youth, adolescent, adults, and seniors. By having this community center available for educational, recreational, traditional, religious gatherings and seminars this helps provide a place for teaching our community.

The Tribal funds provided for the South Branch Community Center is specifically applied to insurance, repairs, maintenance, electricity, telephone, fuel, supplies, snow removal, and indirect cost. All these needs are the up keep of the building to have functions available such as:

**Weekly:** JOM Arts & Crafts, Maehnowesekiyah Family Night, UWEX 4-H, and AA Meetings.

**Monthly:** Community meetings.

**Quarterly:** Holiday Gathering.

**Yearly:** Pow-wows, Bingo, WIC, Clinic Immunizations, Voting, Promotion Ceremony, Anniversary Celebration, Gang Violence, Public Hearing for Housing Authority, Development of an Empowerment Zone Grant Meeting and Repatriation Act Meetings.

**Continuous:** Library, Headstart, and Fitness services available in center.

The South Branch Community has in the past, the present and for the future will practice the same custom methods of stereotyped work with programs that provide services to our community for education, health, recreation, information, civic, senior, youth, handicapped, management, local, state or federal governments. All programs will be organized through the South Branch Community Committee meetings for a curriculum.

### **SOUTH BRANCH COMMUNITY COMMITTEE HISTORY**

Organizational Meetings – October 1992 & By Laws adopted 6/21/93.

**1998**  
Yvette M. Snow, President  
Paul Marroquin, V. President  
Merlynn Nacotee, Treasurer

**1997**  
Roderick Boivin, President  
Rose Waupoose, V. President  
Paul Marroquin, Treasurer

**1996**  
Becky Brunette, President  
Ella Bruette, V. President  
Margaret Teller, Treasurer

Edith Wescott, Secretary  
Clare Corn, Alternate  
Marge Teller, Alternate  
Laurel Otradovec, alternate  
Rose Peters, Youth Representatives

Becky Bruette, Secretary  
Merlynn Nacotee, Alternate  
Patricia James, Alternate  
Jill Hohnson, Alternate  
Melissa Lyons, Youth Rep.  
Rebecca Johnson, Youth Rep.

Margaret Teller, Secretary  
Alex Peters, Alternate  
Rod Bovin, Alternate  
Pierre Peters, Alternate  
Mario Lyons, Youth Rep.  
Garnett Peters, Youth Rep.

**1995**

Richard Olson, President  
Alex Peters, V. President  
Julia Corn, Treasurer  
Glenda Long, Secretary  
Margaret Teller, Alternate  
Ella Brunette, Alternate  
Merlynn Nacotee  
Apryl Olson, Youth Rep.

**1993-1994**

Tony Warrington, President  
Paul Marroquin, V. President  
Margaret Teller, Treasurer  
Gaynell Peters, Secretary  
Ella Brunette, Alternate  
Edith Peters, Alternate  
Roderick Boivin, Alternate  
Rebecca Johnson, Youth Rep.

**1993-1992**

Margaret R. Snow, President  
Paul Marroquin, V. President  
Barbara Wescott, Treasurer  
Gaynell Peters, Secretary  
Margaret Teller, Alternate  
Edward Hagen, Alternate  
Edith Peters, Alternate  
Ella Bruette, Alternate  
Garnett Peters, Youth Rep.  
Annette Heath, Youth Rep.

**TAX COMMISSIONER**  
**Rose Cantrell, Director**

The office of the Tax Commissioner monitors and enforces tribal regulatory permits, ordinances, licenses and payment of taxes due the tribe. The offices are responsible for the State of Wisconsin Cigarette Tax refund and the Gasoline Tax Refund for fleet vehicles. To apply for the gasoline tax refund all departments with fleet vehicles must submit monthly gasoline invoices which are then totaled for the year and submitted on forms provided by the government. The bidding process has been altered and is now handled by the procurement office. The bids are still submitted to this office where a background check is done to insure that the construction companies do not owe the tribe taxes on projects. Threshold criteria require that companies pay past due taxes or their bid submitted for a particular project remains unopened.

The office is staffed full time with the Tax Commissioner and Secretary (Roberta Reiter), to process routine tax matters, permit applications, inspection of violations, site visits to construction projects and weekly visits to retailers for cigarette orders and/or delivery.

Eight (8) Ordinances are enforced by the office:

- No. 79-04 Cigarettes
- No. 80-13 Rafting
- No. 82-10 Tribal Preference (applied to bid process)
- No. 82-12 Vegas Pull Tabs
- No. 82-19 Use Tax on Construction Materials
- No. 82-22 Construction Materials Purchased from MTE
- No. 83-03 Fireworks
- No. 94-15 Hotel Room Tax

This past year Ordinance 80-13 Rafting was updated. Meetings with conservation, community development, licensing & permits and the rafting outfitters were held to compile a working document that all parties were comfortable with. The result of the meetings was that kayaking was included in the ordinance and a simpler fee system was worked out and legislature approval was granted.

Tax Revenue projection for the 1998 fiscal year was estimated at \$500,879.00. Actual revenue received by the tax commissioner's office is as follows:

Cigarette Income	235,362.86
Lodging Tax	74,888.71
Construction Use Tax	104,355.96
Fireworks	630.00
Vegas Sales	<u>13,384.32</u>
TOTAL REVENUE	428,621.85

The amount budgeted for office operations were \$75,781.00 Total expenditures were \$73,170.67; a total of \$2,610.33 was returned to the Tribal treasury.

## **TRIBAL JUDICIARY**

### **Robert Kittecon, Chief Justice**

The Menominee Tribal Court is the Judicial Branch of the Tribal Government. Pursuant to its authority, the Court is responsible for resolving all cases and controversies within the jurisdiction of the Court.

In order to accomplish its goals, the court must coordinate its efforts with all service agencies on the Menominee Reservation as well as with other agencies attached to the State and Federal Governments. In dealing with criminal matters, the court must work closely with the Tribal Prosecutor, Tribal Police and the Probation and Parole Department. In children's, family and guardianship matters, the court works closely with the Tribal and County Social Services Departments, the Prosecutor, Police Department and State and Federal agencies. All of the above is facilitated by the Court's Clerks of Court whose responsibilities it is to schedule hearings, trials, ensure that proper notices are sent, and respond to the all inquiries of the people requesting our services.

#### **STATISTICAL:**

A total of 5,347 civil, criminal, juvenile, family, ordinance, traffic, and probate cases were processed in this fiscal year. In addition, the court heard 493 separate pre-trial, post-trial, and review hearings for a total of 5,840 occurrences where judicial activity was required.

#### **PROBLEMS:**

The number of cases has remained relatively constant over the past four years including juvenile ordinance violations such as underage drinking, curfew, and truancy. These cases represent 20% of our total caseload. This high percentage can be attributed to better enforcement of the ordinance laws but it also shows that problem involving these activities exist within our community.

With the heavy caseload, the court at times has a difficult time meeting the demands for our services. Additional staff would be of great help in alleviating the problem, but due to the limited space in the court complex, there is no room to add staff. A larger courthouse to accommodate the increased needs of the community would be very welcome.

#### **MAJOR ACCOMPLISHMENTS:**

The court applied for and received two grants, which are intended to assist the court in its delivery of services and to combat a specific problem on the Reservation. The first grant is entitled the "Court Enhancement Grant" which we got from the ANA. This grant is designed to enhance the Court's operation through better procedures and to research better methods to alleviate the juvenile delinquency problem on the Reservation. The second grant is entitled the "Drug Court" grant, which we received from the department of Justice. This grant is designed to develop a system to deal with the drug problems on the Reservation.

## **TREATY RIGHTS**

### **Kenneth A. Fish, Director**

#### **TREATY RIGHTS**

The Tribe on January 13, 1995 filed a lawsuit in federal court against the State of Wisconsin, and its top officials for its hunting, fishing, and gathering usufructuary rights under the treaties.

The Seventh (7th) Circuit Court of Appeals upheld the District Court Judge Crabb's decision to dismiss our Menominee Treaty case. The Tribe has not made an official decision to appeal to the Supreme Court of the United States, but all indications are that on December 3, 1998, the Tribe will decide to appeal. The Chairman indicated in an earlier press release, *"we can not allow this case to be a precedent setting without exhausting all legal remedies available."*

No Treaty Rights Case has ever been dismissed in the United States without first developing a official court record; therefore, our case is the first in the Nation and the Federal Courts have abandoned staredecisis which follow

precedent court decisions. The Federal Courts seem to have ignored expert witness reports that were filed in the case, even when Federal Judge Crabb herself said, "*We can not rewrite the treaties, even treaties that are the product of bribery, fraud or duress are valid and must be enforced.*"

National and International Cannons of Treaty Laws require a Treaty is to be interpreted the way Indian's understood the treaties. Menominee's during the Treaties era did not have words for "*buy, sell, surveyed, or offered for sale.*" The United States interpreter was not a Menominee or fluent Menominee speaking, so how could the Menominee's possibly understood what the Treaties meant? Judge Crabb's words verify and amplify the Menominee's had no understanding what the Treaties meant.

This office will continue to keep you informed.

## **MINING IMPACTS**

The Mining Impacts office was established in 1995, for the purpose of following through with Tribal Resolution # 94-15, which states the tribe's opposition to zinc and copper sulfide proposed Wolf River mine, located at the headwaters of the Wolf River.

In 1993, Exxon and Rio Algom submitted their notice of intent with the Wisconsin Department of Natural Resources (WDNR) to mine the Crandon project. Since 1993, CMC has been collecting data for the proposed project and subsequently filed an environmental impact report with the Department of Natural Resources (DNR). Exxon sold their partnership to Rio Algom but still retains a percentage of profits if the mine is permitted. Rio Algom created a subsidiary called Nicolet Minerals Company (NMC). Currently the DNR is waiting on the final environmental amended impact reports by NMC and will develop a draft environmental impact statement. The DNR's statement will be used to determine whether or not the mine should be permitted.

The permitting process has been going on for four (4) years, and the draft environmental impact statement (DEIS) time frame has been extended into 1998. The Menominee Treaty Rights & Mining Impacts Office is charged--by the tribal legislature—to: monitor, analyze, and identify discrepancies and/or omissions in the data submitted by NMC; review and provide input for the DNR's and Army Corps' environmental impact statements, including the submission of comments on the potential impacts to public health, safety, culture and resources; and to coordinate public education activities regarding the proposed mine.

Another objective, this office has been in a supporting role with other tribes, Citizen's Action Groups, Conservation, hunting and fishing groups, and environmental groups beginning in 1995 to have the State Legislature pass a Mining Moratorium Law.

The State Senate in the spring of 1997 passed the Moratorium Bill SB 3 by a vote of 29-3. In the assembly, the Mining Moratorium Bill SB 3 needed to go through the committee process (environmental committee chaired by Representative Marc Duff). After clear partisan politics by committee members of the Environmental Committee of the State Assembly, attempted was to derail the Mining Moratorium Bill. Representative duff submitted a substitute amendment which moved away from proof by example—basically accepting mining companies' unproven technology and assuming that mining can be done safely. This amendment was defeated.

The Environmental Committee voted 6-4 to move the bill forward to a full assembly debate and vote. The coalition of grassroots citizens, organizations, and this office have worked on the Moratorium bill for better than two (2) years. The Mining Moratorium Bill passed the majority vote of the state assembly towards becoming law. The Governor on April 22, 1998 signed the Mining Moratorium Bill into law as Act 171.

The Mining Moratorium Law requires proof by example, that a mine has been operated for 10 years and closed for 10 years without polluting ground or surface water. Work on passage of the Law took over two years, in response to Exxon's application to mine an ore body in Crandon, Wisconsin.

The ore deposit was first discovered in 1973. Exxon applied for a permit to mine the ore body in the 1980's and then withdrew its application, when as Exxon stated, mineral prices fell. Others believe it was due to political pressure. In 1993, Exxon in partnership with Rio Algom (a Canadian Company) resubmitted their application. The mine permitting process was expected to take only a few years. However, numerous challenges to the environmental impact report have forced the DNR to address public concerns regarding the technology to be used at the mine. Now the new company Nicolet Minerals Company (NMC), the mine applicant, has not, to date, been able to come up with an example mine or proven technology that ensures they can mine this ore body safely.

Because of the DNR's pro-mining position, the people of Wisconsin are stepping forward and will continue to step forward, to force their politicians to protect our most valuable resources.

On a National level, the U. S. Army Corps of Engineers is also preparing an environmental impact statement in order to grant a permit on a federal level. The Tribe, through this office, is in the process of establishing its version of Trust Responsibility for Resource Protection with the Army Corps of Engineers (ACE) as it pertains to the U. S. government's permitting in the Wolf River Mine.

This office continues efforts to protect the Wolf River for future generations.

## **TRIBAL ADMINISTRATOR**

### **Betty Jo Wozniak**

#### **Internal Changes**

Slowly but surely we continue to upgrade our systems. As we continue to expand our services, adding to the staff that we need to provide those services, and see amazing strides in the personal and professional growth of the staff, we have to be prepared to reward the effort that goes into keeping this organization on track. To that end, on April 1<sup>st</sup>, we implemented a compensation schedule, which recognizes the responsibilities, and qualifications that positions require. This schedule allows supervisors to compensate staff using an unbiased approach. It also complies with the Legislative directive to limit increases to 5% for 99% of the staff employed by the tribe.

This fiscal year was the first year that the former Housing Authority operations were incorporated into the tribal structure. It has provided some challenge. Prior to coming under the tribe, Housing was responsible only to the Housing Commission and HUD. Learning and adhering to the systems of the tribe has meant that staff had to get used to doing business in a more structured way in order to comply with the tribe's standards. However, change takes time and despite the administrative move they made to the tribe and considering that the housing director has ambitious and exciting plans for improving our housing stock, they have accomplished much. Additional time and experience under the tribal structure will allow them to fully appreciate the protection that this structure offers.

We have moved closer to assuming the provision of child support services to tribal members. An amendment to the current ordinance has been prepared and will be submitted to the Legislature for approval. Meetings with state staff regarding the actual implementation have taken place as we continue to explore and learn what we need to do. Recent changes to the federal law will make it possible for us to contract directly with the federal government as soon as regulations are adopted. In the interim, when ready we will enter into a cooperative agreement with the state.

In an effort to assure the proper management of law enforcement contracts and funds, an assistant administrator was hired for the tribal police department. Responsible for administrative needs, like purchasing, record management, scheduling training, and budget preparation, this assistant reports directly to the Tribal Administrator while working cooperatively with the police chief. The new assistant has made considerable progress toward cleaning up past due bills, records management, training records documentation and budgets.

#### **External Changes**

There continues to be changes in the way that the BIA contracts with tribes. In particular, the issue of indirect cost will be affected with the settlement of the Ramah Navajo lawsuit against the federal government. How we will calculate these costs in the future as well as how much funding is provided is yet to be determined. In FY 99, funding for some programs like law enforcement will be handled differently. No information about this has been provided yet.

#### **Summary**

One of the primary objectives of this office is to be aware of changes that impact how we provide and fund services. These continuing changes make it necessary for us to attend training regarding laws and regulations. Designing and implementing internal systems to cope with these changes and changes in priorities requires us to be aware of methods available to increase effectiveness and efficiency. Dramatic changes occurred in how we business since the tribe was restored. These are not always apparent because we attempt to do this on a gradual basis, carefully studying how we can make improvements that will benefit the tribe as a whole. Our goals include protecting the tribe's financial resources, delivery of services to the public, and protecting the tribe's reputation. All



of this requires staff dedicated to the successful completion of the objectives established to reach the goals. We can be proud of the fact that, in general, we have such staffs who have spent many years honing their skills. The stability that they provide assures us that we have people in jobs that are experienced in their fields. I would like to thank them. I would also like to thank my personal staff for the hard work they put in, the frustrations that they face daily, and the patience they exhibit. Without you, this office (and I) would not function anywhere near the level that we do.

**TRIBAL UTILITY**  
**Dave Corn, Director**

Electrical

The Menominee Tribal Utility provides electrical services to Middle Village. The electrical system consists of a substation, primary, and secondary electrical distribution.

Customers:

Low rental homes	14
Mutual help homes	9
Trailer homes	20
Commercial users	9

Sewer and Water

The Menominee Tribal Utility provides sewer and water services to Keshena, Neopit, and Middle Village. Water service only is provided to Zoar, Trailer Court and Redwing areas.

Customers

Residential:

Sewer and Water	570
Water only	65
Sewer only	6

Commercial:

Sewer and Water	71
Sewer only	3
Water only	6

Administration:

The Menominee Tribal Utility consists of a Manager, Office Administrator, and (3) Utility Operators.

**Indian Health Services:**

Indian Health Service and the Menominee Indian Tribe (shared monies) are providing a new water tower in Neopit. The new tower will be completed by July 1999. The old water tower will be removed.

**Utility Upgrades:**

- 1) Trailer Court Well:
  - a) New pump and motor.
  - b) New air control system.
- 2) Neopit Well:
  - a) Complete overhaul of emergency back-up system.
- 3) Keshena Well:
  - a) New security system.
- 4) High School Lift Station:
  - a) Retrofit upgrade.
- 5) System:
  - a) New security system in office.
  - b) New computer and printer system.
  - c) New communication system.
  - d) New utility truck.
  - e) Overhauled sewer cleaner.
- 6) Training:
  - a) One water supply system operator certified "Class C" by WI.DNR.

**WOODLAND YOUTH SERVICES**  
**Joan Webster, Director**

Woodland Boys & Girls Club was chartered by the National Boys & Girls Clubs of America on November 12, 1997. The mission of the Boys & Girls Clubs Movement is carried out by the financial assistance of both the Menominee Indian Tribe and the National Boys & Girls Clubs of America. Dedicated staff, caring volunteers, and devoted Board members carry out our new mission.

Woodland Boys & Girls Club is a youth guidance organization dedicated to promoting health, social, educational, vocational, cultural, character and leadership development. We aim to help young people improve their lives by building self-esteem and developing values and skills during critical periods of growth.

Woodland Boys & Girls Club's programs are designed through a youth development strategy. The youth development strategy gives youth a sense of belong, usefulness, influence and competence. When these enhancements are in place in a youth's life, they act against the negative forces that often derail youth from positive social development.

The goals and objectives for the fiscal year 1997-98 have been achieved. The youth of Woodland Boys & Girls Club played a major role in the successful implementation of the Boys & Girls Clubs CORE Programming. There are nearly 150 youth members of Woodland Boys & Girls Club. An average of 55 youth utilize the facility on a daily basis.

The major accomplishment of the youth, in council form, was to administer the SMART Moves Program. SMART Moves, a program designed to reduce alcohol, tobacco and other drug use as well as premature sexual activity among adolescence. Using a prevention team consisting of staff members, health professionals, parents, and six youth leaders, SMART Moves teaches youth to be leaders and helps improve their resistance skills through a comprehensive curriculum. SMART Moves are kids teaching kids how to say no to gateway drugs.

The unity of the Woodland Boys & Girls Club, Keshena Recreation and the Johnson O'Malley programs has been an accomplishment of this fiscal year. Our programs have joined together to administer many programs for youth and the community. A few of our major events included the community wide Halloween and Christmas parties, Winter Fest, a Post Prom Party, and the annual Easter Egg Hunt.

The joining of the summer programs also proved to be successful. Woodland Boys & Girls Club Staff along with Keshena Recreation Staff created and carried out a comprehensive Summer Youth Program. The major goal of the summer program was to break territorial boundaries and create unity in programs, activities, and events for the youth of the Menominee Reservation. Separate programs, activities and events were held at the Zoar Firestation, Woodland Boys & Girls Club, South Branch Community Center, and the Menominee Youth Center in Keshena. Woodland Boys & Girls Club coordinated all inside activities and programs for each of the sites. Keshena Recreation was responsible for all outside physical education activities and programs. Approximately 110 youth registered for the summer programs and average of 94 youth participated daily.

Woodland Boys & Girls Club administered the Department of Instructions Summer Foods Program. Meal sites included South Branch Community Center, Neopit Tribal School, and the Keshena High School. During a six-week period a total of 14,350 free breakfasts and lunches were served to children of the Menominee communities.

Other programming offered throughout the year included: Swim nights, weightlifting class, Sledding parties at Ski Hill & Zoar, Buddy Bingo Tuesdays, Nutrition classes offered by UW Extension and Tribal Clinic, Karaoke Nights, Community Roller-skating parties, Bowling, Friday Teen Nights, Earthday Cleanup & Cookout, several trips to the Milwaukee Mustang Games, Summer Music Lessons, and monthly Birthday parties for Club Members.

The Boys & Girls Club are for boys and girls (age 18 and under) of all races, religions, ethical and economical backgrounds. Members can be assured that Woodland Boys & Girls Club will offer varied and diversified programs that recognizes and responds to the need of the girls and boys of the Menominee Indian Reservation.

## **YOUTH AT RISK**

### **Marla Mahkimetas**

Today, suicide is one of the leading causes of death among our Native Youth. The primary goal of this program is to build a safety net full of community support for the young people, to prevent them from negative behaviors that will interfere with their growth and developmental process into adult hood. In addition, it is our hope that they will feel that this is a nurturing environment and they believe there is always someone here to listen to them in their time of crisis.

The Youth At Risk Program provides the following services to youth 7-18 years of age:

- Advocacy in school, home, justice or social service system.
- Suicide counseling
- Community service
- Community service
- Referral
- Project activities
- Educational presentations on "At Risk" Behaviors for youth

The Coordinator develops and evaluates programs/projects for the young people in need of educational support services ranging from academics to life skills. Networking and collaboration with other programs is an integral component of the duties of the Youth At Risk staff, this strengthens that safety net and promotes communication.

Accomplishments;

- Suicide prevention (Outreach)
- Annual update of Sudden Death Plan/Tree
- Assistance in 1997 Youth Conference
- Coordination of 1998 Youth Conference
- Coordination of 1998 Youth Pow-Wow
- Creation and implementation of the Starlight Project
- Developing Family Resource Manual
- Educational presentations in area schools
- Mediation between youth and families that are in conflict

## **ZOAR CEREMONIAL BUILDING**

### **Sue Beauprey**

The Menominee people have for centuries maintained and practiced their culture and traditions. The spirituality of the Menominee was expressed in the natural world and universe. These expressions are not the focal point of the recognized Menominee traditional religion called the "Big Drum"; it is the median between its members and the creator. Offerings of tobacco to the drum along with songs and dance keep the "drums" active and ceremonies alive.

The Menominee Big Drum religion is recognized traditional religion of the Menominee Reservation and should be preserved for future generations of the tribe. Only with the continued attendance and commitment to the ceremonies of the "Big Drum" will the culture and traditions of the Menominee survive.

The building is not only used for traditional religion but also for AODA Awareness Community meetings, Annual Sobriety Walk, Funeral dinners and Emergency site area.

We have visitors from Iowa, Kansas, Canada, Michigan, and Wisconsin.

This year the Zoar budget was for:	\$9,000
The total expense to maintain building	<u>6,353</u>
	\$2,647

Basically the building maintenance was for the grass cutting, furnace repairs, air conditioner repairs, painting, floors, heating and electricity and plumbing needed. Purchase new beds and inventory what had to be on the inventory list with Property Management Officer.