



APESANAHKWAT
CHAIRMAN
Menominee Nation

STATE OF THE TRIBE – 2000
GREETINGS FELLOW MENOMNEE:

This past year has been extremely active for the Chairman's Office. Important issues have been worked on and great progress has been made. We still have a number of things we have to make happen.

The Kenosha Project has been a very complex undertaking. We are now looking at a December 18, 2000, closing date. What this means is that all the paperwork will be completed by that date also all approvals from the Bureau of Indian Affairs Area Office, Governor Thompson's Office and the Department of Interior in Washington. We are hoping for a spring opening contingent upon this Administration's (Clinton) approval. The Tribe has come a long way with this project.

Settlement of the Termination Case and Judgement Funds. As most of you already know, this case was in the courts for almost 25 years before a settlement was reached. We have since settled and judgement funds were paid out to Tribal Members. It was a difficult task to do but with the help of Senator Herb Kohl and Congressman Mark Greene it became a reality. We would like the Tribal Membership to send a heartfelt thank-you to these individuals for making this happen for our Tribe.

MTE Charter. We are still in the process of bringing MTE under Article XII of the Constitution, which has also been a decision by the Tribal Courts. We have developed a task force (Sylvia Wilber, Myron Grignon and Bernard Vigue) to work on this and we have yet to hear from that Task Force. We will keep you informed of progress made on this.

Housing for single families has been addressed. We are in the process of planning to build 12 2-bedroom apartments beginning the spring of 2001. Single persons will be eligible as the policy on single families has been changed and they will now be considered for single-family housing. We have also built 19 Tax Credit homes in Middle Village.

The Menominee Tribe has inherited \$102,500.00 from the estate of Coletta C. Aviza, a former resident of Milwaukee. She wanted the Menominee people to benefit from her estate, because she was sympathetic to the Menominee people for being terminated in 1954.

As you know I was on medical leave from August 7, 2000 to September 7, 2000. I know this caused some Tribal members to question my intentions. I'm sure you understand that to do my job to the best of my ability, I have to be in the best physical health I can be.

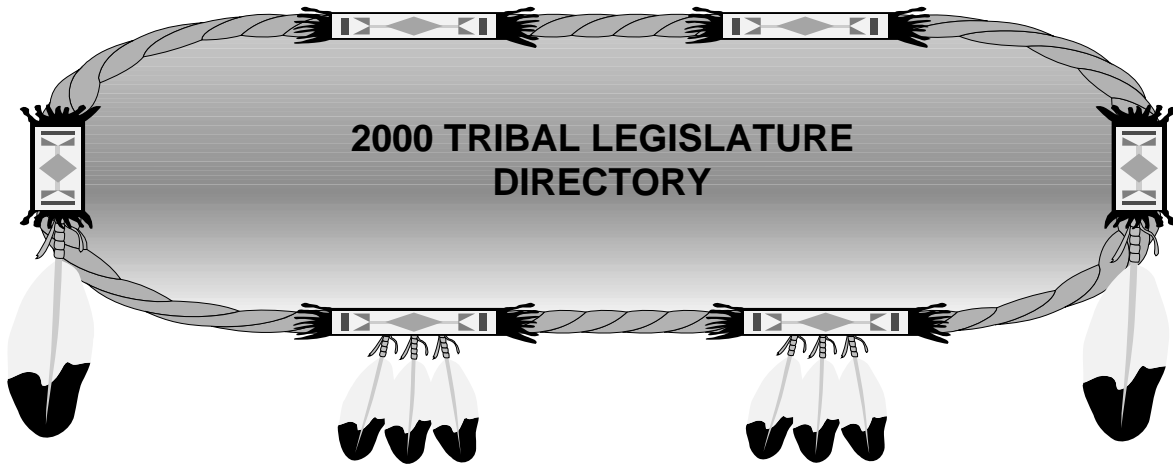
Respectfully submitted,

Apesanahkwat, Tribal Chairman

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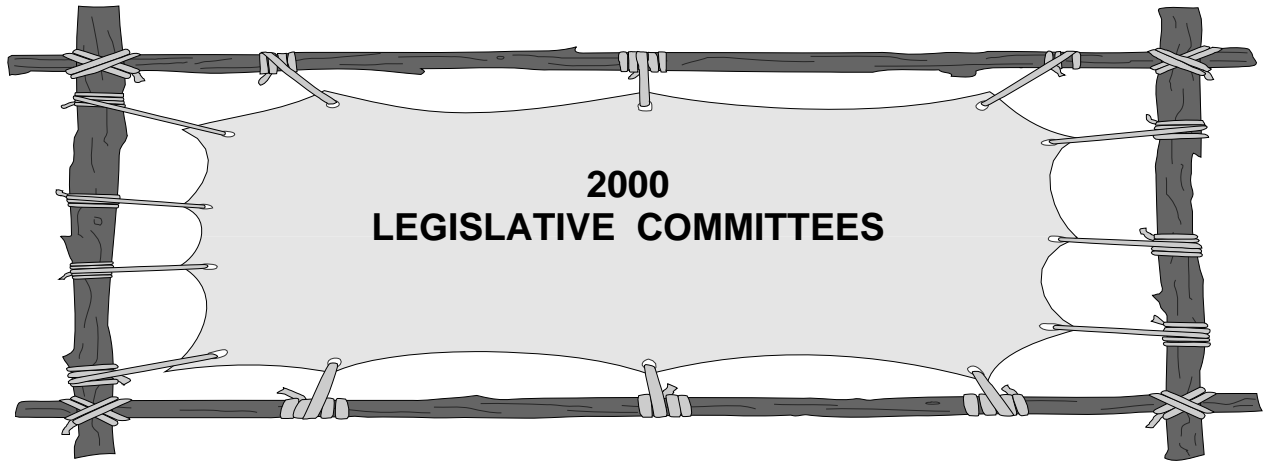
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**2000 TRIBAL LEGISLATURE
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Administrative Review Committee

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William Miller
Marie Floring
Irene Dickenson
Randall Chevalier

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Chairman - Apesanahkwat
Wilmer Peters, Jr.
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Barbara Frechette-Kelley
Sylvia Wilber

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Davey Jean Reiter
Rose Wayka – Director

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Youth Council

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Kim Komanekin
Gail Bowman

AGING DIVISION

Georgetta Coon, Director

The Menominee Aging Division comprises the former Commission on Aging and the Wolf River Community Based Residential Facility. The two agencies merged in 1999 by Legislative Action. The Menominee Aging Division operates and is guided by the principals of the Older Americans Act that was adopted by Congress in 1965.

The Menominee Aging Division provides services to individuals 55 years or older. Some of the services include the following:

Home Delivered Meals, Congregate Meals, Community Based Personal Care Services, Activities and Special Events, Transportation, Assistance with Elderly Housing, Community Services Block Grant, Elderly Maintenance Assistance, Energy Assistance, Judicare and Advocacy. Other services include Information, Referral and Outreach, Health/Wellness and Disease Prevention and Benefit Specialist Services.

The Wolf River Community Based Residential Facility houses living quarters for 15 adults. Residential services include room and board with three nutritious meals per day with accommodations for special dietary needs, laundry services, Personal Care assistance, leisure activities and supervision of residential care by a Registered Nurse.

The Menominee Aging Division is funded by grants and allocations from Federal, State, County and Tribal governments and public donations.

The major goal for the upcoming year will be to pursue licensure and certification for the Menominee Aging Division through the State of Wisconsin and to continue to provide and improve quality services to our gracious elders.

The Menominee Aging Division currently has a staff of 29 individuals serving the older population. As of October 30, 2000 there are 681 enrolled Menominee who either reside within the Menominee Nation boundaries or surrounding areas that are 55 years of age and over. The Aging Division serves both Indian and non-Indian elders.

The Aging Division has been under a new Directorship since June 1, 2000. The Director oversees all programs and activities of the Division. The Assistant Director primarily is responsible for the mealsites and the supervision of the staff in those areas.

Major Accomplishments within the six-month period under the new Directorship include:

1. The purchase of needed equipment for the CBRF and meal sites.
2. The CBRF residents will now have their meals prepared on a new commercial range.
3. The Neopit & Keshena Meal sites will each be receiving a new food warmer to keep foods served at an even temperature.
4. Activities, recreational and leisure trips and community events are being planned and coordinated with more input from the elders' themselves.
5. Through the efforts and thoughtfulness of Ms. Frieda Bergeon, the Menominee Aging Division received five new wheel chairs and new bed linens for the CBRF. A special thank you was sent to the benefactor from Illinois.
6. The Elder Summit was conducted in June 2000 and the turnout was great. The issues and concerns that were expressed during this event will be presented to the Legislature.
7. As a result of the Elders Summit, the members of the Wisconsin Senate per the motion of Senator Roger Breske, commended the Elders and issued a Citation to them. The Citation is on display at the CBRF. This was made possible through the hard work and caring of Legislator Margaret R. Snow. The Aging Division thanks her for her efforts.

The Staff of the Menominee Aging Division look forward to the year 2001 to promote the health, safety and well being of our elders within the communities.

ATTORNEY, PROGRAM

Jon Wilhelmi, Acting Program Attorney

Duties and Responsibilities. The Program Attorney is responsible to serve in the capacity of staff attorney for the Program Managers. Specifically, he is responsible for the following: to provide legal assistance to all tribal programs and departments relative to their scope of work; to assist Administrative Staff as needed in the area of contract and grant documents; to provide advice and opinions on regulations governing program and department

activities; to assist in collection of monies due the Tribe regarding delinquent loan payments or other delinquencies due the tribal operations; and, to assist in personnel matters relative to tribal operations.

Accountability. Ensures the duties of the Program Attorney's office ("PAO") are performed. Ensures that the legal interest of the Menominee Tribal Programs are served and protected. Ensures that legal assistance and direction is provided to Menominee Tribal Program Directors and Managers.

General Goal and Policy. The PAO was created in January 1992 to provide general legal counsel the tribal programs that pay an indirect cost. The lack of such an in-house legal counsel required the Menominee Indian Tribe to hire outside legal counsel when legal problems arose. The PAO was developed, at least in part, to provide daily and routine legal advice to the tribal programs and to assist the programs with their ordinary legal affairs.

It has been and is the goal of this office to organize, build, and develop the PAO into a high-quality law office that acts somewhat as a hybrid between that of a corporate general in-house counsel and that of a governmental corporation counsel. There is no legal counterpart outside the Menominee Indian Reservation.

Summary of Activities. Fiscal Year 2000 was the ninth budget year that this program has been in existence. During Fiscal Year 2000, virtually all Tribal Programs which paid indirect cost were, either directly or indirectly, legally represented, and served by this office. Some of the legal representation occurred in the way of official legal opinions, contracts, personnel matters or representation in various courts including, Menominee Tribal Court and Wisconsin Circuit Courts.

During this fiscal year a full time attorney was hired to handle both Child Support and Indian Child Welfare Act cases. That attorney is supervised by the Program Attorney and the Program Attorney serves in an advisory capacity to those programs, but the Child Support / Indian Child Welfare Attorney is funded by Menominee Tribal Social Services.

During FY00 the Program Attorney Office (PAO) entered into contracts for legal services with the Menominee Tribal Gaming Commission, Menominee Tribal Social Service, Menominee Tribal Housing and the Community Development Department. 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. This split was later changed to 90% Indirect Cost and 10% Project Income to more accurately reflect the break down of services to those departments. 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. Legal services to Community Development dealt mainly with real estate and construction contracting.

Other tribal programs were served by this office in a variety of ways too numerous to list here, however all tribal departments were given access to one or more legal opinions generated by this office during the year. These legal opinions, included those on use of tribal resources, employment law matters, tribal taxation, state taxation, personnel policies and procedures, or various department specific matters.

In June of 2000 the Program Attorney, William Kussel, Jr. was temporarily assigned full time to the Menominee Tribal Gaming Commission to work on the Kenosha Project. He is expected to return to his duties as Program Attorney in January of 2001. In the interim the Assistant Program Attorney, John R. Wilhelmi, has been the acting Program Attorney.

Developments. Over the past eight years, the Program Attorney's office has developed and matured from a single attorney office with little or no legal research materials to an office containing one Program Attorney, one Assistant Program Attorney, one Legal Secretary, one Research Attorney and one Child Support Attorney who is supervised by the PAO but paid for through the Tribal Social Service Department for ICWA and Child Support Duties.

The Program Attorney's office 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 7th Circuit, West's Federal Court Reporter 7th Circuit

and ALR and Code of Federal Regulations (CFR) on CD-ROM. The attorneys have CD-ROM readers at their workstations for access of these legal materials.

We realize that keeping up with technological advances is critical in the practice of law where keeping the competitive edge is essential. With this understanding, the Program Attorney's office will continue to advance with various technological tools as they become available and fiscally attractive.

FINANCES. Fiscal Year 2000

The total budget for fiscal year 2000 for the Program Attorney was \$ 260,429.00. The total amount spent was \$226,792.20. The total budget was underspent because of the Program Attorney's transfer to the Gaming Commission and the Research Attorney's position was unfilled for a period of time. The above money spent includes salaries, fringes, travel, electronic legal research, space rental, reference material, and other operating costs. Ninety percent (90%) of the budget is financed by indirect costs. The remaining 10% are financed by direct billing to various programs.

ATTORNEY, TRIBAL

Rita Keshena

The majority of the Tribal Attorney's time in 2000 was spent on the Kenosha Project. More than 50 documents required input from the Tribal Legislature and the Article XIII Tribal Business, the Kenosha Gaming Authority which was created by the Legislature to manage the proposed gaming in Kenosha. Under the requirements of Tribal Ordinance No.93-30, the Tribal Gaming Commission does the background investigations of the Management Company, NII-JII, which has an agreement with the Legislature/Authority dating back to 1992. Much time was spent on clarifying the separate duties of the Commission and the Legislature/Authority. It became necessary for several meetings for all parties to reach an accommodation on suitable investors for the Project. Each step in the process required for approval by the various parties is time-consuming. The last months of November and December will determine if the Kenosha Project will be finally approved by all parties. By the time of the Annual General Council, everyone will know whether the Kenosha Project is still alive and will become a reality. Even after all approvals by the Tribe, the State and the Federal Agencies, Menominee Kenosha Gaming will take about four months to open for business. In the meantime, the Tribal Attorney's office will be involved in finalizing the Project approval and in assisting in preparation for the opening of Kenosha Gaming.

The single most important issue in gaming was the negotiation of the Tribal/State Compact. In order to make the Compact applicable to the Kenosha Project; it was necessary for tribal representatives to meet one on one with the Governor's Representatives. These meetings were lengthy and invariably ended with only a few issues resolved. Many phone calls and letters were exchanged between meetings. When we all thought we had a final draft ready for signatures, another change would come up. Even with a final, final draft ready, the Governor did not immediately sign the amended Compact. On August 4, 2000, a late Friday afternoon, the Tribe received word that the Governor had signed. And on October 4, 2000, the BIA announced that the amended Compact had been approved and was ready for publication in the Federal Register. The Tribe can take pride in this accomplishment, which was thought to be impossible.

Another major area of concern involved the Judgement Funds and finalization of that issue. Although a settlement had been reached by the Tribe and the United States, requirements had to be met by Congress. While this was a big item for the Tribe, Congress did not share that same opinion. The Tribal Legislature had to lobby various members of Congress in order to get their support. The tribal officials and support staff were in constant communication with persons and agencies to get these funds cleared as soon as possible in order to get the per capita payments out to tribal members. Payment was finally made on October 13, 2000.

In addition to these two major concerns, the daily tribal operations were in need of constant attention. Every meeting of the Tribal Legislature generates issues that have to be addressed. Other meetings with the Menominee Nation Gaming Operations require answers for legal concerns. The entire operation of Indian Gaming is a complex area of law and in constant need of interpretations and meeting the mandates of the Indian Gaming Regulatory Act. The Tribal Legislature has to be on constant alert as to what is happening in Congress. The Tribal Attorney prepares many letters for Congress to express the Tribe's stand on various bills that come before Congress. This may not seem important; however, a Tribe's input does make a difference on issues that affect Tribes across Indian Country. Many harmful bills have not been passed because of tribal opposition in the form of letters and phone calls.

The majority of tribal ordinances and resolutions are prepared by the Tribal Attorney. Legal Secretary Guy Keshena offers free notary public services. Although the Tribal Attorney is legal counsel to tribal government, free

legal advice is given to tribal members at their request. The Tribal Attorney office employs two enrolled tribal members, the attorney and the legal secretary for whom it is a privilege and an honor to be of service to the Menominee Tribe.

OPERATION OF TRIBAL GOVERNMENT

Apesanahkwat, Chairman

During fiscal year 2000, the Tribal Legislature has had 24 regular meetings, 5 emergency meetings, 14 Special meetings, 1 organizational meeting, 1 Annual General Council, 2 Special General Councils (one on the Kenosha Project and one on MTE), 8 public hearings, and 1 Annual Kenosha Gaming Board. These various meetings have generated 1001 motions, 84 resolutions, 2 emergency ordinances (Swearing In of Chief Justice, and Confiscation of Illegal Gaming Devices), 17 Amendments Canceling Leases, 10 amendments to other ordinances, and 34 new ordinances were generated.

This year has seemed to move very slowly and we seem to be mired in paperwork regarding both of the two ongoing projects from last year. The first project is the Menominee Fairness Act, as Congress has labeled it - Public Law 106-54, or as most of us around here call it, the Settlement Monies. A special plan had to be drafted and approved by the Tribal Legislature regarding the percentage of the \$32 Million to be used for the various needs as the Legislature and the people determined as most needed for the health and welfare of the tribe. While there was a vocal minority who felt that these monies should be paid out in per capita, that would not have been in the best interests of the entire tribal people and the generations to come. Once this was approved, it was then sent to Congress who supposedly had 180 days to act. Informational meetings were held by the Bureau of Indian Affairs to gather input from the people as to what they felt were some of the pressing needs of the Reservation. These were outlined in a booklet that the Program Administrator's Office compiled for distribution to everyone. So, that was the list with its percentages that were finally approved by Congress and which would finally mean the Settlement Funds would be paid out to the people - that date, of course, kept having to be moved back and moved back due to the slowness of the bureaucracy. It was a very frustrating matter for everyone concerned. We knew it would be resolved, but it was a very long waiting period. To date, there are no concrete plans to repair or renovate the things that need to be corrected here, other than applications have been sent in. We will keep you informed on these events.

The other massive project still in the works is the Kenosha Project. Even though many documents have been signed and agreed to by us, there seems to be distrust on the part of some in the City and County governments in Kenosha. A business venture ought to be a simple business venture - we'd be willing to bet once Donald Trump got his permits he could proceed with his businesses. We have to have the consent of both the City and County of Kenosha, the Bureau of Indian Affairs, the National Indian Gaming Association, our own Gaming Commission has to give approval on backgrounds, and we have to work diligently to keep the Menominee People up to speed. This is a massive project on both the local and federal and state levels and all aspects of the deal have to come together before we can proceed. A task force made up of Sylvia Wilber, Lisa Waukau and Barbara Kelley was assigned to work on the project to keep it moving. They have been to meetings in Kenosha, Chicago, Minneapolis and Washington, D.C. We seem to be making some progress, but everything takes so much time with all the principals involved. All that can be said at this juncture is that the project is being worked out, and will be one giant leap for us if it can be brought to fruition. The White Buffalo has not totally deserted us, but he must be getting older too because things have been in the works for 4 or more years already - but they are moving along! We might have to remind the federal government that the Menominee have adopted the "Indian time is on time" motto this year and expect the same from them. We will keep everyone apprised as things progress.

Our basic financial situation has not improved greatly yet. There continues to be a moratorium on unnecessary spending. Even our office experienced a layoff due to budget constraints. We will still have to exercise great constraint in the next fiscal cycle. When the federal government goes into the Continuing Resolution mode each year, it places a greater burden on the Tribe because it then has to subsidize the BIA programs until and if those federal dollars come through. Finances seem to get tighter and tighter each year. We sure could use a special blessing in whatever form the Great Spirit sees to grant us. We seem to be in a holding mode or the quiet before the storm. Then the sun will smile on us. So, be patient with us. We are doing what we consider to be in the best interests of the Tribe as a whole. We have a nine-man governing body and it takes every one of them working toward the same goal to accomplish great things. This is one of the truisms of this Tribe - history has borne out that the leaders of this Tribe can be trusted and do come through for the Tribe. Be patient and burn some tobacco for we all can use the blessings of the Great Spirit, and say Waewaenen for all we do have.

CLINIC

Jerry Waukau, Administrator

The Menominee Tribal Clinic is facing increasing pressure to position itself to deal with external factors such as managed care, capitation and retaining its professional staff, etc. Chronic inadequate funding from the federal government, including escalating costs of contract healthcare services have forced tribes to ration health care services. Instead of funding a health care system that promotes prevention and wellness, the current system is acute care oriented and operates in a crisis.

Most Wisconsin Tribes, including Menominee, are only generally funded at 40% to 60% of their level of need. This has forced us to manage our Contract Health Service program with inadequate funds, resulting in funding care on a priority basis.

These pressures are not unique to Tribes in Wisconsin, but other Tribes across the country are facing similar challenges.

638 health care systems represent one of the strongest and most enduring health care models in the nation. The clinic has grown from a 2-physician practice in 1985 to a staff of 6 physicians and 2 mid level practitioners. We would like to maintain the current level of primary care services that have been developed over the past 20 years and feel it should be a priority of the Tribe as well.

As funding becomes tighter, we are at a critical point as far as what level of services we can continue to offer our patients that is comprehensive and cost effective.

The clinic renovated approximately 2,256 square feet of floor space to improve patient flow, which included patient registration, pharmacy, and medical records. Total cost was \$151,384.

No Shows continue to be a problem that affects access to care for appointments. A telephone reminder service was implemented, but didn't have a major impact on our show rates. The staff at the clinic will continue to try to impact upon and lower the no show rate. Recent efforts included the development of a no-show video with the assistance of the Communication Department. The video has been shared with the schools and other community agencies to disseminate the affect no-shows have on our appointment system.

The Indian Health Care Improvement Act has since 1976 provided a detailed structure of addressing the health care needs of Indian people in a manner consistent with the federal responsibility and authorization for appropriations in the Act expired on September 30, 2000.

The Health Board has recommended to the Legislature that the Tribe endorse the enactment of the National Steering Committee bill and supports the modifications therein, which are intended to 1) increase the number of Indians in health professions; 2) improve the delivery of health services and increase the tribal consultation requirements relevant to health services delivery; 3) identify the total health facility deficiency in Indian country and authorize innovative approaches to health facility construction financing without waiving the federal responsibility to provide health services under existing federal law; 4) increase access to Medicare, Medicaid and other third party reimbursements for health services to Indians and Alaska Natives; 5) increase access to health services for urban Indian people without reducing federal support for health care to tribal Indians and Alaska Natives; 6) establish the Indian Health Service as an agency of the Public Health Service; 7) integrate substance abuse, mental health and social services for Indians and Alaska Natives in a comprehensive behavioral health program; and 8) establish a commission to study the issue of how the federal government's obligation to provide health care to Indians and Alaska Natives should be maintained as an entitlement and to provide for negotiated rulemaking on critical health care issues.

Reauthorization of the Indian Health Care Improvement Act is essential to maintain the federal policy of raising the health status of Indians and Alaska Natives to the highest possible level.

The clinic continues to participate on the Menominee Collaborative Council. Five (5) work groups have been formed including Education, Health, Family Preservation, Social Services and Crime/Justice. The Council has stressed the need to coordinate and network with other agencies in the community. A vision agreement has been developed that seeks to empower Menominee families to take more responsibility for their health and well being.

Special Recognition of the Clinic Providers were made at the Menominee Nation Pow-Wow on August 4, 2000. An honor song along with a gift were presented to them for their dedication and commitment to providing health care to our people.

The Self Governance Planning Project was completed this fiscal year with the Tribal Legislature deciding not to pursue a self governance compact for the clinic at this time. We will continue to operate under the P.L. 93-638 regulations that the Tribe administered its BIA programs.

A business plan has been developed and submitted to the Tribal Legislature. We are seeking input from both the Tribal Administrator and Finance Director on the plan. The plan is a major roadmap and essential tool to be used in the management of the clinic. Major decision points that are required by management during the progress of this plan include:

- Maintenance of cash reserves to meet critical areas of service delivery;
- Maintain current levels of service to patients;
- Address shortfalls of funding from other agencies;
- Revenue producing departments verses non-revenue producing departments;
- Community health model of care and funding for preventive services;
- Professional staff recruitment and retention.

If we are to maintain our current level of services which includes approximately 25,000 medical visits, 5,475 dental visits, 1,242 optical visits, it will require us to maintain our current staffing plan of 119 employees. Staff salary and fringe account for approximately 80%-85% of the total health care budget. Any reductions in funding streams will require the clinic to lay off staff to stay within budget.

With gaming revenues leveling off it is important that the clinic not depend on any additional revenue from the tribe as they are under budget constraints as well.

With a third party budget exceeding \$3 million it is important that our revenue enhancement efforts are maintained and strengthened. We can not operate on a crisis basis and expect to meet everyone's expectations without realizing the ramifications on current levels of service.

Currently the clinic is not meeting the total needs of the patients and it is forcing the rationing of health care. It is important that we consider people on our deferred care list, as well as consider other unmet needs in the community.

We must be more businesslike in our approach, yet balance the public health model of care. We need to look beyond the day to day operation of the clinic and look at the financial stability of the clinic over the next three (3) to five (5) years.

The business plan will give us the tools necessary to continue to provide comprehensive services to our community. The clinic would like to work in a collaboration with the Tribal Legislature in determining the level of service we can provide to maintain and improve the health of our people.

LEDGER NUMBER	PROGRAM TITLE	TOTAL EXPENDITURE
154	Equipment Replacement	245,000
157	Clinic Renovation	151,384
312	IHS/3 rd Party	8,688,048
315	Special Diabetes Program	70,000
316	IHS Self-Governance	38,000
340	Rural Health Network	37,000
701	WIC	67,087
702	MCH-MIA Reproductive	42,795
703	Adolescent Parent Self Suff	36,500
708	Adolescent Pregnancy Prevent	34,272
709	Choices	3,077
715	IAP LHD Immunization	7,882
717	Coop American Indian Health	10,000
720	CDC Breast/Cervical Cancer	20,574
732	Medicaid Eligibility Outreach	48,530
735	EMS Funding Assistance	1,000
738	Tobacco Control	7,861
739	Child Lead Poisoning	464
740	CVD Risk Reduction	5,822
911	Rural Infant Health	10,000
914	Honoring Our Children	100,000
961	Women's Wellness Grant	750

CONTRACT HEALTH SERVICE

There are two parts of the IHS health care delivery system, (1) DIRECT CARE, which are services provided at Tribal Health facilities, and (2) CONTRACT HEALTH SERVICES (CHS), services which are provided at the expense of Tribal Health facility from public or private facilities. CHS funds are utilized when the direct care facility is unable to provide necessary emergent/diagnostic/specialty care. Services are purchased in accordance with appropriate medical/dental priorities determined on the basis of medical need and availability of funds.

To be eligible for CHS, an individual must meet established eligibility guidelines that are based on the requirements of 42 CFR 36.23. CHS is a payer of last resort as defined under 42 CFR 36.61 and will only be used when there are no other resources available for an eligible person. CHS approved 225 new applications this past year.

There are a number of programs, which provide medical coverage for eligible persons. The Benefit Specialists provide information, assist and follow up with patients in applying for these resources. This past year, 226 referrals were made, with a total of 432 persons found eligible for benefits. Twenty-one (21) persons were not eligible, and 33 persons failed to comply with program requirements, which results in a denial from the program. Persons who fail to comply with the alternate resource requirements, are also denied Contract Health Services because of the payer of last resort rule.

There were 2,483 medical and 82 dental referrals processed by Contract Health Services. CHS funded 386 of these referrals, 470 were subsidized by Medical Assistance and 1627 were patient responsibility.

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

We are also providing funding for limited "Priority II" referrals. These referrals have a potential risk for serious complications if the patient does not receive appropriate care in time. Eighty (80) referrals were evaluated in the monthly Physicians Quality Improvement meeting. Twenty-six (26) referrals were approved for CHS, 54 did not meet the established priority guidelines and were placed on the Deferred Care List.

The Deferred Care Waiting list continues to build since there are no funds available to provide this care. There are 313 cases on the waiting list with an estimated cost of \$735,200.

Contract Health Services uses discounting to extend limiting funding. We contract with a Preferred Provider Network, WPPN/Multiplan, saving \$53,720, a negotiated discount with Shawano Medical Center saving \$42,170, and the RBRVS discount process \$16,140. Total savings \$112,030.

FY2000 Contract Health Expenditures amounted to \$871,589. Hospitalizations were the largest expense in the amount of \$312,531. 106 patients were hospitalized for 546 days.

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>#ENCOUNTERS</u>
Ambulance	\$ 14,378	60
Dental	51,461	88
ER Care	70,349	221
Inpatient Care/Hospital	312,531	546
Inpatient Doctor Care	77,517	571
Outpatient Hospital Care	89,297	570
Specialist Care	145,392	1194
Prescriptions	64,834	841
Med/Surg Supplies	15,830	203
Mental Health Agreement	30,000	
TOTAL	\$871,589	

In February, the RPMS server and 10 PC's were replaced by Indian Health Services. Remodeling began in the CHS and Patient Registration offices in February and completed in June. The goal of this remodeling effort was to enhance confidentiality and streamline patient flow of both offices.

In July, a plan amendment was approved and added to the Medical Relief Block Grant to include medical coverage for persons who are working under a Tribal training program or part-time for the Tribe. Applications are processed by CHS and forwarded to the Insurance department.

PATIENT REGISTRATION

The Patient Registration department registered 598 new patients. Yearly total patient contacts were 62,074, averaging 248 per day.

<u>CONTRACT HEALTH SERVICES</u>	<u>YEAR TOTAL</u>
A. Hospital Inpatients	
1. Total Patients	114
2. Total Days	568
B. Total Purchase Orders	
1. Medical	2483
2. Dental	82
C. New CHS Applications	225
D. Provider Review of Referrals	
1. Approved	26
2. Waiting List	54
3. Review Next Month	2
E. Patient Referred	2160
1. CHS	386
2. Self Pay	1774
ALTERNATE RESOURCES	
A. Number of New Referrals	
1. Medical Assistance	226
2. General Assistance	29
3. WWCCP	30
4. QMB/SLMB	5
5. BadgerCare	1
B. Success(es)	
1. Medical Assistance	345
2. General Assistance	22
3. WWCCP	32
4. QMB/SLMB	4
5. BadgerCare	29
C. Denials	
1. Medical Assistance	13
2. General Assistance	4
3. WWCCP	1
4. QMB/SLMB	2
5. BadgerCare	1
D. Not Applied After Documented Follow-Up	
1. Medical Assistance	26
2. General Assistance	5
3. WWCCP	2
4. QMB/SLMB	0
5. BadgerCare	0
PATIENT REGISTRATION	
A. New Patients	598
B. Total Patient Contacts	62074
C. Total Number Days	250
D. Daily Average Patient Contacts	248
COLLECTION FOLLOW UP	
A. Bill Type 33	329
B. Bill Type 22	163

Medical Records Department

Continue to use the Olympus Digital Voice Recorders and Olympus DSS Player computer software for dictation/transcription of patient information. The equipment is still in good working order and we plan to use it for another year before it may have to be replaced.

Medical Records staff members attended various training/in-service/seminars over the year including coding for physician services, Microsoft Word, supervising others, billing and reimbursement, patient confidentiality, and continued training in documentation and coding for services with the medical providers.

Coding clerks were transferred to the Billing Department where they are better able to use their skills to increase reimbursement for clinic services. One of the file clerks was promoted to a transcription clerk position. The records department staff now consists of the coordinator, transcription clerk, and file clerk positions.

Patient record maintenance continues with dividing thick records into two or more volumes and using the computer to print labels with large easy to read lettering. The active patient file was purged with the help of the summer youth worker.

The Medical Records Committee discussed many issues over the year including consent to treat minors, patient record use, patient record audits for documentation and compliance with JCAHO standards, and patient confidentiality training for clinic employees.

MEDICAL DEPARTMENT YEARLY REPORT

The Medical Dept. provides medical care to the Menominee Community. The dept. consists of (5) Family Practitioners, (1) Internist, and a Nurse Practitioner. Each Provider has a RN or LPN to assist him/her. The dept. also provides an acute care Triage system. The dept. provides services Monday through Friday from 8:00 AM to 12:00 PM and 1:00 PM to 4:30 PM. Acute care patients are served between 8:00 & 11:00 AM and 1:00 and 3:00 PM.

The internist joined the medical staff on September 17th. She treats patients who are 21 years of age and older. The Physician Assistant resigned in July. Estimated numbers of patients is 25,000 with 932 hospital admissions. Due to streamlining our method of scheduling, the walk-in patient numbers have decreased. The problem with no shows continues, even with the house call reminder system the percent of no-shows still remains at 18%. This reflects the number of patients actually contacted and still no shows their appointment.

The Physical Therapy Dept. continues to operate at three days per week. The no-show rate remains around 20 – 22%. This has affected the access to physical therapy, as the waiting time is three to four weeks.

The dept. continues to schedule Dr. Fletcher, a cardiologist, two (2) half days per month. This saves the patients from having to travel to Appleton.

The six (6) Physicians rotate on call and hospital rounds. They also travel to surrounding Nursing Homes to check on their patients who reside there.

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

Dr. Keenan is the Medical Advisor for the Infection Control Committee and the EMS Dept. Dr. Clinton – McCausland is the Medical Advisor for the Woman's' Personal Health Program. Dr. Kate Keshena is Medical Advisor for the Diabetic Program.

Education –Six (6) Medical Students and three (3) Residents completed rotations in the dept. this past year. One (1) nursing student from NCTC will be doing a rotation for three weeks in December.

The Medical Dept. has been working on establishing a Competency Program as part of the accreditation process. The work continues to focus on clinic wide competency in appropriate areas. All designated personnel in the medical department are now CPR certified.

The following equipment had to be replaced this year: Four (4) exam tables needed replacing. The casting sink, and the sterilizer did not get replaced. These will definitely need to be replaced next year.

An audiometer was purchased. This was needed for hearing tests required on our healthcheck patients. A copier fax machine was added to the dept. for using with the referrals for our patients. This insures the appropriate information is forwarded to the specialist in a timely manner. Computers were added to each nurse's station – this enables the nursing staff immediate access to patient medication information, schedules, billing information, etc.

MENOMINEE WELLNESS

The Menominee Wellness Department focuses on the “Whole” Mind, Body, and Spirit. A pleasure, growth, and healing theme. Not treating illness but maintaining wellness. Bring the clinic out into the community. A wide spectrum of activities are underway that address the wellness needs of Menominee People of all ages children, youth, adults, and elders, and take place in multiple settings, schools, worksites, clinic, and community at large. Some prevention activities are:

Clinic: Annual individual office visits:

Weight Lose Clients: 25

Health and fitness screening clients: 42

Smoking Cessation clients: 306

Community programs:

X-Country Skiing Programs

Strongest Menominee Weight Lifting Contest

Menominee Trigger Lock Program

Menominee Youth Roller Hockey Program

Menominee Poker Walk/Run	Coordinator Menominee Triathlon
Coordinator POW-Wow Run	South Branch Health and Fitness Screening
Elders Apex Planning Committee Member	Casino Elderly Wellness Presentations #3
Menominee Diabetic Conference Presentation	Commercial Tobacco Prevention signs
Great Lakes Inter-Tribal Tobacco Coalition Member	Great Lakes Chronic Disease Data Project Member
Ordinance all Menominee Tribal Public Buildings Smoke Free	

School Programs:

All schools: Commercial Tobacco Prevention Program: S.T.O.M.P. (Stop Tobacco Opportunities for Minors Project) K-12 Tribal and Public Schools
 Menominee Youth Public Service Announcements on Commercial Tobacco Abuse on Green Bay and Shawano Radio Stations
 High School Health Fair Coordinator. Keynote Speaker
 Bill Mills as Guest Keynote speaker
 High School smoking cessation presentations
 High School Mountain Bike Program
 High School X-Country Skiing Program
 High School Health Education Classes Presentations
 High School Health and Fitness Screening
 College of Menominee Nation Cooperative Presentation
 Neopit Public School Weekly 6th. grade wellness classes. 4 class rooms. Lifetime wellness curriculum.
 Headstarts: Keshena, Neopit, and South Branch,(Eddie the Eagle Exercise Program, Smoke No Joke Tobacco prevention program, Healthy Heart Program.)
 Indians into Medicine Preceptorship Program (2 students)

Worksite Programs:

*Casino Employee health and Fitness Screening.	Tribal Office Nutrition Presentations
*Tribal Office Employee Health and Fitness Screening	Employee Smoking Cessation Programs
*MTE Health and Fitness Screening	Tribal Police Health & Fitness Screening
*Works with Clinic Diabetic Team Health and Fitness Screening	

OPTOMETRY DEPARTMENT

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

Over the past several years contract health referrals have been reduced for non-surgical consults due to expansion of licensure and the addition of therapeutic services. Most referrals from the department are for surgical evaluation and treatment.

Our first goal is to continue to provide eyecare services and examination four and one-half days per week less vacation and education days. This provides coverage nearly full-time for eye injury and treatment as well as for basic eyecare.

Our second goal is to provide new and replacement eyewear to tribal members at wholesale cost. These needs occur due to prescription change, loss or breakage. Due to increasing utilization, slight increases in material costs, and budgetary limitations this is becoming increasingly difficult. There is still an unmet need to provide eyewear to those with few financial resources.

The dollar value of increase in eyeglass frame usage over 1999 is 15.3%. These increases were due to increased utilization as well as patient choice of more expensive eyeglass frames. Lens procurement costs vary with options but no increases in per piece lens cost were noted this year. Budgetary impact of increased utilization, as well as an increase in lens options patients have demanded on their eyewear have increased our optical lab bills by 11.2% since 1999. The numerical increase in Rx lenses rose from 990 in 1999 to 1039 in the year 2000 for the nine-month period from January to September. The wholesale cost of lens options and add-ons has not increased this year.

Total Number of Examinations	1242
Total Number of Other Professional Services	440
Total Number of Workdays	205

Total Number of Patient Contacts	3736
Total Number of Referrals	28
Total Number of Visual Fields	41
Total Number of Children Screened	304
Total Number of No-shows	404

EMERGENCY MEDICAL SERVICES DEPARTMENT

The Menominee Tribal Rescue Service provides Basic Life Support Services along with the advanced skills of cardiac defibrillation, advanced airway management combi-tube, and administration of epinephrine for anaphylactic shock caused by allergic reactions. Some of the more common basic services include doing a patient survey/exam, gathering medical history information, administration of oxygen, glucose, charcoal, application of bandaging and splints, immobilizing of injured patients using various types of equipment, and transport to a medical facility when needed. Our service deals with a wide variety of illnesses and injuries. Some of the ways these injuries occur are by motor vehicle accidents, four wheeler, bicycle, boating, rafting, falls or other accidents at home, work, school, the casino and all other public places, second party inflicted violence. Some of the more common medical illness related calls include heart attack and/or chest pain, stroke, diabetes, respiratory problems, high fever mainly in children, and a number of chronic illnesses. We also provide first aid services as time permits for area events.

For the reporting period Menominee Tribal Rescue Service has responded to 822 calls encountering 904 patients of which 537 were transported to a medical facility for definitive care. The remainder of the patients were not transported for a variety of reasons including an injury or illness not requiring Ambulance transport or the patient refusing medical care or transport.

From January through September 2000 other ambulance services were called in 52 times to respond in our area for the following three reasons 1) our Ambulance was busy on another call; 2) additional Ambulance needed for multiple injury accidents or other incidents, and 3) because our ambulance was out of service for maintenance. Prior to January of 2000 these statistics were not kept.

We have a new ambulance on order and should be taking delivery either in December of 2000 or January of 2001.

The Menominee Tribal Rescue Service purchased eight portable radios with state funding assistance money for off duty EMTs to carry if extra help is needed at multiple injury accidents or other emergency incidents.

We currently have 18 EMTs, 3 are full time and 15 part time on-call. We are in the process of recruiting persons interested in becoming EMTs and will be sponsoring them for the EMT Basic Class during 2001.

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 decreased from eleven to ten, which includes the business manager, systems coordinator, five billing specialists, and three coding specialists. The following are some highlights that occurred during the reporting period:

In January 2000, due to Y2K efforts, the I.H.S. replaced the RPMS server with a new NT server and ten new personal computers for those departments utilizing the RPMS. This installation was a coordinated effort between the business manager, Tribal MIS, I.H.S., and the CHS coordinator.

In July 2000 the Clinic hired its own Network Administrator for the three computer systems used at the Clinic. Unfortunately, he was hired away in September by a Green Bay firm and we were unable to compete with the salary offer. We hope to have this position filled by the end of October.

In August 2000 there was a reorganization between the Billing and Medical Records departments. The staff in Medical Records that performed the coding duties was moved into the Billing department. It was determined that these individuals should be part of the Billing staff because coding is an integral part of billing as it begins the process for the HCFA 1500 form for the insurance companies. We are hopeful that this move will further maximize our 3rd party reimbursement. The coding specialists are responsible for the coding, scanning, and rejection work on all medical and hospital related charges. In the future, they will be trained on posting payments making the cycle complete.

Throughout the reporting period various staff attended seminars/training on the following topics: Medicare Ambulance Billing; CPR Recertification; Medicare/Medicaid on Mental Health Services; Billing and Reimbursement Summit; Budget Preparation; and Tribal Net Technology Conference.

For the reporting period October 1999 through September 2000, the Billing department processed \$6,578,406 in charges. Of this amount, \$1,691,531 is considered to be non-billable or non-revenue producing charges, leaving a billable amount of \$4,886,875. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments was \$1,924,845. Payments received from insurance and patient payments for the period was \$2,995,721. The beginning accounts receivable was \$1,198,914 with a period ending balance of \$1,168,545.

Community Health Nursing Service

The Community Health Department currently has eight staff positions. Four of the positions are registered nurses. We provide transportation on a first come – first served basis for the clinic or for outside referrals. The administrative assistant does all the purchasing for the department as well as for the AIDS and Health Promotion/Disease Prevention Program. She also assists with the HealthCheck Program. One position is a maternal/child position that is funded one-fourth by a Rural Infant Health Grant. The final position is the receptionist who also is in charge of the transportation schedule and schedules for HealthCheck and the Audiologist.

The Community Health Department provides communicable disease surveillance to the community, provides immunizations for children and adults, does blood pressure screenings, provides well child screenings, does tuberculin skin testing and provides skilled nursing visits to the community, including intravenous therapies.

One of the nurses provides jail health with routine visits to the jail on Tuesdays and Thursdays. She provides nursing services to the prisoners and to the staff. One nurse is the Diabetes Coordinator. She is in charge of directing diabetic educational activities as well as reporting requirements for the program. One of the nurses serves as the AIDS Coordinator, planning AIDS events and education for the clinic.

We continue to provide public health services for the county in the absence of a county nurse. This has included tuberculin tests for the AODA Program, injections for chronically mentally ill clients, and filling medication boxes for them also. This also includes general public health responsibilities.

ANNUAL STATISTICS:

D.M.CLINIC:

Patients Seen	178
Program Hours	1,876
No-shows	52

AUDIOLOGY:

Patients Seen	239
No-Shows	76
School Screenings	507

HEALTHCHECKS:

Patients Seen	519
No-shows	161

COMMUNITY HEALTH:

Home Visits	3,694
Blood Pressures	2,058
Maternal Child Health	1,560
Immunizations	1,671
PPD's	377
School Health Hours	119.5
Education Hours Received	239.5
AIDS Coordination	269.5
Patient Transport Miles	30,865
Patient Transports	420
Flu Shots	1,150

MENOMINEE COUNTY PUBLIC HEALTH

Sixty-one (61) cases of chlamydia were reported compared to seventy-six (76) cases in 1999. Three (3) cases of gonorrhea were reported compared to two (2) cases in 1999. Ten (10) cases of herpes type II were reported compared to seven (7) cases in 1999.

One active case of tuberculosis was reported with appropriate follow-up completed.

Three (3) cases of blastomycosis were reported which was the same number reported last year.

One case of lyme's disease was reported.

Twenty (20) cases of shigella sonni were reported with the last case reported in April, which ended an outbreak that lasted almost a year. Two (2) cases of campylobactor, one (1) case of salmonella and one (1) case of giardia were reported.

We continued to provide tuberculin skin tests for Human Service AODA Program. Influenza vaccine is available to all Menominee County residents with twelve hundred (1200) doses ordered. We continue to provide injections to the chronically mentally ill that need injection and fill med. boxes for four clients.

HEALTH PROMOTION/DISEASE PREVENTION PROGRAM

The Health Promotion-Disease Prevention Committee was involved in a number of projects this year. Along with the monetary contribution, many of the committee members contributed time in helping with events that were held.

Items were purchased for the Health Fair held at the Menominee High School in February.

Health Promotion-Disease Prevention Committee contributed to the Elder Summit that was held at the Menominee High School. Gifts were purchased for the invited speakers and items were purchased for the gift bags given to all participants.

Toothbrushes were purchased for the schools fluoride program that is administered by the Dental Department. HP/DP also contributed to prizes for Dental Health Month.

This year there was a seat belt check done at all the work sites with members of the HP/DP committee participating.

The Poker Walk/Run, Pow-Wow Run, and Triathlon were all held over the summer months. HP/DP supplied refreshments, trophies and miscellaneous supplies. Committee members also helped on the day of the events.

Departments of the Clinic were participants at Family Day with the most prizes for games being purchased by the HP/DP Committee.

Educational brochures and pamphlets were purchased for the Medical, Mental Health, and Dental Departments for patient education.

AIDS Advisory Board / AIDS Task Force

The AAB and ATF have joint quarterly meetings.

The ATF was formed in 1987 to address current and anticipated needs of the AIDS health issue. A mission statement was developed from this initial meeting and in cooperation with the AAB the ATF has worked to meet these goals.

At the present time the AIDS program here at the Clinic provides the following:

- x Information and referrals to existing resources, programs and services.
- x Access and transportation to HIV+ infected and affected support groups.
- x MD's and CHN's that work closely with physicians in the state who deal specifically with HIV+ patients.
- x Can identify service gaps and have the knowledge to assist patients in those areas.
- x Keep current with new treatments, medication and programs through journals, workshops, newsletters, etc.
- x Has a strong state and nation wide network.
- x Have trained individuals within the clinic, available to offer a broad program of education for community members.
- x Confidential HIV testing daily (average 200 annual) and frequent access to anonymous testing.
- x Several employees in Medical and Community Health trained as pre/post HIV test counselors.
- x Have become familiar in the community by having education tables at most community gatherings.
- x Have community events to raise HIV/AIDS awareness that have evolved into annual events.
- x Have coordinated education for Casino employees through American Red Cross and GLITC. The Casino now has three employees trained in AIDS 101 and can offer their employees regularly scheduled group workshops and one on one teaching in HIV AIDS Prevention.

- × Have developed a display of “Empty Moccasins” to honor the Tribal Members we have lost to AIDS. This will soon become a permanent display.
- × Are adopting CDC guidelines for post exposure prophylaxis in cooperation with Shawano Medical Center Emergency Room where the necessary medications are available.
- × Have films, books, pamphlets and games available for community use to enhance prevention education.

ADOLESCENT HEALTH

The Menominee Tribal Clinic’s Adolescent Health program largely provides educational workshops and information in our schools. The goals of the program are 1) to prevent teen pregnancy in girls 18 and under and 2) to work with teens who do become pregnant to a) help them have a healthier pregnancy and b) to learn baby care basics and healthy parenting skills and c) to further their education.

This year the program expanded the Baby Think It Over Program. We now have the updated babies, which are very lifelike and provide a shockingly real experience for the teen. As usual all 7th graders went through the “sexuality education” component of the program and were then expected to take a baby home for a weekend. The results were startlingly different from the previous years. The youth did not “like” this baby, they almost all had bad scores and many gave up in frustration. Although some of the babies were damaged by youth trying to shut them off, I think it gave the youth a well-learned lesson.

The Teen Clinic continued for the Jr./Sr. High school students. This is a satellite contraceptive and health education program for the students. The Adolescent Health department also participated in the Health/Wellness day for the High School. A breakout session on Abstinence and Safe Sex was presented.

The programs provided for the teen parents included two sets of Parenting classes. Four prenatal workshops where teens can learn about prenatal care, delivery, tour the hospital, and baby care basics. All teen parents are provided a home visit as soon as possible after delivery. Transportation is provided for Clinic visits and other appointments or travel necessary for the health and well being of the teen or baby.

The Adolescent Health (A.H.) Coordinator completed and is now Red Cross certified to teach the AIDS 101 course. An AIDS 101 presentation was then provided to 43 CESA teachers and 2 classrooms at the Jr. High.

The A.H. Coordinator was asked to present a workshop at the Annual Wisconsin Indian Education Association meeting on the Baby Think It Over Program. The workshop was well attended and follow up is being done with teachers throughout the state who want to start their own program.

The A.H. Coordinator attended a Sexual Assault training for tribal staff and are in the process of forming a study/follow up group on the issue.

The Adolescent Health department tries to coordinate/participate with other agencies to provide programs for youth. Collaboration between the Drug Elimination program, Tribal Youth Advocate and Adolescent Health program this year provided a girls retreat for High Risk Young Women. The retreat, held at Sand Lake Pavilion, was well attended and hopes to become an annual event. The Adolescent Health program provided break out sessions on “Healthy Dating”, and “Girls, scrapping over guys/conflict resolution”

A training was attended to receive and review a copy of the Parenting Manual, which was written by the Family Preservation and Support program.

LABORATORY DEPARTMENT	<u>1999 Actual</u>	<u>2000 Estimated</u>
Patient Encounters	12,209	11,872
Tests Performed In-House	20,934	20,732
Tests Referred	5,864	5,431
Drug Screen Clients	1,009	944

NARRATIVE:

Projected year-end totals, based on activity for the first nine months of 2000, predict a slight decrease in the number of laboratory clients. This may be attributed to the departure of a number of providers in the medical department. One surprising projection is the number of tests performed by the laboratory will remain about the same despite the anticipated decrease in laboratory clients. Tests referred are anticipated to be down slightly, again this may be related to the decrease in the number laboratory clients.

In 2000, the laboratory had an operating budget of \$331,121.

Staffing for the laboratory remains at three full time employees.

No new analytical equipment was purchased for the laboratory in 2000. No equipment problems were experienced with the date roll over in January.

In 2000, the laboratory completed performing venipunctures for the Ten Tribes Study, the laboratory staff drew 297 clients. The study is examining if a genetic link is present for chemical dependency.

JCAHO Laboratory Survey was completed September 11-12, 2000. Received one Type I deficiency regarding point-of-care testing performed by the Community Health Department. Also received four supplemental recommendations. Overall Score was 95%. Correction of the deficiencies is in progress.

Rural Infant Health Program

One of the goals of RIH is to see every infant born to moms residing on the Reservation/County. The program provides anticipatory guidance to the caregiver of the infant. We reached 58 of the 88 infants born on the reservation. RIH received \$2000.00 to purchase infant items given at the first home visit. Some items given are blankets, tee shirts, sleepers, bath items, bottlebrushes, safety items and parenting pamphlets.

RIH helps with transportation for infants to medical appointments and to WIC. The Rural Infant Health Program has helped the Adolescent Health Program with home visits to teen moms on the reservation; and the program also assists the Lactation Specialist with homevisits and other activities for the breastfeeding mom's.

Special Diabetes Program For Indians

The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. Diabetes education is done in the clinic as well as through home visits and community events. The goal of the program is to increase diabetic education and awareness of this disease and the problems it is creating.

The Diabetic Committee consists of the Diabetes Nurse Educator, the DM Coordinator, a Registered Dietician, an Optometrist, a lab technician, an MD and her nurse, a Community Health Nurse and a representative from the administration.

The Diabetes Registry is in place on the computer and index cards and this information is updated continuously. There are currently 462 patients on the registry. 170 charts were audited this past year. This audit data is used to monitor and improve the quality of patient care. It is also sent to the Bemidji Area Office for analysis and comparison with other sites.

Activities in which the Diabetes Program were involved this past year were an evening Diabetes Conference for Community members held in April, health screenings done at various worksites and schools in the community, monthly DM support groups, health fair at the high school, family days, presentations about DM to Casino staff, blood sugar screenings at the Pow-wow, Woman's Health Fair and the Menominee Relay Walk For Diabetes. A one-day DM Conference is scheduled for November 30th, 2000 at the Casino. In addition, the DM Program was a co-sponsor for the Menominee Tour de Cour Bike Team, which took first place for the most participants in the Green Bay event.

The goals for the year 2001 will be to continue the primary, secondary, and tertiary prevention objectives identified in the grant.

PHARMACY

The Pharmacy was remodeled this spring. The purpose was to give the staff more counter space for working i.e. prescription filling. This was accomplished by taking 4 feet from the waiting room and removing the counseling room.

This year the Pharmacy will dispense approximately 71,000 prescriptions. This compares to 78,569 prescriptions filled in 1999. The busiest month was March when we filled 6,333 prescriptions. The busiest day was Jan. 4, when we filled 481 prescriptions. For 2001, I estimate we will dispense 78,000 prescriptions.

The pharmacy was allocated \$856,630 for materials and supplies (i.e. drugs) in 2000. This will be close to our estimated need for this year. The total pharmacy budget for 2000 is approximately \$1,263,117.

Based upon 2000 year estimates, \$975,000 may be required for Materials and Supplies in 2001, due to the increasing prescription volume and increasing drug costs. The total estimated Pharmacy budget will be \$1,568,000 for 2001.

PROBLEMS: Prescription volume has decreased by over 7,000 prescriptions. The decrease in volume is probably due to 1) being short some providers, 2) having a few more low cost OTC products in the Billing Department, 3) being short of Pharmacy staff and having to send patients to Shawano for prescriptions. Drug cost per prescription increased over 11% for this year. This may be due to the elimination of the less expensive OTC products and the fact that there were a number of drug recalls/shortages in which we had to obtain costly alternatives.

The pharmacy had to significantly increase wages to be competitive with the market and attract new pharmacists.

STATISTICS:

Prescriptions Dispensed/Month

to Sept. 30, 2000		Previous Year 1999	
Jan.	5972	Jan.	6870
Feb.	6191	Feb.	7281
Mar.	6333	Mar.	7381
Apr.	5706	Apr.	7129
May	5957	May	6089
Jun.	6053	Jun.	7020
Jul.	5110	Jul.	6685
Aug.	6074	Aug.	6303
Sept.	5849	Sept.	6300

53,245 prescriptions dispensed as of Sept. 30, 2000
 185.5 total workdays to the end of Sept. 30, 2000
 287.0 average # of prescriptions filled/day

<u>Year</u>	<u>Avg. # of Rx filled/day</u>	<u>Total Rx filled/year</u>
1985	147	36,741
1986	129	32,214
1987	137	34,100
1988	147	35,356
1989	155	40,811
1990	164	40,503
1991	166	44,203
1992	185	45,945
1993	209	52,251
1994	223	55,772
1995	238	58,831
1996	268	66,549
1997	290	71,528
1998	321	79,268
1999	318	78,569
2000	287 projected	71,200 projected

	<u>Total \$ Spent</u>	<u># Prescriptions Filled/Yr.</u>	<u>Avg. Cost/RX</u>
1991	\$307,646	45,666	\$ 6.97
1992	\$332,185	45,945	\$ 7.23
1993	\$343,757	52,251	\$ 6.57
1994	\$347,191	55,772	\$ 6.23
1995	\$399,624	58,831	\$ 6.79
1996	\$461,546	66,549	\$ 6.94
1997	\$533,000	71,258	\$ 7.45
1998	\$672,000	79,268	\$ 8.50
1999	\$854,000	78,569	\$10.87
2000	\$856,600 projected	71,200 est.	\$12.03 projected

Rural Health Network

The Menominee Indian Tribe of Wisconsin has received funding from the Federal Office of Rural Health Policy for a one year Rural Network Development Planning Grant. The funding will be used to plan for the development of a formal local health network consisting of health, education and social service providers who work on or near the Menominee Reservation and Menominee County which is coterminous with the Reservation. The goal of the Menominee Health Network Project is to enhance community efforts in reducing health problems related to addictive behaviors, injury, violence and chronic disease.

The project is an outgrowth of the recognition by a dedicated group of providers of the importance of going beyond basic information sharing as a means to address community problems. The group has evolved into the

Menominee Collaborative Council which includes representation from a variety of agencies and programs of the Menominee Tribe, County and Indian School District as well as State and Federal programs in the area. The planning grant gives the Collaborative Council the opportunity to explore how best to coordinate their planning and programs, and share key support services through a formal network structure. A part of the project involves extending the membership to represent elders, youth and other community viewpoints. Consequently, the Collaborative Council's guidance will assure a broad-based, community perspective for developing the health network.

The Menominee Health Network Project office is located in the Menominee Tribal Clinic. The staff consists of Lynette Turney, Health Network Coordinator and Jamie Perez, Network Secretary. Pat Hart, a network development consultant, will assist the staff. Jerry Waukau, who is the Administrator of the Menominee Tribal Clinic, and who serves as the Chairperson of the Collaborative Council, will direct the implementation of the grant objectives and activities.

Addictive behaviors, injury, violence and chronic disease were identified through previous community health planning efforts as high priority problems within the community. By seeking funds to plan and develop a formal health network, the Collaborative Council wants to strengthen the community's ability to achieve positive health outcomes in these important areas of the community's health. The project activities will be conducted in relation to three broad objectives. The project staff and consultant will work with the Collaborative Council to:

- Look carefully at existing rural health networks across the country to identify the kinds of benefits, organizational models and network development approaches that might be applicable to the Menominee Community and its local service needs and programs;
- Document and understand any existing formal and informal working relationships among local programs and services and, together with lessons from other networks, determine the feasibility and components needed for developing a formal health network locally; and
- Develop an organizational document that describes the purpose, governance, organization, legal and regulatory considerations and specific written agreements involved in the creation of a Menominee Health Network.

The document will be used as a basis for applying for an implementation grant and for guiding the development and implementation of a local network. The successful funding of this project shows the willingness and determination of local providers and programs to work together in an innovative effort to improve the health of the residents of the Menominee community.

Nutrition Department

The preventive approach to health care has continued into the 21st century as nutrition counseling maintains its importance at the clinic. Gathering of statistics and implementation of Medical Nutrition Therapy have both increased in the past year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. Community screenings have produced earlier Type II Diabetes diagnosis and therefor earlier, more successful treatment of the disease. A new highlight to community prevention has been the implementation of a Diabetes Relay Walk that successfully saw 175 community members of various ages gather for a full 6 hours of relay walking around the High School track. This event will be held annually and is expected to increase in size with each year.

The overall eating and cooking habits of the community were addressed in the past year through agency meal satisfaction surveys and intervention strategies at various service sites. This has led to increased partnerships with agencies and an improved implementation plan. We are also developing 4 training workshops for the Diabetes community to assist them in the planning and preparation of healthy, balanced meals. These workshops will be unveiled at the November Diabetes Conference.

The Nutrition Department continues to provide nutrition information to the general community in the form of nutrition newsletters, newspaper articles, diabetes 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 the school classrooms and by providing technical assistance with the school curriculum.

Statistical Information

➤ Individual Client Visits:	404
➤ Diabetes	212
➤ Obesity	120
➤ Agency Contacts	368

Financial Section

The Nutrition Department has used its allocated Supplies /Training Aides and Materials budget of \$1431.00. As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. A major concern for the upcoming years will be to provide adequate funding to meet salary and administrative needs. As we plan and forecast, we look to the feasibility and need of an additional dietitian on staff. There is an increasing need for dietitian expertise in the medical department especially in diabetes and obesity counseling, but we also need to address the increased importance of outreach into the community for preventive services.

WIC Department

The Women, Infants, and Children Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program has provided childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation. Teenage parents are usually at nutritional risk, so we are continuing to target this population with our services; going directly into the schools to assist them with their increased care requirements.

The tribe continues to be a leader in the state regarding breastfeeding rates. Our Certified Lactation Educator (CLE) successfully passed the International Board Certified Lactation Consultant Exam this past summer. This punctuates an already passionate devotion to breastfeeding within our reservation.

We have contracted with the state to screen an even greater population of our children for elevated Lead levels. This allowed the WIC Program to collaborate with the medical department to ensure proper screening intervals were being met. Although the reservation has seen low lead level rates in the past, this program will lead to early detect and early intervention of elevated readings.

There are still some problems with the state’s current information system that is used by WIC. We have had several days where we had delays in providing services and care to our clients. The state is looking into a new system to prevent future problems.

Statistical Information

- Caseload FY00 520
- Education Contacts 1349
- Breastfeeding Incidence 51%
- Smoking During Pregnancy 33%
- Alcohol During Pregnancy 4%

Financial Section

Recent government report showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. The WIC Program spent \$1,437 on educational materials and supplies to benefit our clients. An additional \$800 was spent on travel to local state meetings, and for vendor monitoring visits to insure store compliance. The major concern for upcoming years continues to be providing adequate funding to meet salary and resource needs. There are three employees within the department, all of which are partially funded by the Women, Infants, and Children Program. As we forecast future staffing needs, we look to the feasibility of an additional dietitian on staff as the current dietitian allocates 65% of his time to non-WIC related needs of the tribe (counseling, programming, etc). It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

WOMEN’S PERSONAL HEALTH

The Women’s Personal Health department at the Menominee Tribal Clinic provides a multitude of services for women and men of all ages. Among these services are contraceptive, mammogram referrals, prenatal visits, transportation to appointments, prenatal classes.

The WPH program saw 1218 client this grant year. These visits provided contraceptive services, pregnancy testing and OB preliminary visits. Prepared childbirth classes are held every 3months/1night/week for 4 weeks. The attendance at these classes has increased over the last few years. We average 4-7 moms with their partners at these classes. We also have quarterly infant celebrations. All women who have had babies in the past three months and their partners are invited for supper and an educational program.

The Honoring Our Children project has lost 2 employees over the year. We are presently staffed at 2 of the 4 for the project. With the uncertainty at this time of the renewal of the grant for another 4 years it has been difficult to staff at this time. This program is funded through a grant that we contract with through GLITC. The main focus of this grant to decrease infant mortality rates.

Another aspect of our program is the Wisconsin Women's Wellness Program. Char Merritt was hired in December to staff this project. She is a certified medical assistant that has been working at the Shawano Clinic for the past 22 years. This is a referral program for women with no insurance or other means of payment for health care to be referred for mammograms and health screenings free of charge. This year 67 women were referred for mammogram screenings through this program.

Some of the programs that were held this year were:

September 27, 2000	Girl's night out at the Keshena Rec Center for girls' in 8-10 th grade and their mother's or guardian's.
September 25, 2000	Women's Health Fair at the Menominee Casino
Sept 26, Oct 3, 10, 17	Prepared Childbirth Classes at the clinic
July 5, 12, 20, 27	Prepared Childbirth Classes at the clinic
June 15, 2000	Women's Wellness Gathering at St. Michael's
May 31, 2000	Baby Basics class at the clinic
March 22, 2000	Childbirth reunion at the clinic
March 29, 2000	Healthy Habit-Healthy Baby Luncheon
February 17, 2000	STD presentation at the Menominee High School
January 5, 12, 19, 26	Prepared Childbirth Classes

Other projects that Women's Personal Health Dept. has been involved this year:

- Male chlamydia testing-a screening was held at the high school and 38 males were screened.
- Karen has been developing the sexual assault policy and procedure for the clinic and has been working with the Multidisciplinary Team to develop the P/P.
- We are working on improving the amount of prenatal care that women receive and have various programs to increase this level.
- Quarterly MCH meetings are held at the clinic with all departments involved with maternal/child health.

RADIOLOGY

There were a total of 2,781 patient encounters in the department. Total films used were 6,832.

MENTAL HEALTH SERVICES DEPARTMENT

Mental Health Services continue 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 ideations, addictions, anger management, family concerns, elderly/aging issues, to list some examples of the presenting problems.

Mental Health Services continue to be a certified outpatient Mental Health Program with certification being provided by the State of Wisconsin. The present staffing pattern consists of three (3) master-level psychotherapists, a consulting Psychiatrist for evaluations, medications, and clinical supervision, a Ed.D. Psychologist for supervising psychological testing, and a full-time secretary/receptionist. At the present time, one full-time position of a M.S.W. level psychotherapist is vacant. Efforts are being made to fill that position. This position was not filled from March 13 through June 5, 2000, and from August 14 to the present time. Because of the vacancy in this position, the number of client contacts and consultations are reduced. All full-time providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing Mental Health Services. All providers are certified for third party billing purposes.

During this past year, the no-show rate has decreased from 21% in 1999 to 19.7 in the year 2000. This percentage still remains an unacceptable figure resulting in a loss of services provided and a loss of income to the Tribal Clinic.

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. Finally, statistical information can be seen on the attached form.

2000 STATISTICAL INFORMATION MENTAL HEALTH SERVICES

MONTH	CLIENT CONTACTS	CONSULTATION	TOTAL CONTACTS	NO-SHOW
JANUARY	178	58	236	32
FEBRUARY	192	46	238	46
MARCH	160	40	200	33
APRIL	134	55	189	39

MAY	148	51	199	35
JUNE	149	36	185	52
JULY	102	43	145	27
AUGUST	133	33	166	26
SEPTEMBER	95	29	124	27
*OCTOBER	143	43	186	35
*NOVEMBER	143	43	186	35
*DECEMBER	143	43	186	35
TOTAL	1720	520	2240	**422

*It is difficult to estimate the final three months of this year without knowing exactly when the third provider will join the Mental Health Staff. The last three-month's statistics are a projection of anticipated contacts based on the average of the previous nine (9) months of 2000.

**The 422 no-shows are a 19.7% no-show rate.

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-6. The program covers about 700 students. (3) Information and counseling is provided to people concerning the dangers of smokeless tobacco. Referrals to the Tobacco Cessation Program are made when appropriate. (4) 190 children were seen through the Headstart program. (5) Presentations on oral health were given at the Keshena Primary and Neopit Tribal Schools.

CLINICAL PREVENTIVE PROGRAMS: (1) Pit and fissure sealants are placed on permanent posterior teeth when indicated. (2) Oral hygiene instructions are provided to the patients by the hygienist primarily. (3) Topical fluorides are used when needed. (4) Systemic fluoride supplementation is used when needed. (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*.

OTHER CLINIC NEWS: (1) Services through the dental lab continue to increase with 98% increase in production in 1999 and an additional 22% in 2000. (2) The amount of time for urgent care patients was increased. This resulted in a 17% increase in the number of walk-in patients seen in 2000. (3) On a recent patient satisfaction survey 82% of the respondents said they were able to get into the clinic when needed (up from 69% in 1999). 100% of the respondents said they were satisfied with the treatment they received. (4) The average monthly no show rate for appointments with the dentist were down 12.5% to the lowest number ever.

Dentist Visits	5475
Hygienist Visits	1660
Dentist No shows	588
Hygienist No shows	300
Walk-in Visits	2040

COLLEGE OF THE MENOMINEE NATION

S. Verna Fowler, Ph.D, President

The College of Menominee Nation's mission is to provide quality educational opportunities in postsecondary 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; to expand information through research; to promote, perpetuate, and nurture Menominee culture, and to provide outreach workshops and community services.

CMN provides coursework for Associate Degree Programs for transfer to a four-year college as follows:

- ❖ Natural Resources – Cooperative Agreement (2+2) with UW-Stevens Point
- ❖ Nursing – Cooperative Agreement (2+3) with Bellin College of Nursing
- ❖ Business Administration, Early Childhood, Education, Human Services, Social Work, Liberal Studies (General Education) – all have Cooperative Agreements (2+2) with UW-Green Bay.

CMN also provides courses for earning a Certificate in the following programs:

- ❖ Building Maintenance – 1 year Certificate
- ❖ Electrical – 1 Year Pre-Apprentice Certification
- ❖ Police Science – Cooperative Agreement with Fox Valley Tech. College (1+1)
- ❖ Microcomputer Specialist – 1 yr. Certificate or Associate Degree
- ❖ Carpentry – 1 yr. Pre-Apprentice Certification
- ❖ Accounting – 1 yr. Certificate or Associate Degree
- ❖ Sustainable Development – Associate Degree

CMN is in the process of developing Articulation Agreements in the following Programs:

- ❖ Nursing – UW-Oshkosh and Northeastern Wisconsin Technical College
- ❖ Computer Science with UW-Green Bay
- ❖ Business Administration with Silver Lake College, Manitowoc

CMN also offers specialized training and workshops for businesses/agencies as requested. The following are some examples offered this past year:

- ❖ Program & Policy Seminar – designed to strengthen this capacity of Menominee Tribal and private sector organizations.
- ❖ Management Certificate Series in Basic Supervision, Coaching & Counseling, and Personnel Interviewing & Performance Management
- ❖ Department of Transportation Breathalyzer Training for Tribal Police in cooperation with the Tribe
- ❖ Computer Classes for seniors who learned to write letters, scan pictures, surf the Web, e-mail, etc. They learned how to preserve historic and family photos.
- ❖ Summer Transportation Institute – A 4-week session for 18 local youths that learned of careers in transportation through field trips, math & communication skills.
- ❖ CPR & CPR Refresher Courses – through the American Heart Association
- ❖ Head Start Partnership Program with Potawatomi & Mohican Tribes to help faculty members obtain a required Associate Degree by 2003.

As a College, it is imperative that we continually strive for excellence. One of the many ways of doing this is by networking and learning from and with other college and university administrators. As a college, CMN maintains active membership in the following collegiate organizations in the United States:

- ❖ American Indian College Fund (AICF)
- ❖ American Indian Higher Education Consortium (AIHEC) 33 Tribal Colleges.
- ❖ North Central Association of Colleges and Schools Commission on Institutions of Higher Education. Chicago (800) 621-7440 is our Accrediting agency (NCA)
- ❖ Wisconsin Association for Student Financial Aid Administrators (WASFAA)
- ❖ National Association for Student Financial Aid Administrators (NASFAA)
- ❖ National Association of College and University Business Officers (NACUBO)
- ❖ Central States Association of College and University Business Officers (CACUBO)
- ❖ American Association of Collegiate Registrars and Admissions Officers (AACRAO)
- ❖ American Association of Community Colleges (AACCC)
- ❖ National Association of State Universities and Land-Grant Colleges (NASULGC)
- ❖ North Central Association of Two Year Community Colleges (NCATYCC)

Some of CMN's many accomplishments this past year are:

- ❖ Completed Financial Aid audit conducted by an independent agency with no findings
- ❖ Business Office audit by independent agency with 2 minor findings
- ❖ Reorganized and refined policies and procedures of the Business & Student Services Departments
- ❖ Served about 200 students with state first time \$300,000 grant
- ❖ Began initial implementation of CMN's 5 year plan
- ❖ Planned & constructed the Menominee Culture Institute primarily by donors
- ❖ Planned and will be starting construction of 4 classrooms and gathering area
- ❖ Donated the Modular Building to the Tribe for needed office space
- ❖ Up-dated 3 computer labs with the latest technology
- ❖ Set-up of three "smart classrooms" for multi-media presentations

CMN contributes in the area of economic development. Currently, CMN has 65 employees. These are 65 jobs created since 1993 and we presently have 8 new positions posted. We impact the community's economic development by meeting on \$89,000 payroll every two weeks. We impact economic development by serving students. For the 1999-2000 Academic Year, CMN disbursed student financial aid and scholarships for a grand

total of \$761,316.60. CMN also brought in more than \$3 million in grants. This is money flowing into our community to help families live and contribute to the community while educating the future generation in Menominee culture and values. The education and values instilled will alleviate our social problems of violence and addictions, and help us to better provide for our children. The higher the educational level of people, the less health and social problems they experience.

Some CMN student comments received are:

- ❖ “Very knowledgeable on computers, makes class fun, very patient and willing to help a person.” Said of K. Goodwill, CMP 153 class
- ❖ “Rudy is helpful. He explains the material very well. He is also friendly, patient, and understanding.” Said of R. Raminger, ACC 101 class
- ❖ “She is an excellent instructor who is able to help her students pertaining to her course. Very demanding.” Said of Dr. Morris, CMP 205 class
- ❖ “Dr. Hall is one of the most caring persons I’ve met, she truly is a person I’ll remember for the rest of my life. She helped me to become my own person.” COM 100 class

COMMUNICATION DIVISION

David Miller, Director

Since inception in 1995 the Communication Department has served as a primary documentary source for Tribal, cultural, educational, and governmental issues. A relevant contemporary history of the Menominee Nation has been audio and video taped to reflect the real challenges and issues affecting our community. The Communications Department also encompasses Tribal Public Relations and Tourism offices. Our department works collaboratively with numerous governmental and private sector entities in providing informational materials and services about and for the Menominee Nation.

Of special note in the past year were the Menominee Language recordings and cassettes produced with the cooperative efforts of the Historic Preservation Department, The Language and Culture Commission and the Menominee Indian School District. These recordings were made to make available to the educational facilities and community at large an accessible resource that will enhance the ability of the Tribe and its members to retain our distinct linguistic heritage. The narrative language components were recorded at diverse locations using the Communication Departments digital audio recording decks and then edited and assembled at the department offices. The cassette design and graphics were produced in house before final dubbing and distribution. The tapes are now available for purchase from the Historic Preservation Department and other versions are being utilized in the School District for educational purposes. Future projects are presently being discussed and formulated.

The Menominee Tribal Clinic has requested the services of the Communication Department to help address a variety of community health issues. The problem of no-shows or missed appointments has been identified as a detrimental financial situation that needed remedial action. After being contacted by the Tribal Clinic, specifically the Clinic Vision Pursuit Team; the decision to produce an informational video aimed at Clinic Clientele showing the negative effects of appointment irresponsibility was formulated. Using local Tribal and Clinic members as talent, the script was written and taping initiated. The crew had to be flexible to work around a variety of schedules and availability of cast and facilities. When finished the tape was shown to various work groups in the Tribe and Community. It is hoped the tape will impact those who view it and change detrimental behavior toward health issues. Tobacco use amongst our youth was addressed with the assistance of Mark Casky of the Tribal Clinic. Using local students, statements were scripted and recorded at the Menominee Middle School in Neopit. The recordings were then mixed down to 30 second radio spots that aired on local radio stations. In this way; the message that smoking is a major health risk was addressed to our youth by peer group members. At present more recording is taking place utilizing first person accounts of the health dangers of tobacco abuse. It is hoped the final product can be used as an educational tool in local schools and community at large. We will continue to assist our health professionals in all endeavors which impact positively on the Tribe’s health crisis.

The Menominee Tribal Human Resources Department enlisted departmental services in producing an employee orientation tape explaining Menominee Tribal workplace rules, regulations and benefits. Once again the entire production was filmed using Tribal employees as talent and Tribal facilities as locations. The department also videotaped various training workshops throughout the fiscal year when requested by Tribal departments and community organizations.

On a national note the American Indian Tourism Conference hired Communications to produce a short promotional video for the annual national conference held in Green Bay, Wisconsin. Using archival footage provided by the

organization and contemporary footage taped by the department the tape was distributed to Native American Tribes and other organizations across the nation.

Archival footage of all General Councils, meetings and cultural activities were recorded throughout the year along with important community events. An accurate record of Tribal doings and accomplishments is hereby made available to future generations.

The Communications Department played a pivotal role helping coordinate promotional activities and publicity pertaining to the annual Menominee Nation Contest Pow-Wow. Working with the Pow-Wow committee, poster design and distribution were handled by the office. Incoming inquiries and requests for information were also fielded by department personnel.

The department director was the Complete Count Committee Chairman for Census 2000 activities. A widespread publicity campaign touting the importance of being counted and thereby allowing our local community to access our fair share of Federal and State resources was initiated and implemented. These activities ran the gamut from informational flyer check inserts, to community presentations, meals, radio commercials, community billboards and more. Working with the Tribal Administrators Office and Grantswriter, State matching fund grant monies were accessed and utilized to assure good response and participation by all residents of the Reservation and County. National exposure publicizing the need to have our Native American constituents counted was realized through a special program segment on Nick News; a nationally syndicated program originating on the Nickelodeon Network. Students at the Menominee Tribal School and the Tribal Chairman were interviewed and the resulting program was aired on the network. The success of the Census 2000 campaign was helped immensely by the cooperation of numerous Tribal and County departments, organizations, and entities who worked together to assure a successful enumeration.

Public Relations/Tourism activities are another area of the Communications Department. Numerous requests for information and tours are processed through the office. The department provides informational packets to other Tribal entities and members when needed for distribution. The Tribe is represented by the department on the Wisconsin Native Tourism Initiative Council. Within the council, Tribal representatives from Wisconsin's Native Communities identify and promote tourism objectives that are of a beneficial economic nature for the Tribes involved. Meetings are held monthly throughout the state. Native Wisconsin Magazine, a brochure identifying and promoting Native Tourism was updated this year with the Menominee pages being modified with new photographs, graphics and text coordinated through the department. The department is also a member of the Menominee Tribal Tourism Ad Hoc Committee that meets to explore potential tourism opportunities as the Tribe seeks ways to expand and diversify economically. We are also represented by the department on the Pineries to the Present Heritage Tourism group, which includes members from Shawano and Menominee Counties. Other Tourism related items this past year included sponsorship and attendance at National Native American Tourism Conference held this year in Green Bay, Wisconsin. Indian Summerfest held each year in Milwaukee is co-sponsored by the Tribe and activities are coordinated through the Communications Department. The department also worked cooperatively with Menominee Tribal Enterprises and The Menominee Casino/Hotel in setting up and staffing display areas highlighting the Tribe's tourism opportunities. Requests for Reservation tours are also handled through the department.

These are just a few of the activities the Communication Department oversees and coordinates on behalf of the Tribe. The Department offers a comprehensive recording facility including audio, video and graphic capabilities. We will continue to record contemporary events and issues concerning the Menominee Nation and work cooperatively with all Tribal Departments in addressing their needs and concerns. We welcome community input and are available to assist any tribal entity that could benefit from our services.

COMMUNITY DEVELOPMENT

Bernard Vigue, Director

The Community Development is committed to the orderly development of the Menominee Community. The areas addressed are public transportation, solid waste & recycling, real estate/land use, surveying, mapping, and technical assistance in building and road construction.

List of the major projects worked on during FY2000.

Construction of Warrington Subdivision roads
Construction of School View, Commot Lane, and Rt 85 roads
Designed and bid street lighting at Middle Village
Evaluating alternatives for the Neopit mill pond dam and bridge
Project management. & inspect. of Maehnowesekiyah

Project Description

95% completed (landscaping)
Completed
Bids awarded, construction remains
Initial discussion stage
90% completed (walkway)

Daycare	
Project management and inspection of Keshena Daycare addition	Completed
Project management and inspection of Neopit water tower	Completed
Coordinated Nii Win office construction in Mole Lake	80 % completed (remodel garage)
Annual BIA archeological surveys	Completed
Improvements for expanded operations at the Keshena transfer site	75 % completed (expansion)
Design and coordination of house address numbers system	Design completed (installation)
Facts and Figures booklet for Menominee Reservation/County	Completed volume II with 1998 data
Coordinated Reservation / County 2000 census	Completed
Expanded school tripper service to include Gresham	Completed
Increased transit area to include Shawano	Completed

Some statistics from our normal operations

Transit: (Fy1999) Trip totals - 36,900 Service hours – 8,670 Mileage – 166, 700

Survey: Sites surveyed/staked - 500

Building Inspections: - 75

Leases:	<u>Type</u>	<u>Requests</u>	<u>Cancellations</u>
	Residential	71	31
	Recreational	16	3
	Commercial	4	2
	Agricultural	2	0
	Seasonal	5	0

Project involvement for FY2001

- A) Installation of a run-off water disposal system and paving of Duquaine Road
- B) Upgrade and paving of Rushes Lake Road
- C) Assist Utilities with Neopit lagoon repairs
- D) Coordination of the installation of a Cellcom tower northwest of Neopit
- E) Coordinating the addition of classrooms to the Menominee Tribal School in Neopit
- F) Repairs to Woodland Bowl
- G) Infrastructure and construction of three apartment buildings in Middle Village
- H) Expansion of the Tribal courthouse
- I) Upgrade the wastewater system in Keshena
- J) Installation of rural addresses and street signs. Prelude to the 911 system
- K) Upgrade the Keshena transfer site for improved public health and safety
- L) Participating in the location and clean-up of illegal dumping sites
- M) Compilation of 2000 census data
- N) Computerize/upgrade the land/lease records, coordinate with County & BIA

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

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, In-service training, conducting annual fish and game surveys, stocking of fish and prescribed wildlife management methods.

FINANCES

<u>Expenses:</u>	<u>Projected</u>	<u>Actual</u>	<u>Remaining Balances</u>
BIA 246 YTD	\$272,827.00	\$315,925.05	\$ 17,455.05 *
Tribal 136 YTD	\$186,000.00	\$175,249.15	\$ 7,383.56 ** 1

footnotes/comments:

- (*) represents earmarked BIA funds to be carried over.
- (**) Preliminary report from Financial Department.
- (1) Savings returned to Tribal General Account

STATISTICAL

FY' 00

FY' 99

Water Resource	4	1
Inventories	405,270	402,700
Fish Stocked	295	242
Reportable Incidents	12	10
Warnings Issued	66	67
Citations Issued	199	284
In-service Hours	35	30
Interagency Assists	64	47
Complaints Received		

Executive Summary

This fiscal year went smoothly from a financial standpoint. One problem, which was overlooked, was an extra pay period, which was not figured into the initial budget. Some extra dollars were applied to that problem and we closed out the fiscal year with a small savings.

This year, we relocated our central business operations (Headquarters) to the old college administration building near the reservation line. We met our deadline of January 1 occupancy, but there was much disarray because of supplies and equipment being boxed up. We had some difficulties with our computers initially because of networking problems. MIS then replaced all of our computers with the new BIA issued machines and things went relatively smooth. We kept on meeting to coordinate another move, the physical move of the building we occupy. All plans were in motion, however a cash shortage prevented the move from occurring on the scheduled deadline. That is just as well, because the College has no immediate plans for the lands we occupy and we again are in the midst of the hunting season.

Officers were re-certified with their pistols twice during the year as required by the Bureau of Indian Affairs Contract and other training. All enforcement personnel have received a minimum of 25 hours of in-service training for the year. Some personnel have opted for computer training offered by the Tribe's MIS Department and the College of the Menominee Nation.

Conservation Enforcement

As verified by the statistics, this proved to be a very busy year for enforcement personnel who logged in excess of 295 reportable incidents and some 67 citations. A large number of the citations issued were for fishing and general trespass.

Warden personnel held a Hunter Safety Education Courses twice during the year graduating 40 students. The course was made possible by community volunteers, the Fish and Wildlife manager, tribal wardens and Wisconsin DNR wardens. This course, along with several presentations put on in the schools and Headstart helps to promote public relations and helps counsel youth prior to becoming enforcement statistics.

Fish and Wildlife Management

Deer Management- The department ran 123 random transects in the spring and the results showed the deer herd at 5.94 per square mile which is down from the previous years count of 6.13. The total deer harvest for 1999 was at 438 deer. Of those deer, 197 were taken by shining while 241 were taken by other combined methods.

Other Surveys - FISH- Pecore Creek Trout Stream Habitat improvement to increase trout stream production within damaged portions of stream was completed with interns from the College of the Menominee Nation.

WILDLIFE- Surveys include black bear, black bear radio telemetry, ruffed grouse, wild turkey, furbearer track, timber wolf track, beaver dam, sandhill crane, and deer registration.

Fish and Wildlife projects - On-going research on the Legend Lake sturgeon introduction and walleye project. The Camp 19 Waterfowl management project is still being developed.

Problems - As usual, lack of funding and manpower tops our list of problems. At the close of this report, our most pressing problem is the old vehicles we are operating. The cost of repairs and maintenance is outrageous. Our application for GSA vehicles is not yet filled, nor does it look promising in the near future. This is the poorest vehicle condition since 1986.

Environmental - There were a total of ten incidents reported. Of those cases, two were cleaned by the offenders, while two citations were issued, two warnings, one DNR referral.

ECONOMIC DEVELOPMENT

Office of Economic Development - Lew Boyd

Mission Statement: The Menominee Office of Economic Development will enhance business and employment opportunities for the benefit of tribal members by establishing organized and effective processes, diversified businesses, and alternative income sources. The development of this foundation will improve the overall standard of living and assist in the pursuit of a self-sufficient economy for future generations of the tribe.

LONG-TERM STRATEGIC PLANNING:

Two strategic planning documents endorsed by the Menominee Tribal Legislature are presently being utilized for economic and social development purposes. These documents are referred to as the Menominee Long-term Economic Development Plan, and the Northwoods NiiJii Enterprise Community Strategic Plan. Relied upon for long-term planning input, the College of the Menominee Nation is presently using the former plan for reference purposes, the later for support of the Kenosha Paradise Key Casino project. The Office of Economic Development is a tribally funded program that attempts to fully ascribe to the departmental mission for economic and social development.

TRIBAL BUSINESS DEVELOPMENT COORDINATION:

Throughout FY 2000 a continued search for sound business prospects was conducted. Strong consideration is given to those business prospects that offer the best chances of profitability. A nine-year undertaking the Kenosha Casino Project remains the most highly coveted economic development venture to-date. The Office of Economic Development will espouse Menominee entrepreneurs owning the shops that will be made available in the Kenosha Casino shopping mall. Our department continues to invite tribal sector business proposals, and in turn refers them to the Economic Development Ad Hoc Task Force Committee for review.

Ideally a marginal capital investment/high profit-return, low risk scenario is being considered as the safest business proposition. The Office of Economic Development and the Menominee Tribal Enterprise have collaborated in a team-like approach to improve the value-added potential of the Menominee Tribal Enterprise. The Northwoods NiiJii Enterprise Community value-added benchmark stands ready to assist the revitalization effort both logistically and financially. Establishment of a workforce development program at the Menominee Tribal Enterprise will target the old planing mill for future remodeling. As described by MTE President Lawrence Waukau, improvement of value-added potential is a prime objective. Menominee inter-departmental and business entity team meetings will soon be conducted on a regular basis.

Properties on the Highway 29 Inter-state transportation system have great potential for tribal business success. The Economic Development Ad Hoc Task Force Committee is presently reviewing a plan to develop a business featuring a hotel, convenience store, and truck stop. Using the "design-build" method the tribe remains interested in striking a deal with a prospective general contractor. Though only in the planning stage, a strip mall will be considered with possible development of a light-manufacturing center as an anchor within that general locale.

The Office of Economic Development continues to survey potential for U.S. government HUB Zone development. The purchase of a company that has been in business for two years is an important prerequisite for 8(a) certification. Upon certification by SBA of a Menominee owned business concern the tribe can engage in contracting utilizing special set-asides and other government incentives. The Office of Economic Development remains steadfast in its desire to acquire the most reliable business research available for review by the Menominee Economic Development Ad Hoc Committee.

MENOMINEE ENTERPRISE COMMUNITY DEVELOPMENT AND CITIZEN EMPOWERMENT:

The recently enacted Menominee Enterprise Community SubZone Committee was passed by Menominee legislative motion on October 19, 2000. This newly created committee is charged with the duty to review and approve all present and proposed Enterprise Community benchmarks. Together with the Menominee inter-departmental planning team, the Northwoods NiiJii Enterprise Community Inc is eyeing an attempt to enlist greater citizen empowerment within all three reservations. Menominee citizen participation remains a steadfast mission for the Office of Economic Development. With passage of the Year 2000 Menominee Enterprise Community Citizen Participation Plan, full citizen participation will soon become a reality.

Congressional mandates on citizen empowerment provide ample opportunity for the tribal members to participate in the decision-making process. Tribal members living in poverty in the three-reservation wide Enterprise Community fill the "planning and governing need" required by federal law. The recently submitted Menominee "benchmark" listing to the USDA-Rural Development includes 21 social and economic development initiatives. All benchmark reviews involve a perfunctory amendment process by the Menominee EC SubZone Committee with

concurrence by the Economic Development Ad Hoc Task Force Committee. Officially endorsed Enterprise Community benchmarks are then included on to the National Benchmark Registry.

The Menominee tribe is one of three tribal governments that split an annual \$250,000 grant award from USDA-Rural Development. An immediate to long-range goal is to pursue and acquire USDA-Rural Development "Empowerment Zone" designation and the \$40 million dollar grant award that comes with it.

USDA-RURAL DEVELOPMENT EZ/EC PROJECT INITIATIVES:

The importance of public works infrastructure capacity building to long-term economic development can never be underestimated. Top priority in the Menominee Enterprise Community list of benchmarks remains a water treatment facility. A collaborative team concept is currently underway to plan, construct and operate a sewer & water utilities project for the Menominee Nation. Together with the Menominee Office of Community Development, the Office of Economic Development is attempting to collaborate in a team-planning effort for development of sewer and water project options.

An innovative resource at our availability remains the Enterprise Community opportunity. Submission of an application to USDA-Rural Development is in the planning stages utilizing special USDA-Rural Development Empowerment Zone/Enterprise Community set-asides.

Leveraging of the sewer & water project is not limited to tribal funds exclusively, but also long-term loans and grants from various state and federal agencies. Federal and state agency personnel providing financial support have made logistics and other services relatively accessible. Those agencies include but are not limited to the Economic Development Administration, Environmental Protection Agency, Indian Health Service, HUD and USDA-Rural Development. The Office of Economic Development continues to interface with personnel from the Menominee Administrator's Office, Utilities Department, Grants Writers Office, Community Development, College of the Menominee Nation, and the Menominee Tribal Enterprise for economic development purposes.

The value of a planning-team discipline approach to social and economic development is tried and true. Long-term strategic planning notwithstanding the "team approach" if integrated into the administration of tribal government can result in positive and effective processes, efforts that will be made manifest for the future generations.

Carrie Grignon, Office Manager for Economic Development

Menominee Business Center (Incubator) 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 Business Center shall act as a small business incubator designed to assist young businesses in the early growth stages by providing them affordable rental space, onsite management assistance and a business support network.

Services Tenants in the Business Center receive a variety of services. They have access to on-site advice of the Research Specialist and Office Manager with regard to business issues and problems. And each tenant receives use of Business Center's Reference Library, TV & VCR, Postal Scale, Typewriter, Digital Camera, receptionist service including telephone answering, some clerical services and the benefit of a security system. Also available for additional costs to the tenant is photocopying, faxing and computer usage.

Tenants The Business Center contains five small businesses employing approximately 15 people. Four of the businesses are Menominee owned and operated and the other tenant is of Menominee descent. These businesses are an Attorney at Law, Vending Machine's, Construction Company, Computer Programmer and the Menominee Arts and Crafts Cooperative.

Method of Operation The Economic Development Office Manager serves as the on site manager and handles the day - to - day operations of the Business Center. The Office Manager reports to the Tribal Administrator of the Menominee Indian Tribe. A nine member advisory board composed of business people from the area also provides assistance for operations. The board is titled "The Menominee Partners for Economic Progress Board and consist of the following individuals:

- Carrie Grignon, (Chairperson), Office Manager for Economic Development
- Renee Mahkimetas (Vice-Chairperson), Research Specialist for P.S.I.
- Nicole Waukau-Wilber (Board Secretary), Secretary/Lead Worker for Community Development
- Tom Litzow, Director Menominee Revolving Loan Fund
- Bernard F. Vigue, Director Community Development
- Terri Fredenberg-Holzman, CRD Agent for the University of Wisconsin Extension
- Karen Washinawatok, Dean of NAES College

Benefits You can increase your profits and gain an advantage over your competitors. By leasing space at the Menominee Business Center and utilizing the services you can, reduce initial startup costs, conserve cash for advertising and inventory uses, lease only the space you need for your business operations, improve your business efficiency and effectiveness with management assistance services, strengthen your business skills by working in a supportive environment with other businesses.

Accomplishments In May 2000 the Office Manager of Economic Development and the Research Specialist relocated to the Menominee Business Center. They are on site and readily available to assist the Tenants and other small business owners with business related questions or problems.

The Business Center had one Non-Anchor tenant advance their small business and transfer into a regular office.

A handicap ramp was constructed at the building entrance. The Business Center purchased the materials and the carpenter apprentices at the College of the Menominee Nation provided the labor.

An Open House was held early in the fiscal year to allow interested persons a tour of the building and the four new offices that were installed with the financial assistance of a grant from USDA.

A Small Business Management class sponsored by the College of Menominee Nation, Private Sector Initiative, Menominee Business Center, and the University of Wisconsin Extension was offered at CMN. The student's tuition and books were available at no cost to all entrepreneurs who applied for a grant given by the Theodore R. and Vivian M. Johnson Scholarship Foundation. Of the 25 students enrolled, 24 students' finished and 2 students actually started their business.

PRIVATE SECTOR INITIATIVE (PSI), Renee Mahkimetas, Research Specialist

PSI Mission Statement 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"

Personnel - The (PSI) department moved to the Menominee Business Center and is now a service of the incubator.

PSI Services Guide clients through a comprehensive step by step business planning process designed to meet local entrepreneurs' business development goals. By utilizing the very unique philosophy of "WE WORK AS HARD AS YOU DO", PSI utilizes a hand in hand approach. The potential clients range from individuals with an idea to owners of already existing businesses. Clients are provided with a full range of services in developing the best tool available to communicate their idea, raise money and manage their business...THE BUSINESS PLAN.

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.

PSI Accomplishments During the year 2000, the Research Specialist of the Private Sector Initiative program worked with a total of thirty-four (34) small business clients.

- Of the 34 client intakes, ten (10) actual business plans were written:
 - Four (4) business plans were approved by the Menominee Revolving Loan Fund (MRLF)
 - Six (6) of the Plan submitted to the MRLF were not approved.
 - One client that was denied by the MRLF started his business on his own.
 - The four approved business plans that were submitted to the MRLF amounted to the \$62,597 in successfully secured financing.

It is the policy of PSI and the Menominee Revolving Loan Fund, that all business plans are presented to other lending institutions before coming to the MRLF to seek financial assistance.

PSI Research Specialist Training and Education

Training and education has become an important factor for the Research Specialist to successfully manage the P.S.I. department. To achieve the goals set forth within the department, the following seminars and training were accomplished.

- Basic Supervision, Program and Policy Evaluation, Coaching and Counseling
- Understanding Internal Controls Training
- Advanced Excel 97 and Beginning Publisher 98 for Windows 95

- Introduction to Indian Country Law
- Business Law (3 credits)

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 1999-2000 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 contracts.

Cumulative Progress:	2000 FY Budget:	\$247,752.27
A. Number of new applicants – 50	Expended:	<u>247,026.25</u>
B. Number of active students – 98	Difference: 0%	\$ 726.02
C. Number of graduates – 13		

HIGHER EDUCATION SUMMARY: We actually served 136 HE Students for the 1999-2000 academic year. The 98 active students indicated are the current number of students who we are funding so far, for the fall 2000 semester. Three (3) students exceeded the graduate projections.

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 vocation/technical students that are provided to higher education students.

Cumulative Progress:	2000 FY BUDGET:	\$209,884.99
A. Total number of contacts/assists – 302	Expended:	<u>209,295.40</u>
B. Number of new applications – 55	Difference: 0%	\$ 589.59
C. Number of active students – 41		
D. Total number of completions – 9		

AVT SUMMARY: Projected AVT completions were on-target. We have seen a gradual increase in students in technical programs these past 2 years. This could be attributed to the options available at the College of Menominee Nation for students on the reservation.

ADULT EDUCATION - Goal: Improve the education level of Menominees through GED instruction. Provide workshops, courses and seminars that will enhance employment skills and income potential. To accomplish this goal, the following services are provided:

1. Full-time GED/HSED instruction on Monday – Friday
2. Licensed GED/HSED testing center, testing held twice a month
3. Limited assistance for job related workshops, courses & seminars, Tribal Employees a priority
4. GED/HSED instruction for At-risk High School Seniors
5. Literacy Advisory Council Participation provides option for tutors in the community

Cumulative Progress:	2000 FY BUDGET:	\$47,569.84
A. Total GED/HSED students enrolled/completed – 338/43	Expended:	<u>47,055.69</u>
B. Total Adult Education students enrolled/completed – 27/26	Difference: 1%	\$ 514.15

AE SUMMARY: GED/HSED completions are noteworthy. At-risk High School Seniors had a 75% successful completion rate, 3 of the 4 participants attained their HSEDs. We continue to work cooperatively with other departments to provide services. The Community Technology Centers are up and running.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B4)

HIGHER EDUCATION: The Education Director and Education Counselor met with nearly all of the MISD Juniors and Seniors in groups of 2 and 3 this past year. In January, we again met with the Seniors in small groups and started them on the financial aid application process for continuing education.

It was clearly evident by the end of the fall 1999 semester there would be a shortfall of student grants. The Tribe provided a supplement to the BIA grant funds that helped to meet the grant requests for the spring and summer sessions, as well as early fall 2000 student grants.

Menominee students continue to benefit from the merit based and financial need based scholarships offered through the Wisconsin Indian Education Association. Sixteen (16) Menominee students were W.I.E.A. scholarship recipients this past year. These scholarships are open to all Wisconsin Tribes.

ADULT VOCATIONAL TRAINING: As a result of the Education Directors participation on the Multicultural Participation Planning Committee at N.W.T.C.-Green Bay, a group of Indian students from the school attended the annual W.I.E.A. Conference in Milwaukee in April. These students reported that the experience allowed them to network with other students and helped them to realize the importance of being involved in community and Tribal activities.

The Education Director participated on a panel at a conference sponsored by the Wisconsin Technical College System in September – “Building Diversified Communities for the 21st Century.” This is the kick-off of another effort to recruit and retain minority students in the Wisconsin Technical College System.

A consortium of Native American Advisors and a Native American Program Directors from the WTCS has been formed and will be working with the Wisconsin Indian Education Association and Wisconsin Tribal Education Directors Association to address the issues that affect Indian students who go on to vocational/technical programs. They will also work on providing better services through the technical colleges to Indian communities.

ADULT EDUCATION: The GED Instructor oversaw the set-up of the Community Technology Centers this past year. The publicity for these centers included a photo opportunity when Representative Mark Green visited a CTC site in Keshena.

The GED Instructor continues to work with the Literacy Council to provide tutors to individuals through requests that come from other programs in the community.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, August 30, 1999. Nomination papers were available to eligible tribal members for the Tribal Legislature and the Police Chief Election. The date for the Primary Tribal Legislature Election was November 10-11, 1999. **Tribal members certified as “On Reservation” Candidates for the Tribal Legislature were:**

Apesanahkwat	Lorena L. Thoms	Wendell N. Askenette
Keith L. Tourtillott	Frieda M. Bergeon	Myrna Warrington
Eugene J. Caldwell	Orman Waukau	Karen Dickie-Gardner
Bruce A. Wilber, Sr.	Louis J. Dixon	Sylvia Wilber
Duane Gristeau		

The Election Commission certified “Off Reservation” candidates.

Anthony L. Awonohopay, Sr.	Frank H. Teller	Myrna Jackson
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The following tribal members were certified for the Police Chief Election:

Judith L. Duquain	Brian A. Tourtillott
Keith L. Tourtillott	Tom Tousey
William Beauprey	

Voting results at the polls and absentee on November 10-11, 2000

Neopit Fire Station	220	Keshena Tribal Offices	456
Absentee Mailed	916	Absentee Returned	620
Total	1296		

The top six in the Primary Tribal Legislature Election were:

Eugene J. Caldwell	523	Wendell Askenette	472	Apesanahkwat	493
Keith L. Tourtillott	415	Sylvia Wilber	483	Orman Waukau	410

On November 30, 1999 Keith Tourtillott withdrew as a Tribal Legislature Candidate.

The remaining candidate's votes went as follows:

Louis Dixon	397	Myrna Jackson	228	Karen D. Gardner	333
Duane Gristeau	207	Myrna Warrington	314	Lorena L. Thoms	201
Bruce A. Wilber, Sr	270	Frank H. Teller	181	Frieda M. Bergeon	266
Anthony Awonohopay	149				

The Police Chief Candidates were narrowed down to two:

Keith Tourtillott	495	Judith Duquain	374
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The remaining went as follows:

William Beauprey	315	Brian Tourtillott	167	Tom Tousey	304
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The dates for the Final January Tribal Legislature and Police Chief were set for January 12-13, 2000. The winners in this election for the Tribal Legislature were:

Sylvia Wilber	813	Apesanahkwat	682	Eugene Caldwell	776
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The winner for Police Chief was Keith L. Tourtillott with 698 votes

The remaining candidates went as follows:

Judith Duquain	693	William Beauprey ran as a write-in and received 135 votes.
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On January 22, 2000 there was a recount between Keith Tourtillott and Judith Duquain, the results are as follows:

Keith Tourtillott	703	Judith Duquain	696
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Voting Results:

Neopit Fire Station	234	Keshena Tribal Offices	584
Absentee Ballots Returned	845	Total	1663

The total budget for the Tribal Election Commission was \$55,000.00

ENROLLMENT

Eileen Schultz, Director

We provide many services for enrolled members and their descendants. Certifications for various reasons, education - all phases, medical reasons, all clinics in the area and throughout the country. Keep the Enrollment Updated as accurately as possible. Complete blood corrections/changes. Addresses are updated for the yearly Per Capita distribution in December.

Accomplishments:

- Assisted with disbursement of the judgement funds.
- The minor per capita trust fund accounts have been distributed twice a year with no problems.

Enrollment Applications Distributed:	496
Enrollment Applications Returned:	263
Enrollment Applications Approved:	267
Applications denied and placed on the Ancillary Roll:	75
Relinquished Members:	2
Deceased Tribal Members:	53

Expenditures

<i>BIA Budget</i>	53,517.63	<i>Per Capita</i>	800,000.00
Carryover	NONE	Carryover	294.39
		Expenditure	799,705.61
<i>Tribal Supplement</i>	68,000.00	Revenue:	1,500.00
Carryover	8.79		
Expenditure	67,991.21		

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 tanks and other spill sources. Work for the proper disposal and cleanup of hazardous waste. Monitor transportation of hazardous materials and work with facilities in complying with hazardous materials regulations and use. 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. Work in conjunction with other Tribal Departments in planning and implementing programs for municipal sewage disposal, water systems, and solid waste disposal. 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

- Seatbelt survey completed on Reservation with a usage rate of 1%.
- Child Safety Seat survey completed with a usage rate of 27%.
- 91 Child Safety Car Seats given out to parents of newborn children.
- Assisted other departments in development of Highway Traffic Safety Committee/Safe Community Coalition.

OTHER

- Developed an LP Gas Ordinance for the Menominee Nation.
- Completed MOU between Tribe and County for Emergency Management.
- Conducted study and developed report on Blastomycosis for years 1991-2000.
- Working with BIA on the Environmental Review of the proposed Kenosha Gaming Site.
- Mercury and PCB study continuing with second round of hair and blood samples collected.
- Staff conducted or facilitated training in:
 - Clandestine Drug Lab
 - LP Tank Inspectors Course
 - Tabletop exercise for emergency management.
 - OSHA Safety Training
 - NEPA Training for Great Lakes Tribes
 - Bloodborne pathogen, hazardous materials, and fire extinguisher training for Tribal Facilities.
 - Hazardous Materials Awareness
 - Chemically Contaminated Patient
- Rabies clinic conducted with 62 dogs and cats vaccinated.
- New Sanitary Ordinance in place to regulate on-site sewage systems.
- New LP Gas Ordinance in place to regulate LP tanks and transporters.

SURFACE WATER

- Continue to monitor Fox River and participate in NRDA as a Trustee
- Continue sturgeon monitoring activities.
- Continue water quality analysis of lakes on the Reservation.
- Continue to monitor impacts of downstream hydroelectric dams.
- Fisheries enhancement sites on Wolf River above Balsam Row Dam installed. Funded by dam owner.
- Final charge negotiated with Balsam Row dam licensee for payment to the Tribe. Final charges will be \$9,000 per year for the first five years and \$15,000 per year after that.
- Continue water quality analysis of streams on the Reservation.

GROUND/DRINKING WATER

- Working with USGS, completed wellhead delineation of the Zoar system. Draft final report being reviewed by USGS prior to sending to EPA.
- Further expansion of laboratory service to conduct fluoride analysis for the Tribal Utility.

- Worked with Tribal Utility, IHS, and EPA regarding the radium problem in Zoar water system. Turned out to be a laboratory error. Community notified and a public meeting held.

MINING

- Continue to monitor applications, attend meetings, etc. concerned with this project.
- Monitor Governors Mining Council review of DNR and Nicolet Mine.

UNDERGROUND STORAGE TANKS (UST's)

- Underground and above ground storage tank ordinance in effect, and being enforced.
- Continue to monitor clean up at Boivin site in Neopit. Costs approaching 1 million dollars. Possibility clean up may be complete next year.

HAZARDOUS MATERIALS

- 1,863 fluorescent lamps shipped to lamp recycler.
- 8,410 pounds of hazardous waste collected and disposed, along with 820 pounds of hazardous waste recycled.

GRANTS RECEIVED

- | | |
|-------------------------|----------|
| • BIA Litigation (FERC) | \$26,250 |
| • BIA – NEPA | \$21,000 |
| • BIA Neopit Dam | \$22,000 |
| • BIA Water | \$75,000 |
| • EPA Zoar Nitrate | \$24,667 |
| • EPA Air Monitoring | \$62,190 |
| • CDC Mercury Study | \$25,000 |
| • FEMA Exercise | \$11,000 |
| • DOT Training | \$14,683 |

The above grants received compliment existing grant funds received in prior year that may be for projects longer than one year.

A grant for \$500,000 was submitted to HUD CDBG for the construction of a Natural Resources Center. Funding not received.

FAMILY PRESERVATION

Tom Kenote, Director

This is the annual report for the office of Family Preservation & Support. It will include activities for the fiscal year of 2000. Those dates being October 1, 1999 through September 31, 2000.

The vision statement for the FP&S office is: “As dreamers of the Menominee Community we share a vision of culture with our elders, that preserves and builds strong family and community relationships with all our relatives”.

Our Mission statement is: “The Office of Family Preservation & Support exists to serve the families of the Menominee Community through the prevention of family crisis as well as support families who are experiencing crisis through the use and delivery of culturally appropriate resources, which meet the unique needs of families.

The office has a total of three staff members. These include the youth advocate, outreach worker, and technical assistant/coordinator. The services offered through the office include; assisting families find their strengths, advocacy with agencies, family counseling, assisting families and individuals identify goals and accomplish these goals, as well as establish partnerships to assist families access community resources. There is also a parenting program, which offers parenting classes in the community. This program utilizes the Menominee Parenting Manual, which has been developed by a parenting workgroup. Consultation on how to facilitate the first in a series of parenting manuals is also available from the office.

Another service offered to the community, is the Mentoring program. This program is for ages 6 through 65+. This service provides an opportunity for adults and youth to get together and share their unique gifts. Orientation, training and support are available for both parties. Meetings for discussion, matching and activities are also sponsored.

This past fiscal year saw the FP&S Office add an additional staff member. That new position was the youth advocate position. During this year two employees held the position of youth advocate. Over the twelve month

period the position was occupied a total of eight months. The reason being due to the late start up of the program and the lapse period of an employee's resignation.

In summation the three components of FP&S served a total of 197 individuals or members of family units. Two staff members of FP&S also provide facilitation in the ROPES course as a teamwork tool for enhancing family functioning. The two staffers facilitated or co-facilitated a total of 127 individuals in this past fiscal year.

Other accomplishments include items such as sponsoring a Training of Trainers Program to facilitate the Menominee Parenting Manual, writing two proposals for enhancing the FP&S budget, secured resources to print 150 Menominee Parenting manuals, collaborated with Tribal daycare to secure a Early Childhood Excellence Grant, Consultation with MISD Parenting class, Continue to develop the second in a series of Menominee Parenting Manual, Hosted Combating Underage Drinking live National Video Broadcast, Initiated and secured charter for Alliance for Menominee Youth or Oskenaewiak, provided meeting and matches for mentors and youth, updated community committees on progress of parenting manual, assisted parenting workgroup present Menominee Parenting Manual at LCO, presented at State of Wisconsin Consolidated Family Services Workshop outline of Menominee Parenting Manual.

FINANCE

Kathy Kaquatosh, Director

Finance is required to present fairly the Tribe's financial information through general accepted accounting principles. Finance also assist program directors with their fiscal responsibilities. The main issue for FY 2000 was Y2K and Finance came through it without any problems.

For this fiscal year we had 264 ledgers with approximately \$54,945,000 in expenditures. Within the Finance Department we have the accounts payable section that processed 5,564 purchase orders, reviewed and entered 45,187 invoices and printed 36,077 checks. In our accounts receivable section, 12,527 cash receipts were issued and they monitored receivables in the amount of \$2,376,095. Our accounting section processed 67,209 transactions consisting of budgets, budget modifications, adjusting journal entries. They prepared 417 financial reports for federal and state agencies. Assistance to program directors consisted of 2,308 meetings.

Last year I informed you we are now able to produce budget reports by the services provided. I have included the budget reports for your information:

Administration Services (Indirect Cost)	\$ 3,689,326.99
Community Development Services	3,254,975.68
Economic Development Services	912,839.75
Employment Services	458,271.29
Education Services	7,931,101.39
Health Services	17,240,151.86
Housing Services	5,348,367.89
Internal Services	1,101,877.28
Law Enforcement/Court Services	4,751,112.35
Natural Resource Services	868,251.22
Recreation Services	361,184.75
Social Services	4,451,353.58
Tribal Government Services	<u>4,576,868.68</u>
	\$54,945,682.71

FOOD DISTRIBUTION

Pat Roberts, Director

The Food Distribution Program provides USDA commodity food items to all eligible needy families/persons living on or near the Reservation/County who desire them. Our near service area includes the counties of Langlade, Oconto, Shawano, and Waupaca. Any Native American from a Federally Recognized Tribe living in any of the areas listed may apply and receive services if they meet the income guidelines.

We continue to work at improving the food package through customer surveys and meetings with other Food Distribution Programs and USDA. In the next year we may begin working again on reviewing the food package. It is important for clientele to complete the survey forms because this helps us determine what families are interested in and like the most. Each family/person have different tastes and this could change the items being offered.

Bonus items distributed this past year were Frozen Bison, hams, and roasted almonds. Congress has appropriated about three million to USDA for the purchase of more Bison for the Food Distribution Programs. We are not sure how long it will take USDA to purchase and package the Bison.

FOOD DISTRIBUTION NUTRITION EDUCATION

For nutrition education we gave participants a copy of the Midwest Region nutrition resource cookbook titled "Your Journey to Better Health". The book seemed to be very popular, but we have not received any survey forms back.

We have a new nutrition analysis program. We began to enter our recipes into this program because we need to update our cookbook with nutrition information based on the Food Guide Pyramid. The nutrition information will change in our cookbook and we will be giving the new pages created to those who purchased the cookbook.

The 2000 Nutrition Funds were used to purchase food thermometers. These thermometers will be distributed to participants with a lesson about using food thermometers. The lesson plan consists of two parts; (1) a demonstration and a how-to hand out. UWEX will help with the lesson plans.

TEFAP PROGRAM

Our TEFAP program is considered a food pantry for low income and/or emergency assistance. We are required to receive 50% of our food items from sources other than USDA through donations. The past two years we have received donated food items from the Casino which gives us about 25% of our match. We need to find other sources to meet the 50% match.

Under the food pantry we distributed 389 cases of TEFAP, and 161 cases of donated food to 634 households.

GAMING COMMISSION

Lynette Miller, Director

The Menominee Tribal Gaming Commission (Commission) consists of five members. The Commission members are selected by the Menominee Tribal Legislature and have staggered terms with three years being the longest term. The current Commission members are:

David A. Waupoose, Chairman	April, 2001
Royal E. Warrington, Vice-Chairman	April, 2001
Duane M. Waukau, Commissioner	August, 2002
Laurie Boivin, Commissioner	August, 2003
Pamela M. Alfonso, Commissioner	August, 2003

During this fiscal year the Commission and the Commission Background Investigations Department worked very hard to ensure that due diligence is and continues to be taken regarding the NII-JII Entertainment, LLC Investors. In addition to the due diligence regarding the investors, the day-to-day work of the Commission staff was also supervised. Some of the day-to-day activities involve: audits, gaming license action, barring issues, investigations, hearings, promulgating new and amended regulations, and providing direction for the Executive Director.

The authority of the Commission per the Menominee Tribal Gaming Code Ordinance 93-30 (93-30) Section 2.20 Powers, are as follows:

- The Commission shall exercise all powers necessary to effectuate the purposes of 93-30.
- The Commission may exercise any proper power and authority necessary to perform the duties assigned to it by 93-30, and it is not limited by the list of powers in this section.
- The Commission shall meet with the Director not less than once each month to make recommendations and set policy, to approve or reject reports of the Director and transact other business that may be properly brought before it.
- The Commission shall promulgate rules and regulation for the operation of any gaming establishment and shall hear and resolve all disputes regarding any provision of 93-30.
- The Commission, in all decisions, shall act to promote and ensure integrity, security, honesty, and fairness of the operation and administration of gaming and ancillary activities of the gaming operation.
- The Commission shall have the power and authority to deny any application; to limit, condition, suspend, or restrict any license; make a finding of suitability or approval of a license, or find suitable the imposition of a fine upon any person licensed, for any cause deemed reasonable by the Commission.

In April 2000 the Commission with the approval of the Menominee Tribal Legislature petitioned the National Indian Gaming Commission (NIGC) for a certificate of self-regulation for class II gaming. According to 25 CFR Part 518-Issuance of Certificates of Self Regulation to Tribes for Class II Gaming, it states: This rule implements the Class II

self-regulatory provision of the Indian Gaming Regulatory Act and will provide both a financial benefit and reduction in Federal regulations for tribes that obtain certificates under this rule. We have met the submission requirements for the petition and are currently in the eligibility criteria. NIGC has until December 1, 2000 to approve or not approve our petition for self-regulation.

I would like to thank the Gaming Commission and the Gaming Commission Team for the excellent teamwork in our efforts to regulate the Menominee Gaming facilities on behalf of the Menominee Indian Tribe.

GENERAL ASSISTANCE

Wayne Pecore, Director

The General Assistance program is intended to assist clients with their basic needs of food, shelter, clothing and utilities. They must have exhausted all other available resources. It is a program of last resort. We give service to Native American adults without dependent children. They must be enrolled and living on the reservation. Descendants must have at least one-fourth (1/4) degree Indian blood. College students are not eligible. General Assistance can not be used to duplicate, enhance or replace other Bureau, State or educational grant programs. Clients in jail are not eligible, their basic needs are being met. Clients in treatment must use Maehnowesekiyah. They get a one-time payment of twenty-five dollars and medical benefits. Clients are required to immediately report any change that may effect their eligibility or amount of grant assistance.

We provide our clients with a grant and medical coverage. They get their grant the first of the month. The medical is from the Block Grant from the State. All medical services are to be performed at the Tribal Clinic for non-emergency care and at the Shawano Medical Center for emergency care. Referrals to any other hospital must be made through Contract Health at the Clinic.

Clients have right to appeal any decision. They have a right to a written notice before any action is taken that will stop or reduce their benefits. This notice must be mailed to them 20 days before the action is taken. A request for a hearing must be made within 20 days after the date of the written notice.

We contracted with the State for a Food Stamp Employment and Training Program. It is a 50/50% match plan. We submitted an approved employment plan. We give employment training to our clients that receive food stamps. We coordinate this plan with the County. We are reimbursed 50% of the total expense of the training. This year we received \$8,616.00 and last year we got \$9,086.00.

All clients that are able to work are required to actively seek employment. Clients who refuse or otherwise fail to seek and accept available local employment or who quit a job without good cause are not eligible for GAP. Clients must participate in the Tribal Work Experience Program 15 hours per week. They must show they have done at least job search each week. Clients who fail to comply will be closed for 60 days. The intent of this General Assistance program is to be short term and get clients job ready. It is not intended to be indefinite and long term.

The tribe paid out a per capita used under the Menominee Settlement Fund of \$2,000.00 to each Menominee This money is from a judgement fund and is not taxable. Their grants were not reduced. The \$100.00 per capita paid in December is different, it is from Gaming and is taxable. It is counted as income and deducted from their grants.

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

REPATRIATION The department is continuing its effort to bring our Menominee ancestors home from museums and other institutions that are available through provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). On June 9, 2000 the department repatriated 20 Menominee ancestors from the Milwaukee Public Museum. The Menominee ancestors were taken from mound sites and burial grounds on our reservation from 1919-1921 by Alanson Skinner and Samuel A. Barrett, employees of the Milwaukee Public Museum and the Museum of the American Indian of New York. The department was in "consultation" with the Milwaukee Public Museum for over a year before our ancestor's remains were ready for repatriation. After a short ceremony at the museum, with tribal chairman Apesanahkwat and Menominee veterans present, our ancestors remains were brought to the Menominee Logging Museum where a ghost feast was held for them and an all night vigil was kept. The next day another ghost feast was held and our ancestors were reburied with traditional Menominee ceremonies at the repatriation burial grounds at Crow Settlement. Menominee elder Dewey Thunder, who is an authority of Menominee traditional burial customs, oversaw the reburial process along with the Menominee Language and Culture Commission. The department is currently consulting with the Oshkosh Public Museum and Wisconsin State Historical Society for the return of Menominee ancestors. This was the second

repatriation of Menominee ancestors for the tribe, the first was with the Neville Public Museum of Green Bay and the Outagamie Historical Society Museum when 21 Menominee ancestors were repatriated and reburied with traditional Menominee ceremonies.

MENOMINEE LANGUAGE REVITALIZATION The beginner's Menominee language tape and manual are selling very well and we are working on the intermediate tape and manual. We hope to have the intermediate and advanced language tape available by next year. The Comprehensive Menominee Language Curriculum, which originated from this department, is in its final review process. Curriculum consultant Carol Dodge is working with Menominee language teachers, native Menominee language speakers in the review process. When curriculum is finished, and approved by the tribal legislature, the Comprehensive Menominee Language Curriculum will be used in the reservation school systems.

TRIBAL HISTORIC PRESERVATION OFFICE STATUS The department received official notice from the National Park Service that we have been designated a Tribal Historic Preservation Office (THPO). David Grignon has been designated the Tribal Historic Preservation Officer for the Menominee Tribe. The THPO designation allows the tribe to take over all or some of the responsibilities the State Historic Preservation Officer had on the Menominee Reservation. Some of the responsibilities are as follow: (a) Direct and conduct a comprehensive, Reservation-wide (archaeological) survey and maintain an inventory of historic and culturally significant properties; (b) Identify and nominate eligible properties to the National Register of Historic Places and or otherwise administer applications for listing historic properties on the National Register; (c) Advise and assist, as appropriate, Federal and State agencies and local governments in carrying out their historic preservation responsibilities; (d) Develop and implement a comprehensive, Reservation historic preservation plan covering historic, archaeological, and traditional cultural properties; (f) Consult with appropriate Federal agencies in accordance with Section 106 National Historic Preservation Act on: (1) Federal undertakings that may effect historic and culturally significant properties within the boundaries of the Reservation; (2) the content and sufficiency of any plans to protect, manage, or to reduce or mitigate harm to such properties. The THPO will also receive annual operating funds from the National Park Service that will lessen the burden of tribe to fund historic preservation activities. Only 20 tribes in the United States have the unique THPO status.

MENOMINEE CULTURAL MUSEUM The department continues to seek funding to build a cultural museum. With the passage of the Native American Graves Protection and Repatriation Act (NAGPRA), unassociated funerary objects and objects of cultural patrimony are available to the tribe. However, we need an environmentally controlled facility to house these objects. The Menominee Indian Historical Foundation, Inc. (Logging Museum) has a 501-(C) (3) tax exempt designation that will be used to raise funds for the cultural museum. The cultural museum will be located on the Logging Museum grounds.

NATIONAL REGISTER OF HISTORIC PLACES DESIGNATION The department has received official notice that the St. Joseph's of Lake Church and Cemetery has been placed on the National Register of Historic Places. The department conducted extensive research and oral history interviews with tribal elders regarding the church and cemetery and completed the application for the nomination to the national register. Historically, the church not only was a place of Christian worship, but it served as a community center for the people of the South Branch community. Traditional Menominee activities took place in the church including: ghost suppers, bean feasts, pow-wows, traditional naming, etc. A key element of the nomination was that the church contributed the traditional as well as contemporary lifestyle of the Menominee people. The churches hand painted murals and Gothic architecture and the fact that the residents of South Branch raised their own funds to build the church made it truly unique. The church and cemetery is a significant historical landmark of the Menominee Tribe.

TRADITIONAL CULTURAL PROPERTIES INVESTIGATION The Wolf River Traditional Cultural Property Investigation (TCPI) was a study conducted by our department to evaluate the cultural resources associated with the Wolf River within the boundaries of the Menominee Reservation. The study area consists of 27 river miles of the Wolf River, plus a corridor ¼ mile wide on each side of the river. The method of study consisted of an extensive literature research and several oral history interviews with tribal elders and tribal members familiar with historical, cultural and spiritual significance of the Wolf River to the Menominee. The TCPI would be used to convince the Army Corp of Engineers, the permitting federal agency for the Crandon Mine Project, that the Wolf River and associated cultural resources are culturally and spiritually significant to the Menominee people. After a representative from the Army Corp read and examined the document, it was determined that the study area was eligible for nomination to the National Register of Historic Places as a Historic District. This Historic District determination is highly significant to the Menominee people and could be detrimental to the Crandon Mine Project in the federal permitting process.

STURGEON FEAST AND CELEBRATION Once again, the tribe celebrated the return of the Sturgeon to Menominee Reservation in April 2000. The annual feast and celebration was held at the Menominee Tribal School.

We received 11 sturgeon from the Department of Natural Resources for the feast and celebration. One sturgeon was saved for the Repatriation feast we had in June 2000. The fish were placed at Chickenay Creek below Keshena Falls where a traditional Menominee prayer was said and tobacco was offered. An honor song was sung by the Five Clan Singers for the sturgeon's return to the reservation. This year we honored **Mr. William Cox, Jr.** for his involvement and commitment to the sturgeon feast and celebration since it was revived in 1993. The traditional Menominee Fish Dance was performed to honor the return of the sturgeon before the feast by the Menominee Ceremonial Dances. This year an Anti-Crandon Mine rally took place before the feast and celebration in Keshena in coordination with the sturgeon feast and celebration.

ANNUAL WILD RICE HARVEST During the first week of September (Pawahan Kesoq or Wild Rice month), the annual Menominee Wild Rice harvest took place at the "rice beds" located on the West Branch of the Wolf River below Neopit. Students from Easter Shawanokasic's and Lori LaTender's class from the Menominee Indian School District and Historic Preservation staff participated in the harvest. After the Menominee prayer and tobacco offering, the students set out in their canoes to harvest the wild rice. After the rice was harvested it was dried and a feast was held at the Logging Museum before it was processed in the traditional way. The rice was parched in a large kettle over an open fire, and after danced on in a pit lined with buckskin with special moccasins to loosen the chaff. After it was parched and danced on the rice was placed in a birch bark-winnowing basket where the chaff blew into the air in the winnowing process. An Eagle circled when the students and Historic Preservation staff processed the rice in the traditional way lending his approval to the ancient harvesting rite of the Menominee.

LOGGING MUSEUM MANAGEMENT The department is continuing to manage the Menominee Logging Museum. The museum is open for tours from May 1 through October 15. The guided tour lasts approximately one hour through seven buildings. We have visitors from throughout the United States and foreign countries. Many large school groups make their annual visits to the museum, as well as groups from other entities. The logging museum tour is free to tribal members.

HOUSING HUD

Wendell Askinette, Director

The Housing Department is comprised of 17 major components and/or programs (Administration, Drug Elimination, Elderly Housing, Emergency Housing, Finance, Home Loans, Home Repair Loans, Homeownership, Home Sales, Inspections, Inventory, Low Income Rentals, Maintenance, Rehabilitation, Rental Assistance, Security, and Tax Credit Program) and is staffed by 44 personnel who provide services to over 500 clients annually.

This was our third full year under NAHASDA and HUD's Indian Housing Block Grant (IHBG) funding concept. Our grant for FY2000 totaled 2.8 million dollars and allowed us to continue our efforts of maintaining existing housing and developing new housing for tribal members.

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

DRUG ELIMINATION. This program has been ongoing since 1991 and under it's current management since 1997. The program continues to aggressively address the issues associated with drugs and crime as they impact our Department's development areas. In order to address these complex issues, the program has diligently worked toward creating partnerships within the community. Allocated funds from the NAHASDA block grant as well as the second year's award of the Drug Free Communities Support Program supports the objectives stipulated within the Drug Elimination Program. Our program has continued to provide Prevention, Intervention and Suppression (Security) services to the community within the past year.

PREVENTION COMPONENT: The Drug Elimination Program was involved with a variety of community based prevention activities. We worked extensively with Tribal, State and Federal Programs in order to deliver these services. Through these efforts 6,252 people received Prevention services with this reporting period.

INTERVENTION COMPONENT: The Drug Elimination Program coordinates and monitors the Drug Free Communities Support Program, which is a coalition-based grant. We have worked extensively in the area of networking and recruiting professionals as well as community members to join us in our efforts. The first year we received this grant we had 18 people involved within the coalition, this year the number of people involved with activities increased to 69! Objectives of this grant include an Intervention Program and the Menominee Ropes & Challenge Course.

- The Intervention Program is comprised of a 7-member team of professionals representing various Tribal programs. Within this reporting period, we served 16 families; with 5 teens being referred for AODA treatment.

- The Menominee Ropes & Challenge Course was built through a partnership between the Menominee Indian Tribe of Wisconsin and the Menominee Indian School District. Collectively we have 16 certified instructors for the course. Ten of our instructors represent the Tribe. We completed our first full year of implementation this year and employing a seasonal Lead Ropes Course Instructor. 52 adults and 133 youth went through the course, equaling 185 people served within the reporting period.

SUPPRESSION COMPONENT: Crimes committed within the development areas of the Menominee Tribal Housing Department continues to be an issue for our Suppression Component. Through a partnership between the Housing and Tribal Police Departments we are able to increase the baseline of services to our development areas. What this means is that additional to what the Menominee Tribal Police Department provides for the community at large, they have assigned two deputized officers specifically to the Menominee Tribal Housing Department. The Drug Elimination Program provides administrative services in order to facilitate this partnership. The program has also developed the Peacekeeper Program in an effort to address tenant's issues within an objective manner.

The Drug Elimination Program operates in a multi-layered approach in our effort to eliminate drugs and violence from our community. It is difficult to identify the total number of unduplicated community members that have benefited from our services. Our records indicate that 6,453 people have either attended community-based activities or received prevention information through the efforts of the Drug Elimination Program.

FINANCE. The Finance Division is responsible for assisting the financial needs of all program areas within the Housing Department. Their staff has helped set up and monitor all budgets over the past year. Housing program budgets for FY00 include the State Emergency Shelter Grant, Emergency Shelter Grant, Elderly 202 Contract, Comprehensive Grant, FY98, FY99, FY00 Indian Housing Block Grant, Drug Free Communities, and Development Project 015 Grant. Total budget for the Housing Department for FY00 was 3.2 million. This included a \$541,672.00 contribution of third party monies.

The Finance Division assisted in the management of the cash flow from all tenant and client receipts. A great achievement for this past year, is that we converted to a new software that integrated the Residential Services, Maintenance, and Tenant Accounting. The software has made the process more effectiant. The software and our department manage almost 500 clients' receivables.

This division has personnel of 4, which includes Financial Supervisor, Financial Assistant, Loan Coordinator and the Receptionist. Other duties of the Financial Division are daily tenant accounts reconciling, managing Certificates of Deposits, daily purchase requisitions, billing, invoicing, and revenue allocation.

HOUSING IMPROVEMENT PROGRAM (HIP). The Housing Improvement Program consists of the following BIA and Tribal Programs:

Housing Improvement Program. This program is funded through the Bureaus of Indian Affairs (BIA). Applicants are selected through a "Point System" as devised by the BIA and are part of Federal Law CFR 256 Housing. This past year we were able to purchase a new mobile home and set it up for (1) person. This included sewer and water, electrical, concrete slab, etc. The second recipient was to receive a new (2) bedroom home. However he decided that, as he lives on county property, that he would not be able to afford the taxes, and declined the home. We are in the process of continuing down our list for the next eligible family.

Indian Health Service – BE-00-C02. This program is federally funded through the Rhinelander Field Office. This program is still on going. To date we have drilled 7 wells, hooked up 8 water systems and installed 9 septic/drainfield's. We are in the process of starting a Community Sewer and Water Extension and also a Community Sewer and Water boring and hook-up.

Elderly Assistance Program. This program is funded by the Menominee Indian Tribe and assists all enrolled Menominee's aged (55) and older with home repairs.

Program criteria includes: must meet eligibility requirements in income (not to exceed 125% of poverty guidelines). We do not count Social Security or S.S.I. towards total income. There is \$5,000 cap under this program. Once a person gets there they are ineligible for a one-year period. Program funds are used on replacing furnaces, cleaning & repair of existing furnaces, plumbing repairs, roof repairs, windows, doors, insulation, etc. We try to hold repairs to minimum as we have more applications that we have funds for. For instance if a person can wait for a cosmetic repair we will try to do all other repairs that we deem "EMERGENCIES". The past year we assisted (33) of our elderly person with some form of assistance or other.

Disabled Maintenance Program. This program is funded through the Menominee Tribe. It is designed to assist the disabled with home repairs such as handicap toilet's, ramps, etc. This program criteria is the same as the Elderly Assistance Program. This past year we have assisted (5) persons with repairs, renovations. These included redoing a home to meet a handicapped person with a complete bathroom to changing regular fixtures to meet handicap codes. We have received thank yous from many of the Elderly and or Disabled person for work completed on their home this year.

LOAN PROGRAMS AND SERVICES. The Housing Department's Loan Coordinator will assist tribal members find the best loan product available (based on need, income, credit history, etc.) to meet their home repair, remodeling, and purchase needs. She will also help get them through the complicated loan application process. A number of loan products and services are available to tribal members. They include:

Emergency Home Repair Revolving Loan Program. This is a local initiative developed by the Housing Department. It is intended to help enrolled tribal members finance emergency repairs to their homes in a timely manner. For example, replace a bad furnace, repair storm damage or replace broken appliances (i.e. stove, refrigerator). There is a \$5,000 limit on these loans, which carry a 5% interest rate. These loans can typically be approved within a week or less to those qualifying. The Emergency Home Repair Loan Program was implemented on December 4, 1998. At the beginning of FY99 there was \$125,000 in the account with another \$100,000 in investments. In FY00 we have received 35 applications and made 26 new loans and 4 refinances for a total of \$55,350.89. We have a total of 52 outstanding loans at year-end.

Home Buyers Education Program. Most, if not all, of the home loan products offered by the Housing Department require Homebuyer Education/Counseling as a perquisite. The Housing Departments Loan Coordinator provides this service to tribal members at no cost to them. It is designed to prepare and assist them in all aspects of securing a loan and buying a home. This is done through a series of seminars that include information on financing, building on Trust Land vs Fee Simple Land, credit issues, and home section to name few. It may also include some post seminar one-on-one counseling (as needed).

Guaranteed Home Loan Program. This is also a local initiative, instituted by the Housing Department, to assist tribal members obtain conventional mortgage financing to buy, build or renovate homes on TRUST LAND and in particular on the Menominee Indian Reservation. This program requires tribal members to secure a loan from a mortgage lender. If the banks only draw back to approving the loan is that it is on Tribal Trust land, then the Housing Department will step in and guarantee the loan (like a co-signer). This gives the lending institution the confidence they need to make the loan and be reasonable assured that they will be able to recoup their investment in the event of default. In the event there is a default, the Housing Department will step in and pay off the loan, acquire title to the home/property, rehabilitate it, and then resell it to another Tribal member. The Guaranteed Home Loan Program was implemented in May of 1999.

Other. We also assist with the processing of loans for the USDA's Rural Development office in Shawano. This includes their Section 502 (Home Loan Program) and their Section 504 (Rehabilitation Loan Program). This past year we helped complete four loan packages for Rural Development generating \$2,000 in program income (Loan Processing Fees). We are also able to offer HUD Section 184 loans and Rural Development Native American Pilot (RNAP) Loan Guarantee Program.

MAINTENANCE. The primary objective of the Maintenance Department is to maintain decent, safe, and sanitary housing conditions for all homes currently under management by the Menominee Tribal Housing Department. Maintenance damages and/or needs is taken care of through a work order request system and annual occupancy inspections. Work orders are completed according to priority. This past year, the Maintenance staff processed 6,553 work orders. This represents an increase of 21% over the previous year. Additionally a total of 286 inspections have been completed and 117 mutual help inspections are in process of completion. The Maintenance staff also handled all emergency/hour calls. These calls are referrals from central dispatch, Housing Security or direct requests from tenants.

Preventative maintenance played a big part in keeping down serious maintenance problems. Using this approach, 285 units and or facilities had preventive maintenance done on them. Preventative maintenance includes cleaning, checking, lubricating and testing all furnaces and waterheaters, ranges, refrigerators, boilers, circulation pumps and any mechanical inside or outside units. Smoke alarms and fire extinguishers are also checked during work order visits. In Nacotee Addition, water filters are changed every month to serve as preventive maintenance. Again, this year we will "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 preventive maintenance. This prolongs the life of the septic and drain field systems. Gang graffiti was removed from 5 units by either

sandblasting or painting. There were 7 incidents of vandalism and/or forced entry into units. Youth helped with painting, cleaning, cutting lawns, etc., which allowed staff to focus on higher priority issues.

Considerable cost savings were realized because of prudent management employed by the Development Manager. For Project 15 a cost savings of \$80,000 was realized. HUD approved a budget modification for Project 15, which allowed funds to be shifted to operations. The funds were then used to upgrade the Housing Department's computer system with the purchase of the Housing Data Systems (HDS) software. The remaining project 15 funds will be expended on a new storage facility for the Housing Department.

REHABILITATION. The Housing Department's Rehabilitation program is designed for major rehabilitation work on all rental units and also to get vacant units (all programs) ready for new occupants. The typical scope of work varies from cleaning to major renovations. In the past year the Rehabilitation staff rehabbed 56 vacant units and 8 occupied units. Insurance loss, unit 7-B Neopit, was built from the basement up by the Rehab and Maintenance crews. The Tax Credit project in Middle Village caused an influx of homes to be vacant at one time. We had 18 units in a 5-week period that became vacant and needed to be rehabbed. A new parking lot and 60x60 maintenance garage are under construction. Rehab and Maintenance staffs are doing most of the construction. The fencing project (fencing in yards) in the Commot Lane and Pine Ridge area is almost completed.

INVENTORY. Inventory recording is not yet complete. We are still working on getting everything loaded into the database.

RESIDENT SERVICES. The Resident Services division has a staff of seven. The Resident Services division is responsible for a wide variety of housing programs. They include Elderly Housing, Emergency Housing Shelter, Homeownership (Mutual Help & Tax Credit), Low Income Rentals, Rental Assistance Program. A brief outline of each is provided:

Elderly Housing. The Housing Department has two HUD funded sources of Elderly apartments available to the tribes qualified elderly population (62 years of age and above) on month-to-month lease basis. Under certain circumstances, the near elderly (55 to 62) and handicapped individuals may also be eligible for this housing. Built under the 1937 Housing Act, are four buildings (two in Keshena and three in Neopit) with twenty-two (22) one-bedroom apartments available. Rents for this program are based on an income formula (typically 30% of adjusted annual income). There are, however, minimum rents and ceiling rents in effect. Built under the HUD Section 202 Elderly Housing Program, are three buildings (one in Keshena, one in South Branch, and one in Zoar) with twenty (20) 1 and 2-bedroom apartments available. Again rents are based on a HUD income formula (30% of adjusted annual income).

Emergency Housing. The Emergency Housing Shelter program known as "Eagles Nest" offers qualified community members (individuals and families), who are homeless, a "temporary" place to stay. The shelter has eleven (11) sleeping rooms with a maximum bed capacity of 20. There are separate bedrooms for each family, the kitchen, dining, family room, and laundry facilities are for shared use. The first floor is fully accessible for those with handicaps. Another popular component of this program is the First Months Rent and Security Deposit program. This helps families get out of the shelter and into more permanent housing. Families can only be helped once a year and they must be able to demonstrate that they can meet their rent obligations beyond the first month.

Home Ownership (Mutual Help). The Housing Department has offered Home Ownership to tribal members, for many years, through a program commonly known as "Mutual Help". Under this program, 193 homes were built. The Housing Department has 108 remaining in this program, 85 having been conveyed to the owners.

Homeownership (Federal Tax Credits). The Housing Department also offers Home Ownership opportunities under the federal Tax Credit Program. Currently there are 19 Tax Credit homes located in Middle Village.

Low-Income Rentals. The Housing departments Rental Program replaces what was previously known as the Department of housing and Urban Developments (HUD) "Low-Income Rental Program" or "Low Rent Program". The intent of this program is to provide families, with low-incomes, affordable housing units located on the Menominee Indian Reservation. Under this program the Housing Department is able to offer 250 single family detached homes (2-6 Bedrooms) and 12 apartments (2-bedrooms) to qualified individuals on a month-to-month lease basis.

Market Based Rentals. The Housing Departments Market Based Rental program has two aspects to it, both of which are open to individuals of "all" income levels. It is NOT restricted to low-income families or individuals, however, to obtain these units, the individual/family must be able to demonstrate that it can make the monthly payments.

Rental Assistance Program. The intent of the Housing Departments Rental Assistance Program is to provide up to a maximum of 46 families, with low-incomes, an opportunity to find housing in the private sector (and typically off reservation). This program basically sets up a “shared rent” arrangement between a qualified, income eligible tenant, the landlord, and the Housing Department. This past year, 31 families participated in this program.

Criminal Background Checks. Criminal background checks on applicants are now a standard part of our Admissions Policy and screening process.

WICK SALES REPRESENTATIVE. The Wolf River Development Company is involved in New Home Sales for Menominee, Shawano and Oconto Counties. We can build a home for you at a location of your choice. Susan Gomez has successfully sold and coordinated the construction on 3 new homes, one located in Menominee County and 2 on the Stockbridge Reservation. We are in the process of building 2 additional new homes and closing at Bay Bank in Oneida on a construction loan to build a duplex for an Oneida Tribal Member. We also bid on the Domestic Violence Center in Shawano County and 3 stick built homes in Stockbridge. The projects we have under contract have been smooth and done in a timely manner. The Wolf River Development has been on schedule for all homes in progress. The model home is being appraised and hopefully will be sold soon. The WRDC still offers the 3% discount to Tribal Members along with an appliance promotion. We had many inquiries about the program and many misconceptions about what it is we provide. Our homes can range anywhere from \$80,000 to \$225,000 it depends on the style and square footage of home you want and what you can afford.

HUMAN RESOURCES

(Personnel, Training and Development, Compensation/Payroll, Job Training Programs)

Jonathan Wilber, Director

MISSION STATEMENT

It is the mission of the Human Resources Department of the Menominee Indian Tribe of Wisconsin to Partner with all departments and programs to recruit, select and retain high quality employees Provide individual employees access to every resource and opportunity available to help them achieve the highest level of success in their position Work as a team to develop and apply policies, benefits, training and development opportunities and employee recognition strategies that foster a spirit of success, knowledge, cooperation and satisfaction within all department

During this fiscal year, the Human Resources Department continued to manage the Tribe’s personnel, training, development, payroll, compensation and job training functions. These functions include – but are not limited to - recruitment and hiring of new employees, orientation programs, payroll production and reporting, the compensation schedule, unemployment compensation, random drug testing program, background checks, the employee assistance program, and the complaint and grievance processes. In an effort to streamline services, the Insurance Department was moved out from under the umbrella of Human Resources effective January 1, 2000 and now is its own department.

The number one complaint received by Human Resources is that there are not enough Menominee working for the Tribe. Current HR staff have worked diligently at recruiting, retaining and hiring Menominees to improve these statistics. HR was extremely successful this year in hiring Menominees to fill the Director positions in Community Development, Housing Department and the Insurance Department. A Menominee Descendant was hired as the Director of the Aging Division. All of these positions were previously held by non-enrolled individuals. Some improvement in the overall percentage of Menominee that make up the Tribal Government workforce was realized over last year as portrayed in the statistics below:

	<u>9/30/00</u>	<u>9/30/99</u>	<u>% Change</u>
TOTAL EMPLOYED	747	735	+2.0%
Regular Part Time	46	48	-4.2%
Temporary Part Time	13	33	-60.6%
Regular Full Time	688	654	+5.2%
TRIBAL AFFILIATION	<u>1999-2000</u>	<u>1998-1999</u>	<u>1997-1998</u>
Menominee	537 72%	500 68%	556 76%
Descendant	50 7%	44 6%	31 4%
Other Tribe	35 5%	30 4%	17 2%
Non Indian	<u>25</u> 16%	<u>161</u> 22%	<u>130</u> 18%
TOTAL	747	735	734

Overall, the Tribe experienced positive statistical trends in the Human Resources area this fiscal year. The number of complaints and grievances filed is down by 33% percent over last year. Hiring levels increased by 28% over last year, while separations of employment increased by only 1%. The percentage of Menominee working for the Tribe increased from 68% to 72% during this fiscal year. At the same time the number of Menominee descendants working for the Tribe increased from 6% to 7%.

Some statistics however are not encouraging. During this fiscal year the incidents of positive drug tests increased by 2% over last year to a level of 5% of the total tests administered as of 9/30/00. All statistics are available in another section of this report.

Human Resources focused on three main areas for improvement during this year. First, HR initiated and worked through to final approval, various improvements to tribal employment laws, specifically Ordinance 82-10 regarding Menominee Preference and Ordinance 83-06 the Personnel Policies and Procedures. HR expanded and solidified the employee Training and Development initiatives. And HR began a process of "Branding HR" that involved taking an inward and outward look at department purposes and improving service delivery.

Ordinance 82-10 was improved to give Menominee applicants greater chance at employment and to give HR greater authority in enforcing the ordinance. Menominee applicants now receive 25 points for tribal enrollment versus 5 points under the previous version of the ordinance. The appeals process under the ordinance was streamlined to bring a more expedient resolution to appeals filed.

The Personnel Policies and Procedures received some major updates. Specifically changed were the grievance policy and the salary and wage administration policy.

The grievance policy was changed to be fairer to employees and managers. Under the new procedure, greater emphasis is placed upon mediation at level 1. Since its adoption by the MTL, nearly 95 percent of the grievances filed have been resolved at level 1. (Under the old procedure 100% of the grievances filed during the previous 12 months had gone on to level 2.) Level 2 is now a hearing conducted by two neutral employees. Previously Human Resources and the respondent's supervisor served in this capacity. This was not always fair to the aggrieved employee as HR and the supervisor could have previously been involved in the actions that led to the grievance. Finally, at Level III the Administrative Review Committee was removed at the urging of many employees and directors because of the "political" factor of the committee. Now, should a grievance get to level III an administrative review officer will review the grievance and all related materials to come to a final determination. HR has done a number of in-services for various departments to familiarize employees with the new process. Likewise, "Understanding the Grievance Process" has become a regular part of the organizational training calendar.

The compensation plan that was implemented by the Tribe April 1, 1998 underwent some revisions to provide more clarity and fairness. The new "Salary and Wage Administration Policy" became effective in June of 2000. Law enforcement personnel continued to be paid according to the GS wage schedule for law enforcement officers. The new policy limits performance based increases to 2.5% annually for all positions. Numerous departments assisted HR by serving on the Compensation Plan Review Team. These departments included the MIS Department, Tribal Clinic, Tribal Daycare, Maehnowesekiyah, Menominee Tribal School, Tribal Attorney's Office, Human Resources, Tribal Police, Community Development and the Tribal Gaming Commission. The teamwork of the group was beneficial and helped Human Resources put forward a plan that included the voices of a wide variety of departments.

Following the adoption of the plan, Human Resources dedicated a significant amount of time to educate employees about the plan and its contents. Helping departments understand the process of determining grade levels for positions continues to be a challenging task. Most directors and managers welcome the fairness the plan brings, however elected officials in management capacities continue to struggle with accepting their own laws because the plan is based on the "relative worth of the position" and not the person who holds the position. Human Resources' compensation determinations are sometimes overruled by the MTL. This makes fair administration of the plan difficult.

Human Resources will continue to provide training on the Salary and Wage Administration Policy to employees. HR plans to train a group of director's and managers on the "Griffith/Archer Point Factor System," which is the grading processes, so that a better understanding about how positions are rated can be achieved.

Our Training and Development area underwent major changes and solidification during this fiscal year. Human Resources added a full time Training Coordinator to assist the Training and Development Manager in bringing no-

cost training opportunities to fruition for all employees and departments. Because of the concentrated efforts at Training and Development, over 950 participants received training free of charge. The training focused on several areas including Supervisory Management, Coaching and Counseling, Evaluation, Internal Controls, Procurement, Understanding Your PC, Understanding the Grievance Process, Indian Law, Preventing Child Abuse, Customer Service and others.

The Human Resources Department developed a comprehensive training calendar for FY2001 that was distributed to directors prior to budget preparation. This will continue each year in an effort to assist directors in budgeting for their training needs. This calendar was developed based upon an organization wide needs analysis developed in conjunction with 16 departments who volunteered to assist Human Resources.

HR contracted with the College of Menominee Nation this year in an extremely successful partnership to bring a "Supervisory Management Track" of training to our managers and future managers. Additionally, HR worked with a number of program directors within the tribal organization who delivered successful in-house training to tribal employees. HR plans to continue with both forms of training into the next fiscal year.

HR, through its Training and Development Department, began to implement targeted conflict resolution meetings with departments who were experiencing conflict. Five major departments were assisted by this service this year. Without a doubt, getting employees to cooperatively work through issues has certainly improved workplace effectiveness. The departments who have participated in these sessions report greatly improved working conditions and improved interpersonal communication in the months following the sessions.

Human Resources began an eight-step process to "Brand HR." This process' goal is to fine tune the mission of Human Resources and improve the delivery of services to our customers. An in-depth survey was administered and discussed one-on-one with nearly every program director. A sample of 50 random employees also participated. The survey gave HR staff valuable information about customer experiences with HR staff and what HR customers want from the department. A number of methods will be employed in FY 2001 to Brand HR and improve department effectiveness.

Human Resources' Job Training Program underwent significant improvements this year. The first was a physical relocation to the Menominee Community Job Center. This move gives Tribal Job Training Program participants instant access to all services provided in a Wisconsin supported Job Center. The Human Resources Department was instrumental in the formation of Job Center Management Team to manage the functions of the Job Center. The job center was previously managed solely by Menominee County. Now representatives from the Tribe, County and College of Menominee Nation jointly oversee Job Center operations.

The Job Training Programs received approval to consolidate the funds received from three separate federal grants into one consolidated contract under the provisions of Public Law 102-477. This change greatly improves the flexibility and impact of the job training dollars. A major change for this department, under the plan as submitted by HR's Job Training Programs, requires individuals employed under the Job Training Programs (formerly JTPA) to participate in a minimum of 10 hours of classroom or work related training each week. This change will fully meet the intent of the Job Training Programs to increase the skill levels of the unemployed or underemployed while at the same time assisting them in getting permanent employment.

Overall the staff of Human Resources has focused intently on improving the delivery of service, improving and updating policies, training and developing the tribal workforce and increasing communication within the organization. Human Resources launched its monthly newsletter called "The HR Herald" which is distributed to all employees. Human Resources also began accepting electronic applications for employment on their Job Page on the Tribal Website at www.menominee.nsn.us.

HR is attempting to move the Tribal Organization into the future with HR functions that respond to the employees, managers and diverse departments that make up tribal government. Many new things are planned for FY2001. Human Resources will install the first Human Resource Management Software system for the Tribe that will speed up hiring, promotions, pay raises and all HR functions. Human Resources will institute bi-monthly managers meetings that anyone who supervises another person will be required to attend. A totally revised Personnel Policy and Procedure Manual is nearing completion and will be available by February of 2001.

STATISTICAL DATA	<u>2000</u>	<u>1999</u>
HEARINGS CONDUCTED	36	51
Complaints	6	16
Grievances	22	26
Unemployment Compensation	8	9

POSITIONS FILLED	174	135
Managers/Supervisors	7	5
Technical Professional	46	41
Clerical	27	34
General Labor	94	55

SEPARATIONS OF EMPLOYMENT	164	161
Resignations	80	61
Discharges	84	100

DRUG FREE WORKPLACE TESTS	724	521
Random Drug Tests	346	445
Employee Assistance Program Tests	111	119
Reasonable Suspicion Tests	9	5
Pre-Employment Drug Tests	258	52
Positive for Marijuana	27	11
Positive for Cocaine	12	8

EAP REFERRALS	39	30
Administrative Referrals	25	24
Self Referrals	14	6
Successful Completions	16	15
Unsuccessful Discharges	3	2
Continuing in Program	20	13

GENDER OF EMPLOYEES	<u>2000</u>		<u>1999</u>	
Males	228	30%	229	31%
Females	519	70%	506	69%

GROSS PAYROLL

<u>Fiscal Year</u>	<u>Gross Payroll Amount</u>	<u>% Change</u>
FY 2000	\$18,847,452	+ 8%
FY 1999	\$17,350,658	+10%
FY 1998	\$15,638,425	+14%
FY 1997	\$13,676,895	

JOB TRAINING PARTICIPANTS AND PLACEMENTS

	<u>2000</u>	<u>1999</u>	
Total Participants	105	131	(Wages paid by Job Training Programs)
Terminated-Not Hired	43	51	
Positive Placements	40	48	
Continuing in Program	22	32	
Summer Youth Participants	60	60	
After School	0	68	(Funding for 2000 cut by Tribal Legislature)

JOB TRAINING SUPPORTIVE SERVICE DOLLARS EXPENDED

Active Participants	\$ 9,447.70	\$ 9,218.00
Non-Participants	<u>\$21,532.93</u>	<u>\$13,431.00</u>
Total	\$30,980.63	\$22,649.00

INSURANCE DEPARTMENT

Yvette Hartman Wilber, Director

The insurance department is responsible for providing employee benefits that include medical & dental insurance, workers compensation, life insurance, disability insurance, and a 401k retirement plan. We are also responsible for managing the Tribe's property insurance and the death benefits for Tribal members.

The information included in this report includes the Gaming/Hotel operation whose benefits and insurance programs are administered by the Insurance Department.

Health Plan

It is important to note that the Tribe's Health plan is a self-funded plan. A fully insured plan is one in which a premium is paid to an insurance company and the insurance company manages the benefit plan with little input from the employer. The only liability the employer has is to pay the premiums. A self-funded plan is one which the

employer takes responsibility for managing the plan. The greatest benefit of a self-funded plan is that any benefit dollars not spent remain with the employer, not the insurance company.

There are two types of costs associated with the Tribe's health plan. The cost includes administrative and costs for claims. It is important to insure that the benefit plan is being administered according to its plan provisions. The administrative costs are paid to a third party administrator, currently Claims Management Services of Green Bay, Wisconsin who has done an excellent job of administering the Tribe's plan.

During the period covering 10/99-10/00 the Menominee Indian Tribe had a total of 890 employees covered under the health plan. The total paid for claims in this period was \$5,716,797.89. The average paid claims per employee per month was \$535.28.

The Tribe continued its preferred provider organization with Associates for Health Care. The Tribe has been with AHC since 1995. The Tribe pays an access fee to AHC each year. The cost paid to AHC was \$40,241.30 for the plan period 10/99-10/00. This provided the Tribe with a managed care savings of \$422,684.11.

GAP Medical Plan

The Tribe receives money from the State of Wisconsin for a Medical Relief Block Grant. This money is used to fund a health plan for those participating in the General Assistance Program. Eligibility under the MRBG was expanded this year to cover participants no longer in the GAP program who work in job-training programs offered under this plan. Eligibility was further extended to any enrolled member working for the Tribe on a part time basis and not eligible for Badgercare. This year the plan covered 50 participants. The amount paid in claims for the General Assistance Program was \$186,041.00.

Burial Benefit

The burial insurance benefit continued for the year. Under this benefit, a \$3000 burial assistance and a \$125 wake assistance benefit are provided to families of deceased tribal members. This year the benefit assisted 63 families providing \$174,877.44 in burial assistance and \$7,476.70 in wake assistance.

Property Insurance Coverage

First Americans Insurance Service has provided insurance coverage for all Tribal property including the College, the Auto Service Center and the Casino through St. Paul Insurance Companies as follows:

For the period 10/1/99 to 9/30/2000 the annual premium was \$149,149. Coverage included property, general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability and commercial crime. During this period there are \$109,506 in reported losses, of which \$79,860 is held as reserves for currently open claims which are still in process.

For the period 10/1/99 to 9/30/2000 for the Menominee Casino, two policies have been in force that covers this period of time. Coverage includes property, general liability, inland marine, automobile, umbrella, boiler & machinery and commercial crime. The annual premiums for the policy term were \$124,807. Recorded losses for this period of time are a total of \$204,885. Of this amount, \$148,283 is still held as reserves for currently open claims and the balance has actually been paid out.

401k Retirement Plan

We currently have 852 participants in the 401k retirement plan. Provident Mutual of Philadelphia, PA is the asset manager for the plan. The plan assets for as of September 30, 2000 were \$9,333,405.20. Ceridian Retirement Plan Services of Lacrosse, WI is the third party administrator of the 401k retirement plan. Statements are provided to employees on a quarterly basis. Employees also have access to THE BENEFITS LINE. This is one of the easiest and most convenient ways for employees to keep track of their investments. THE BENEFITS LINE is an automated service that enables employees to obtain the latest information in their plan account 24 hours a day, seven days a week. A personal identification number or "pin" is the only way for employees to access their accounts.

Goals

Change is in the future of the Insurance Department. Training and education will assist the department in attaining goals. More information will be provided to employees so that they understand what benefits they are currently enrolled for and how the benefit plans work.

The move of the Occupational Health & Wellness educator to our department has been a great success. The position was housed at the clinic and the move has provided employees with a greater awareness of how we can improve our health keeping our health costs down. Since the move which occurred on September 1, 2000 the Occupational Health & Wellness Educator has been extremely busy. She has served about 20 clients setting up personal exercise

programs, orientating them to equipment at the Recreational Centers, and personal training. She has also been taking many individuals through the Health & Fitness Screening. Starting in November Aerobics classes will be available for employees that are covered under our health insurance plan.

INDIAN HEADSTART

Amy Waukau, Director

The early childhood program has celebrated its 35th year of service to the Menominee children, families and community. It is a comprehensive childcare program in which the child and family are the primary focus to meet family goals and needs. The parent is considered the primary educator and by working together with the Head Start staff and community, we can make a difference in a child's life and education.

In April of 2000, a program review team from Administration for Children and Families, the Department of Health and Human Services came to complete a full three-year assessment. All areas of the Head Start were reviewed and they are Early Childhood Development and Education, Health and Safety, Financial Management, Family and Community Partnerships, Program Design and Management and Disability Services. The findings were based on the Management Team Interviews, Staff Focus Groups, on-site observations, interviews and a review of documents and records. The final report read that the program had an excellent review and was found to have no deficiencies

The program was recognized for the following strengths: (1.) An active Parent Committee and Policy Council which offers guidance and direction to Head Start staff, (2) excellent formal structure that provides parents and community representatives with both the authority and opportunity to participate in shared decision making, (3) a written parent handbook with simple procedures that describe how decisions are made involving the governing body, (4) numerous collaborative partnerships efforts occurring and are in place, (5) numerous modes of communication, (6) well written records and by one employee, best ever sighted by the review team, (7) on going self monitoring is performed in compliance, (8) financial books of records are kept up to date and posted, (9) all accounting records were prepared in an accountable manner, (9) prevention and early intervention for children are preformed in an acceptable manner, (10) all classes have inclusion of children with disabilities, (11) provide parents many and various opportunities to participate in the curriculum, and (12) numerous community collaboration agreements (many in writing) between agencies.

Although there were some concerns that were identified, these concerns did not constitute a deficiency in the Head Start program. A Quality Improvement Plan was not required to be put in place; however, the concerns did need to be corrected as soon as possible. The following are the concerns in which were stated in the report: (1) the program is under enrolled, and (2) there is no dispute resolution policy in place for resolving impasse between the Policy Council and the governing body.

The last three-year program review was completed in 1997 and the program was sited with thirty-three deficiencies. We were required to write and complete a corrective action plan. The program has made great strides in clearing up all program deficiencies.

This past 99/00-program year, the program completed a full comprehensive community assessment. Surveys, questionnaires, focus groups and a survey of community trends were completed. The results of the community showed that the top three needs that need to be addressed within our community are: (1) alcohol and drug abuse, (2) domestic violence, and (3) teen pregnancy. We have fully assessed the parents interests and set program goals to meet these community needs as well as needs of the parents. Parent education sessions are held on a regular basis. Parent home visits, small group meetings as well as individual sessions remain a part of the program.

Effective August 2000, the Menominee Indian Head Start was removed from the Chicago Regional V Branch Office and transferred to the American Indian Programs Branch Region XI. This has placed the Head Start program with other Native American Head Start programs throughout the nation. The technical assistance and support will now be placed under the Quality Improvement Center of Oklahoma. Our new program specialist is located in Washington, DC. We look forward to participating in training and conferences that pertain to Native Americans and their history.

INTERNAL AUDIT DEPARTMENT

Linda Beaversdorf, Director

The Menominee Indian Tribe of Wisconsin has established a centralized Internal Audit function with the authority to plan, develop and administer audits/reviews of the internal controls and operations of all programs and activities

maintained and/or provided by the Tribe. The Internal Audit function will focus on monitoring contracts and grants for compliance, financial review of all Tribal activities, and review of program performance.

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.

JOHNSON O'MALLEY
Pat Tourtillott, Director

In FY 2000 we met our goal of providing a program that gave our Menominee students increased awareness to cultural activity projects, self-discipline, self-esteem and an overall better understanding of our communities. Our arts & crafts program is designed for after-school activities and gives our youth a safe place to come and enjoy themselves as kids. Our Menominee students need to learn as much as they can about our heritage and culture and how to become a contributing member of our community. In a needs assessment by our office the problems that are affecting our community were priorities mentioned by our families interviewed as: availability of drugs & alcohol, Violence among our youth and community, availability of drugs and alcohol to youth under the age of 16, and the presence of gangs. The JOM Committee recommended we attempt to overcome some of these problems by incorporating a culture component along with our program by using culture as a tool of education to get students more involved in appreciating their community and families. The Arts & Crafts program currently provides services in the following centers: Keshena Recreation Center, South Branch Community building and the Woodland Youth Boys & Girls Club in Neopit. The program is well received in each community. Our only unmet need is not having enough program money to serve the Menominee Youth.

In FY 2000 we served a total of 2,961 students in various communities, this number is down from FY '99 due to three months without an instructor. We averaged 247 students per month for instructions. Students participated in projects such as: beading, drawing, making dancing accessories, making drumsticks, dream-catchers, etc. We purchased powwow tapes, videos, books and magazines that are being used at the centers. All parents are encouraged and welcome to come to the centers and work on projects with their children. Parents do come in with their children at times, but we need to work on more parent participation.

In FY 2000 we spent \$27,617.51 in our JOM/Culture budget and returned \$8,382.49 back to the Tribal Budget. Our Tribal budget is also combined with our JOM budget to provide more services for the Menominee Youth and communities.

LANGUAGE & CULTURE COMMISSION
Rose Wayka

The Menominee Language & Culture Commission was established to provide and promote the revitalization of Menominee language, history, traditions and culture and learning opportunities for Menominee children and families to include the early childhood ages, adolescent, teen and throughout the adult years.

The Menominee Language is a gift from the Creator to the Menominee people and should be treated with respect. Along with language, the Menominee have a distinct culture that identifies the people only as Menominee. There is no other body of people in the world who can be recognized as Menominee. The Menominee today are the

descendants of the original people who are the ancestors of those who have existed in their homeland for thousands of years.

Traditional and cultural values should be instilled in tribal members so that each Menominee person, beginning with the youngest and continue throughout the adult years. By doing this, the Menominee Nation will be stronger culturally and spiritually by appreciating and enjoying all that the Creator has provided for us.

With the task of preserving Menominee Language and culture, a nine-member committee was established. By creating the Commission, whose members are appointed by the Tribal Chairperson, the Menominee identity can be kept for our children today and for the generations to come. As a Menominee, you can be proud of your language, history, traditions and culture by knowing these as individuals, families and as a people we can exist as Menominee for years to come.

The Commission Director and/or members were involved with a variety of community agencies, tribal and education programs to assist with incorporating language and culture components into several respective agencies that involved adults, teens and youth such as the following to name a few:

Menominee Tribal School Language Training

Language training sessions were conducted with assistance given by the Director and several commission members. This covered three days where language material for classroom use was presented. The staff rotated between different areas of classroom dialog to enhance school wide usage of Menominee Language. The idea was to have students hear Menominee in other areas of the school and not just spoken by the Menominee instructor. Also, at Tribal School, the commission elders were requested to participate in a Neopit Task Force Youth meeting. The school staff was concerned with the children who were becoming involved with violence. The school was also involved in a family language program on a Friday evening with an elder.

Menominee Language Curriculum

The Menominee Language curriculum development is ongoing. A group has been formed consisting of the Director, commission members, curriculum consultant, Menominee classroom language teachers, and language coordinator for the school district. This group continues to work towards the goal of a curriculum for Menominee Language & Culture for reservation schools.

Menominee Language Learning

The language learning sessions have been ongoing and usually sessions are held on Monday evenings. These sessions have been faithfully attended by several community individuals who have a desire for the learning language. Pre-selected materials are put together that the group may have an interest in wanting to learn to speak. The group may request other language materials and the requests are honored from those present.

Menominee Commission Elder's Pow-Wow

The highlight for the commission office is being able to put together the elder's pow-wow to celebrate the harvest season and coming together to enjoy the company of all those that are involved with this event.

LAW ENFORCEMENT

Keith Tourtillott, Tribal Police Chief

On February 9, 2000 the Chief of Police elect assumed the new post. Immediately following the change, a cost projection was conducted to forecast the cost of labor. Based on this assessment a plan for work force reduction was put into place to adjust for the anticipated short fall of just under \$300,000. The work force was reduced by 8 personnel and the shift was changed to eliminate the 3-hour overlap that occurred at shift change. Further adjustments were made in June to accommodate for the rate of overtime caused by the rate of crime. The first 7 months of the new Chief's administration was focused on fiscal management, with the primary goal of reducing the impact on present employees.

Statistically while the national trend of the overall crime rate reduced by 7%, which was almost the same for the State of Wisconsin (5%), the Tribe experienced an increase in the overall crime by over 9%. Specifically, Aggravated Assaults increased over 75%, along with Theft of Motor Vehicles (103%). Crimes committed by juveniles increased by just fewer than 40%, representing approximately 40% of all arrests within the department. The increase in juvenile arrests represents a 5% increase from 1998 to 1999. It is important to note that this data

derives from the official Wisconsin Uniform Crime Reporting (UCR) Program released April 11, 2000, which covers the calendar years 1998 vs. 1999.

Using the UCR data and comparing it to the present trend starting with January 2000's arrest information relating to Type 1 Major Crime incidents, the department anticipates that there will be no increase in the overall crime rate. However, it is estimated that based on the present trend, property offenses such as burglary and larceny will increase by 23% and 16% respectively. Likewise, the department has already experienced 2 homicides, but one of those two will be adjusted based on the U.S. Attorney's declination. With respect to violent offenses, it is anticipated that aggravated assaults may reduce by 3%.

According to the records from the Menominee Emergency Communications Center, the department responded to 14,165 service calls, averaging 1,180 calls a month. Of those 14,165 service calls, the population statistics from the Tribal Detention Facility indicates that 2,076 individuals were arrested. Of those individuals arrested, 39% were juveniles, with 51% being female, and 49% male. In all, the department experiences a 15% arrest rate.

Financially, the department handled \$3,457,414 in total allocations. The Department of Justice through the COPS Program funded \$87,592 out of the Universal Hiring, \$11,625 out of the More program, \$13,389 out of the Troops for Cops program, and \$86,715 out of the Tribal Resources Grant program. The Wisconsin Victim of Crime Office funded \$43,000 and the Federal Office of Victim of Crime funded \$40,000. OJA funded \$70,200 and the WI Office of Justice funded \$36,370. The Bureau of Indian Affairs funded \$54,439 out of the Highway Safety program, and \$1,314,084 out of the Law Enforcement Services program. The Tribe funded \$1,700,000.

LEGISLATIVE STAFF SERVICES

Royal Warrington

The office of the Legislative Staff Services serves as the 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 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 chairman, including all meeting agendas, posting in the community, scheduling meeting places and the packet mailing, notification of all committee members and related staff as well as maintain 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 Legislator's 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 their 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 designed assignments or assignments from the Legislature while working on a full time basis and will continue to provide these services when that need occurs.

Legislative Staff Services 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 131 separate main committee meetings and maintained records for 3326 hrs. of time on task in fiscal year 1999-2000.

LIBRARY
Sally Kitson

This year we once again serviced many people with our tax program. The refund checks come in about two weeks after the form is electronically filed so if you don't need your refund the next day it's the way to file. We start training for the 2000-tax year in December. Hopefully, this year we will be able to run the tax service which aides primarily elderly people. We could use some elderly volunteers for this so if you're interested give us a call.

The summer reading program was a success. We saw some new faces this year and graduated some that have been with us for the past three years. Another program that was run during the summer was mini Internet classes for the kids in summer school and Daycare. We had children with a wide range in age. It was good to see the older kids teaching the little ones about computers and the Internet. It can't be stressed enough that in this day and age our kids need to develop their computer and Internet skills every chance they get.

The library became involved in the Pee Wee Socials that are sponsored by the UW-Extension office. The socials are part of a larger program that is aimed at teaching parents learning activities for pre school kids. Speaking of kids here is something to watch. [Between the Lions](#) – A new PBS television series for children. The program is named for a family of lions who run a library. The series uses puppets, animation, live-action and music for children ages 4 to 7 and their families. **3:30 P.M. Monday through Friday.** For more information www.pbskids.org/wgbh/lions.

Now we have 6 computers available to the public. All are hooked to the Internet on a T1 line (which is very fast). There is a time limit of ½ hour if someone is waiting. There is no charge to use the computers. There is a charge for any printing that is done. Our staff is well trained to be able to get around the Internet. However, we realize that many people that want to or need to use the NET are unfamiliar with it and maybe intimidated by it. It is fascinating and you can find any kind of information you want. So if you're unsure, come in and we will help you!

Here are some sites that you may want to check on:

www.WisconsinMentor.org – Your source for information and online admission applications for Wisconsin's private colleges and universities.

www.FirstGov.gov. – Gets directly in touch with U.S. government services, links them to state and local governments

www.ala.org/parentspage/greatsites – Great Web sites recommended for preschool-elementary age children and their parents by librarians who work with children

www.parentech.org – Provides parents of middle school children (grades 6-8) with resources and tools to guide their children toward successful futures.

www.cbtl.org – an annotated, non-commercial field guide to the Web created as joint project by staff members from Outagamie Waupaca Library System and Appleton Public Library with support from many local librarians and the Nicolet Federated Library System

This year we've set the wheels in motion to get a reading program for the youth in our jail. We've also begun plans to get a study center in Middle Village. At the time of this printing these two programs are still in the very early stages but we hope to have them up and fully running by the summer of 2001.

The library has changed from what we used to know and love. It is no longer the archaic building where one had to be quiet and the only thing that it offered was books. The library is a center of information. It is sometimes quiet and many times bustling with kids' in and out young adults on the net and adults doing their thing as well. It is our job to find the patron, all patrons, any patrons what they need to know. So come in and check it out. If we don't have it we'll find it. If we can't find it – it doesn't exist.

Finally, a special thanks to all who have donated your time, effort, books, money, etc. to the library. We can't continue to grow without those who support us. We hope everyone has a safe and happy 2001. Thank you.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

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

The Licensing and Permit Department (LP Department) provides services for licensing automobiles and all-terrain vehicles. Permits are issued for construction, tobacco, rafting, minnowing, food, fireworks, instant bingo winners, and bingo operation. Licenses are purchased through our department for dogs, cats, hunting and fishing. We are authorized by ordinance to give identification cards for Tax-Exempt, Hunting/Fishing and Descendents. Miscellaneous items are kayak wristbands, lamination, dog and cat tags.

On November 29, 1999, we was able to tour Badger State Industries to observe how the Menominee Nation License Plates go through 8 steps to be prepared for shipment and sent to the Menominee Indian Tribe. In addition to plates the Badger State Industries also make metal and wood furniture, all signs for the State of Wisconsin, stickers for Wisconsin, Oneida & Menominee Nation. The Licensing and Permit has changed distributors for a more competitive price, however, we have experienced a slower process in receiving our plates.

On December 03,1999, the Video Imaging Equipment was purchased from Avant Incorporation. We received the equipment and software January 2000. February 2000, the supplies ordered to run the equipment and software had been received. The Program Analyst was currently working on setting –up a system. I attended a Conservation meeting to inform the Board of the new Video Imaging Equipment purchased and how the identification cards will change. Attended a Legislature meeting on March 2, 2000, to present the new Tax-Exempt, Hunting & Fishing Identifications, and Descendant cards at a cost \$8.00. The new system is more professional and very efficient for the License & Permits department and we are very pleased.

On April 18, 2000, received a memorandum from Finance to decrease our License & Permits Tribal Budget by \$2,192.00. The In-house Budget modification was completed on April 19, 2000.

The last part of April and the beginning of May the vehicle registration database had lost memory. This was reported to the MIS Programmer/Analyst who retrieved most of the information, however some information had to be re-entered. A letter on May 31, 2000, was sent to the local Law Enforcement Center’s explaining the default that occurred within our database system.

On June 6, 2000, a call was made to MIS office regarding a memory problem with the Video Imaging Equipment program. On July 14, 2000, the memory problem was solved, however, all the information between June 6th and July 14th was not retrieved.

In July 2000, a memorandum was sent from two departments Sheriff of Menominee County and Menominee Nation Casino, Bingo and Hotel requesting vehicle registration database information. The procedure has been explained to both parties.

In September the LP department contacted all departments having an internal invoices billing to remind them to remit their payment by September 15, 2000.

In summary for FY’ 2000 the Video Imaging Equipment Program was the largest purchase made for the LP department that entailed a large amount of changes. Otherwise this year was pretty similar to the previous years.

STATISTIC DATA FOR FISCAL YEAR 2000

Permits		Vehicles	
Hunting Licenses	222	Personalized	215
Fishing Licenses	142	Car	1,365
H/F Identification	232	Truck	643
Tax Exempt	777	Motorcycle	19
Descendent-Identification	30	Mobile Home	13
Dog Tags	10	Trailer	20
Construction Permits	62	Municipal	101
Tobacco Permits	8	Veteran	60
Rafting Permits	2	Handicap	108
Minnowing Permits	1	Total	2,544
Food Permits	53		
Firework Permits	6		
Instant Bingo Winner Permits	2		
Bingo Operation Permit	1		
All-Terrain Vehicle Registration	14		

OF THE TOTAL 2,544 THE FOLLOWING SERVICES CONDUCTED

Title	1,120
Liens	237
Replacements Title	44
County/State Tax Fee	8
State Plate Fee	9
State Fast Service Fee	1
Plate Transfer	340
Disabled Card	102
Duplicated plate	22

Delinquent Fee	579
Total	2,462

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages four lending programs; the Menominee Loan Fund, the CDBG/HUD Revolving Loan Fund, the Menominee Revolving Loan Fund, and the Housing Downpayment Loan Fund. The department is located in the Tribal Office building and is open to serve eligible members of the Menominee Indian Tribe of Wisconsin from 8:00 a.m. to 4:30 p.m. Monday through Fridays.

Menominee Loan Fund- This program provides a means for eligible members to obtain financing for personal items and purposes. During the 2000 fiscal year that ended September 30, 2000, 1,599 new loans were approved and processed through this fund to eligible members for a total amount of \$1,357,543.55. As of the end of the fiscal year there were 1,622 loans outstanding with a total principal balance of \$1,262,360.74.

CDBG/HUD Revolving Loan Fund-This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 23 new loans were approved and processed through this fund during fiscal year 2000 for a total amount of \$108,050.00. As of the close of the fiscal year there were 91 loans outstanding under this program for a total amount of \$246,780.53.

Menominee Revolving Loan Fund- This program provides a means for eligible members to obtain financing for business purposes. Application approvals from this fund are restricted to businesses located within the boundaries of the Menominee Reservation. During the fiscal year that ended September 30, 2000, there were five new loan packages approved and processed through this fund for a total credit of \$157,860.66. As of the close of the fiscal year there were 29 business loans outstanding in the aggregate amount of \$579,037.80.

Housing Downpayment Loan Program- This program provides a means for eligible members to obtain financing for the downpayment required by a permanent lender for the purpose of purchasing a single family residence. During the fiscal year ended September 30,2000, there were seven new loans approved and processed through this fund for a total amount of \$25,050.00. As of the close of the fiscal year there were ten loans outstanding for a total amount of \$26,620.63.

MAEHNOWESEKIYAH TREATMENT CENTER

Rose Hoffman, Director

Maehnowesekiyah continues its work in carrying out its mission to provide culturally specific treatment and support services for the Menominee community and their families, to be responsive to community needs by providing a comprehensive continuum of services in substance abuse, domestic violence, and mental health, and to promote positive relationships between the Maehnowesekiyah Treatment Center, resource providers and the community.

This year, the Maehnowesekiyah Treatment Center was due for an accreditation review by the Rehabilitation Accreditation Commission (CARF). CARF professionals conduct an on-site survey to determine the degree to which the organization meets internationally recognized standards. I am happy to report that Maehnowesekiyah has been accredited by CARF for another three-year period. This is the highest level of accreditation that can be obtained from CARF and this accomplishment is an honor that the staff of Maehnowesekiyah can be proud of. It is because of their hard work and dedication that our programs continue to meet the high standards set by CARF.

Last year, I reported to you that Maehnowesekiyah was in the planning process to expand services to adolescents and children. Our program was approved for a three-year grant award and plans to expand and implement intensive outpatient services are now underway. We are extremely excited to have the opportunity to offer these expanded services to the community. The Maehnowesekiyah Day Care Center is in the final stages of completion.

Despite many setbacks, disappointments, and delays, we are in the final stages of preparation for opening our day care program. An open house is being planned and we look forward to having the community visit this new Tribal program. Many thanks to the Menominee Tribal Legislature for their part in making this center a reality. Final approval was obtained for funding a new wellness court in Menominee. This program allows the Tribe to integrate substance abuse treatment, sanctions and incentives with case processing to place non-violent drug-involved offenders into a habilitation program supervised by the Tribal Court for a period of time so that substance abuse treatment can be provided. The program operates under the direction of the Tribal Court and coordinates efforts of the Tribal Court, Probation, Law Enforcement and Maehnowesekiyah.

Budget cuts have created a hardship for our program during this fiscal year. This has been dealt with by restructuring and reorganization of our programs and by applying for new funding. At this point in time, we have not had to cut back on services. Three positions have been cut and duties redistributed in the reorganization. We currently have a staff of fifty employees. Budget cuts have had an impact on staffing for our new day care center.

There were 407 unduplicated contacts/referrals made to Maehnowesekiyah during the past fiscal year, excluding 69 children served in the Women/Children Residential program and day care. 390 of our clients were Native American. Data records reflect that Intake & Assessment was completed for 291 clients, 104 were no-shows, and 12 called and cancelled and/or were pending at 9/30/2000. The no-show rate for the fiscal year was 25%. There were a total of 392 unduplicated clients provided services during the fiscal year, representing an increase in client caseloads of approximately 35%. While 69% of clients admitted had a primary diagnosis of alcohol dependency/abuse, 79% of those admitted had other issues that needed to be addressed in treatment. The percentages of male versus females admitted remained consistent with FY1999 at 57% males and 43% females. Youth and Adolescent clients make up 15% of the treatment caseloads. Maehnowesekiyah continues to serve a younger populations with 98% under the age of 54 years and 68%, age 35 years and younger. This figure also remains consistent with FY2000. Unemployment and low income persistent problems for individuals admitted to treatment. Data reflects that 75% have annual incomes less than \$20,000.00 and 39% do not have a HS Diploma or GED. Only 8% of those admitted have attended College or Vocational/Tech school. 51% of admissions are unemployed and 48% do not have adequate housing. This data indicates a critical need to network and link these individuals to available community resources. Our data base indicates that 54 % of clients are referred through the criminal justice system (Courts, Probation/Parole, etc.) 33% of our clients reported early involvement with the juvenile criminal justice system. Self referrals and Employee Assistance Programs continue to be the second largest referral source, followed by other providers agencies.

Maehnowesekiyah provided child care for 69 children during the 2000 fiscal year for the children of clients involved in our treatment program. Birth to three screening was coordinated with the Shawano Coordinator and appropriate referrals were made depending on the results of the screening. Two children were experiencing speech delays and made significant progress following service provision. The Health Nurse is actively involved in screening and early detection and treatment of illnesses and other childhood diseases. This staff is currently in the process of setting up the new day care center (moving furniture and equipment in and organizing learning tools and materials. Everyone is anxiously awaiting the completion of licensing and opening day for the new center.

Objectives for the **Women & Children Residential Program** included: (1) To provide AODA assessment and treatment for 40 Native American women and their children. (2) Provide comprehensive treatment for 36 women and children admitted to the program. There were a total of 67 women were assessed for admission, with 35 actual admissions to the program. The women admitted to the program had a total of 85 children, 55 of whom were admitted with Mom. Treatment and service plans were developed for the mothers and children as needed. The program evaluation for this fiscal year is currently being completed and will be available for review when completed. The program has had good positive outcomes with respect to services to the mothers and their children. Waiting lists were in effect for a good part of the program year. The **Co-ed Residential facility** goals is: (1) To provide a stable living environment for 32 persons recovering from alcohol/drug abuse. (2) To increase the number of clients admitted to aftercare upon completion of the residential program. There were thirty-nine(39) clients admitted to the Co-ed facility during the fiscal year. 75% of clients successfully completed the program with 100% completing aftercare plans. The program continues to offer a wide variety of treatment, support groups, educational, spiritual, and cultural services. Client satisfaction surveys indicate that clients are satisfied with the program and services offered at Maehnowesekiyah.

The goal of the **Outpatient Department** continues to be: To provide a comprehensive range of services in the home and office setting. The **Screening, Intake & Assessment** process has been streamlined to enable the program to accurately track each request that is made for a given service. A pre-registration process has been established and implemented to improve the prior authorization/third party billing system. We have experienced an increase in the number of referrals over the past program year. **Primary Day Treatment** continues to provide intensive outpatient services to individuals who are dealing with chemical dependency. This program is available four evenings per week for six weeks and offers intensive therapy, education and support services. All participants complete screening, assessment, and program orientation prior to participation in the program. **Adult Aftercare** is offered two times per week. It is a 12-week program designed to meet the needs of individuals who have completed a primary treatment program and have need for on-going support. Follow-up studies reveal that an individual is at high risk for returning to use of chemicals during their first three months after discharge from a residential or Inpatient Treatment stay. The support needs of this population are met through talking circles, therapy discussions, and education/lectures. **Adult AODA Education** is designed to meet the needs of individuals who are experiencing the consequences of their substance use but do not have a diagnosis of dependence. During this 12-week program, participants discuss their these consequences and establish goals and plans to

make better choices. This group meets weekly and is not a closed group, i.e., new members are allowed to enter on an on-going basis. **Parenting and In-home Services** continue to be provided and Parenting 1 and 11 classes are offered once every quarter. The curriculum is based on the Menominee Parenting Program and the Positive Indian Parenting Program. We offer individual education for parents who need additional support. The Counselor who facilitates the Parenting classes also provides in-home counseling and services. All Counseling staff, however, can perform this service. Our In-home program provides a link between our agency and the community. We offer support, education, Counseling, Linkage to available resources, and referral. **The Domestic Violence Perpetrator** program has held four classes during fiscal year 2000. This 12-week program meets once per week and is designed to work with the perpetrator to recognize and accept responsibility for his/her behavior. Referrals are made from the Tribal Courts, Menominee County Health & Human Services Department, Tribal Probation & Parole, State Probation & Parole, and the Shawano/Menominee Court system. Each participant is required to complete four individual sessions in addition to the 12 week group sessions and must meet any additional recommendations that are determined at the time of assessment. The **Health Coordinator**, responsible for the overall health program and supervision, evaluation and monitoring of clients admitted into the residential programs, is an extremely busy person. In addition to employee health screening, the Registered Nurse coordinates referral to the Tribal Clinic for medical, optical, dental, women and men's health, diabetic teaching and pharmaceuticals. She completes the referral process for each client and follow up on each visit. She is responsible to complete a thorough health history and screening for each client admitted to the residential programs. She serves as a member of the Treatment Team and is the lead staff for the health education programs offered at Maehnowesekiyah. **The Domestic Violence Program** completed forty-five Survivor group sessions and 116 one-one sessions during FY2000. Eighteen new assessments were completed. The DV Counselor participates in with the County DV Advocate and Crime Victim's Advocate in initial court appearances in the Tribal Court and staffing sessions. Other involvement included participation in Crime Victim's Right week, Kiddie Crime Walk, and the annual candle light vigil sponsored by Menominee County.

Maehnowesekiyah Prevention staff continue to be active in the schools and community. There was a total of 413 unduplicated youth served in the T.R.A.I.L.S. and Intervention program during this fiscal year. Prevention education classes continue to be held at the Menominee Middle school with 217 youth participating in the program. Positive evaluations were received from both students and teachers. The Prevention Department continues to take the lead in organizing the majority of Maehnowesekiyah's larger community events and to coordinate with other entities involved in the provision of services to Menominee youth. Each year, this Department organizes and coordinates the Elder Christmas celebration which is well attended with positive feedback received from the elders. AODA Awareness week is a major community project for the Prevention staff with programs being offered in each of the five community settlements. The Adolescent Coordinator has been certified as a Ropes and Challenge Course instructor. This staff also assists in the planning participates in other community events such as the Domestic Violence Rally and Walk with Neopit Head Start. This year the Prevention staff took advantage of the "Roundhouse" event at the Keshena Primary School and youth participating in T.R.A.I.L.S. and the Adolescent Program were able to enjoy and participate in this event which included drumming, singing, and dancing as well as story telling by our Menominee Elders.

The completion rate for clients admitted to our program showed a slight increase to 60% over FY1999. Clients who are at risk of losing their jobs, children, etc., are generally better motivated to complete, albeit that in the early stages of treatment, they are the more difficult to work with. Clients who recognize and accept the fact that they have an alcohol/drug problem and have decided to make changes are also better motivated. The client who is admitted because of pending jail time, fines, etc. are not as motivated and as a general rule, continue to leave the program early and do not complete.

Exit and post discharge follow-up surveys continue to serve as the source for feedback to our programs. Data received is reviewed by the Management Team and used in the planning process. Clients continue to rate the services provided as above average to excellent. A high percentage of clients rate staff performance at a high level as well. Native American culture and tradition continues to be an integral part of the healing process and clients continue to indicate that they have learned more about Native American culture through the treatment program and that it continues to help them in their treatment and recovery. These include traditional teachings, smudging, meditation, flute music, language and a sense of a higher power. Increase leisure-time activities continue to be the number one recommendation for improvement, but budget constraints restrict our ability to expand in this area.

MAINTENANCE

Dick Dodge, Director

The Maintenance Department is responsible for the preservation and upkeep of several tribal buildings that include headquarters, FIC, Program Attorney, Law Enforcement, Clinic, Library and Recreation Center. Maintenance and

housekeeping staff are provided for each facility through this department with the exception of clinic housekeeping staff. Staffing includes Maintenance Manager, Office Manager, Maintenance/Groundskeeper, Receptionist/Secretary, Heating/Cooling Technician, Maintenance/Housekeeper, Heating/Cooling Specialist (on call), 3 General Maintenance Workers, and 8 Housekeepers (part time).

Headquarters The new parking lot was paved this year, providing 18 additional staff parking slots. The exterior garbage and recycle area was fenced and cemented. The lounge was fitted with a water filter and all drinking fountains were upgraded with new filters. All dead trees were removed. All new exit lights and emergency lighting were replaced with those equipped with battery backup and LEDs. The MIS office section was renovated with a partition being erected and door installed.

FIC The Human Resources open area was renovated to an enclosed conference room with electrical and heating installed. The HR reception area was enclosed as well and both areas repainted. All hallways on the basement and first level were also painted. Corrective measures were taken to drain the water and ice accumulating in front of the main entrance. The lounge was fitted with a water filter. Preventative maintenance was completed on the HVAC systems.

Program Attorney The soft water conditioning system was put on a regular fill schedule.

Law Enforcement Center The facility qualified for special BIA maintenance funds. Cameras were installed in all cells of the jail and hallways of the detention area. Floors in the jail monitoring room were replaced as well as the floors in the squad room and hallway. All new TV stands were installed. All electrical receptacles were removed. Phase 1 of the lighting change out began, it is expected to be done in the next year. Ventilation ducts in the detention area and police department were cleaned, some replaced. The central telecommunication area was renovated by removing a wall to increase the square footage and the floor replaced. The parking lots and driveway were repaired. Several large dead trees were removed. The wood boarder around the building was removed and replaced with brick.

Clinic Indian Health Service provides annual funding specific to maintain, preserve or upgrade the physical building, internal systems and grounds of the clinic. This year phase 2 of the landscaping was completed with installation of a brick retaining wall on the west side of the building. The chips and boarder around building was replaced. The boarder around the trees was removed and replaced with grass. Some of the ductwork located on the roof was painted. All caulk around the windows and building was redone. Electrical junction boxes in the clinic were replaced. All conduit not already anchored was. All preventative maintenance on the heating system was completed.

Library Steps and handrails were installed in the library. The Direct Digital Control (DDC) system for the heating and cooling was completed. Electrical ballasts have been changed out to a more energy efficient light source.

Recreation Center This center experienced ongoing vandalism with roof shingles being removed. A permanent solution was not found. Staff continues replacing the missing shingles. Suggestions for the problem are too costly or are not visually appealing i.e. replace shingles with aluminum roofing, fencing in the roof.

The Maintenance department continues providing service to other tribal facilities including Historic Preservation, Tribal School, CBRF, Maehnowesekiyah, and Headstart. Daycare, Senior centers, Conservation. Services provided include snow remove, maintenance of HVAC, plumbing and electrical systems.

MANAGEMENT INFORMATION SERVICE

Annette Cook, Director

The Management Information Systems (MIS) Department is an internal services department within the Menominee Tribal structure that is funded 100% by the Indirect Cost Pool. The Department has been in existence since November 1985 providing computer and programming support services to Tribal Departments. Fiscal Year 2000 is the first full year that Annette Cook has served in the capacity as MIS Director. This report encompasses some of the major accomplishments of the Department over the course of this past year. This report will also provide a brief explanation of some of the major projects or plans that the MIS Department will be working towards during the upcoming Fiscal Year.

On November 3, 1999, the Menominee Indian Tribe received 99 replacement computers from the Bureau of Indian Affairs. These computers were received as a result of Y2K compliance reports that the MIS Department submitted

in March 1999. The replacement computers were installed by MIS either in BIA funded Departments or those that are responsible for doing BIA related work. For those Departments receiving BIA computers that already had Y2K compliant system, MIS transferred these to other Departments that were in need of replacement computers. During a five-week period in November and December 1999 the MIS Department prepped and installed 174 computer systems throughout the Tribal Organization. The Tribe experienced no Y2K computer-related problems because of the long hours and tremendous efforts put forth during 1999 by all MIS staff members.

TECHNICAL SERVICES DIVISION

The Technical Services Division installs, maintains and supports all computer-related hardware and software within the Tribal Organization. The Division also assists Tribal employees in resolving computer use issues to increase productivity of employees using information technology within the tribal structure. This Division is staffed with five technical support personnel, consisting of a Service Manager/Technician, Help Desk/Technician, a Network Technician and two PC Technicians.

Fiscal Year 2000 service calls amounted to 5879, which is an increase of 12% over the number of service call requests coming into the Department during the previous fiscal year. The Department maintains and supports systems at twenty-eight different locations throughout the Tribal Structure. One of the major complaints that the MIS Department has always received, is the amount of time it takes for service requests to be resolved. The Department has initiated several procedures and changes over the course of Fiscal Year 2000 to address these complaints. A regular service schedule and staff backup plans were initiated to provide a consistent service plan, unfortunately, staff turnover in this area continues to compound the situation.

PROGRAMMING DIVISION

The Programming Division creates programming solutions to automate Departmental and Tribal processes and supports those solutions by upgrading and modifying them to meet changing needs and standards. Since the initial hire of one Programmer back in January 1997, the Division is now staffed with four employees, consisting of a Database & Applications Manager, two Programmer/System Analysts and a Web Developer. The Programming staff has developed, installed and supports nearly thirty database programs throughout the Tribe and is responsible for the development and maintenance of the Tribe's Web Site.

The Menominee Indian Tribe's Web Site went through a major design change with the update being posted on the Web in July 2000. Along with the design change, an on-line application was added for the Human Resources and JTP Departments whereby candidates may view and apply for positions via the Internet. The Menominee Indian Tribe of Wisconsin's Web Site can be viewed at <http://www.menominee.nsn.us>.

The Programming Staff worked diligently to complete the upgrade of all databases by mid-December, 1999 to ensure that programs developed internally were Y2K compliant. At the end of Fiscal Year 2000, several of the existing databases such as those used by Loan Fund, Procurement and the License & Permits Department must be updated using an SQL programming language. There are several new programming requests that have been received by the MIS Department that must be done using SQL. Due to large and more complicated procedures required for these databases, the existing programming tools are no longer a viable option.

In order to complete the current and future requests using the SQL programming language, additional hardware, software, and licensing purchases, to be made. These particular purchases are a small portion of the Fiscal Year 2001 projects that the MIS Department will be undertaking. Unfortunately, due to the Tribe's current financial situation this and other projects may not become a reality for some time.

TRAINING DIVISION

The MIS Department began offering computer training to Tribal employees in April 1997 in a small classroom area within the MIS Department. This classroom housed six computers that were put together by MIS Technicians out of spare computer parts. The classroom has come along way since those meager beginnings when it moved into a much larger room during October 1999. This move provided us with the opportunity to expand classroom sizes along with offering additional training services to the Organization.

During Fiscal Year 2000, 316 students received hands-on training in various software programs in the MIS Classroom. Since classes began back in 1997, 878 students have received training via the MIS Classroom. If the same amount of students had taken these classes elsewhere, the registration fees alone would have been \$225.00 per student per class. Based on these figures, the classroom has saved the Tribe over the course of the last three years a total of \$197,550.00.

The MIS and Human Resources Department purchased a program entitled Know-It-All in April 2000, which tests computer skills and knowledge in many different areas. These tests are being used in conjunction with the Human Resources interview process for open positions within the Menominee Indian Tribe. This program can also be used to test employee skill levels to assist in determining their training needs.

FY 2001 PROJECTS

During the upcoming fiscal year, the MIS Department will begin to offer classroom training to employees outside of the Menominee Indian Tribe. We will be offering training sessions to employees of the Menominee Casino/Bingo/Hotel and possibly expand to other Organizations after that. Offering classes to people outside of the Tribal Structure will provide the MIS Department with the ability to generate revenue.

Some of the other projects that the MIS Department is working on developing are listed below along with a brief explanation and benefits of each.

Backup Server - This will provide a centralized system backup for all servers housed within the MIS Department.

1. Network backups can be removed from the existing To server used for file and print sharing which will assist in enhancing network performance.
2. Eliminate the need to purchase a backup device for each individual server thereby saving approximately \$3,000 per server.
3. Fewer backup tapes will need to be purchased making current storage space adequate.

Primary Domain Controller - This will authenticate users and provide access to applications being requested by departments.

1. Single network login to access expanded network services from multiple servers.
2. Base server for administering following phases (Exchange, SQL, Internet, and Intranet).

TO Server Upgrade and UPS - This will upgrade the network operating system to the most current version and the UPS will provide increased power outage and surge protection to the network servers.

1. To upgrade will provide access into multiple systems and allow a single network protocol to be run.
2. The UPS will allow us to manage power outage shutdowns even when we are not present.

TO Exchange Server - This will provide a full email server package to Tribal Office network users.

1. Group calendaring, scheduling and enhanced email features.
2. As additional phases are completed, it will serve as a communications link to other Tribal locations.
3. Can be used for external email traffic.

Dial-up Exchange Servers – *This will provide an Exchange server at each listed site to provide group calendaring, scheduling, and enhanced email features. The dial-up connection will provide communication between the connected sites.*

1. Provide email connections between the Tribal locations listed.
2. Eliminate the need for as much current hard copy interdepartmental mail and time spent delivering and retrieving such mail.
3. Temporary solution until a more permanent connection between the buildings is completed.
4. Once a permanent connection is made between buildings, these servers will be transferred to some of the smaller Tribal locations for use.

Infrastructure Update/Upgrade Part 1 - This equipment will provide for increased network performance and reliability for those connected to the Tribal Office network.

1. File access, save and retrieval times will be greatly diminished.
2. Existing TO/FIC network connectivity products will be transferred for use at other Tribal locations.

Infrastructure Update/Upgrade Part 2 - This equipment will become the backbone of the eventual setup of a Wide Area Network.

1. Provide increased network performance and reliability.

Intranet – This will serve as the basis to share Organizational information and resources among employees.

1. Serve as a form of on-line library that will house such information as the Personnel Policies & Procedures, Tribal Ordinances, and Annual Reports.
2. Can be used to facilitate working in groups and for teleconferences.

Web Hosting/Internet - This will provide the Organization with the ability to host their Web site internally, thereby eliminating the need for an outside agency to house this information.

1. Provide for Internet access down to the desktops.

2. Eliminate the need for individual dial-up accounts, modems and telephone lines for those connected to the network.

Citrix System - This will provide the ability to extend the life of the desktop computers by running base applications from a server. Products such as Word, Excel, PowerPoint and Publisher can be run from a server thereby eliminating the need for high-powered desktop computers.

1. Extend the average three-year life of a computer up to an additional three years.
2. Provide employees with the ability to remotely access the network from their homes or while away on travel.

MENOMINEE AUTO SERVICE CENTER

Wilmer Peters, Jr., Interim Manager

The Menominee Auto Service Center was officially chartered on November 21, 1996. A total loan package of \$325,000, was secured through Citizen's Bank of Shawano for the building construction and equipment. The balance on the loan is at \$284,000. as of September 2000.

Due to an increase in sales of 13% over the previous fiscal year the tribal budget for the Auto Center has been decreased to zero. Although the Menominee Auto Service Center is not at the breakeven point, the Auto Center has been able to pay its own expenses and loan payment and is on the road to becoming self-sufficient.

The Menominee Auto Service Center staff consists of two full time mechanics, one full time mechanics helper and a part time bookkeeper. The two full time mechanics are both (ASE) Automobile Service Excellence Certified. The Menominee Auto Service Center specializes in computerized analysis, air conditioning, alignments, fuel injection, carburetors, ignition, exhaust, brakes, oil changes and offer twenty-four hour towing. Based on need for this fiscal year the Auto Center was unable to hire any high school interns.

The Menominee Auto Service Center has made an effort to increase sales through customer service, competitive estimates and competitive pricing. Marketing efforts for the next fiscal year will include more advertising and promotional items (ex. oil changes, winterizing) in an attempt to capture vehicles being serviced off reservation.

The Menominee Auto Service Center upgraded its computer system to achieve better efficiency to keep up with the changing automotive industry. A fence was also purchased to enclose the area behind the Auto Center to secure vehicles and to improve appearance.

The new fiscal year looks promising for the Auto Center. Sales have increased the last two years and expenses are steady with the exception of health insurance. The Menominee Auto Service Center is moving towards becoming a viable tribal business.

MENOMINEE NATION NEWS

Yvonne Kaquatosh Matson, 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 99-00 was set at \$58,394.60.

This was the second full year the Menominee Nation News has operated under new billing procedures with the individual tribal programs. As an added incentive to fellow programs, we offer a 15% discount for advertising, provided the information is submitted by deadline. Although there is less confusion with this process, we do have some programs who still insist on trying to get information into the paper free of charge. The Menominee Nation News staff is always available for news coverage at the Program Director's request for community related events. If for any reason we are unable to cover an event, we follow-up with the individual coordinator of an event to include some coverage in MNN.

A bi-monthly publication has been printed since January 1, 1989. Twenty-four issues were published during FY 199-100. The November 4, '99 issue was mailed to each enrolled tribal member 18 years of age and older. There were 5,664 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our regular bi-monthly subscription mailing of 354 for the November 4th issue and 367 for the November 19th issue. A total of 6,385 papers were mailed for the month of November 1999. There was an additional 229 papers mailed in FY '00 as opposed to the previous fiscal year (6,156 in Nov. 1998).

The three main goals/objectives that were set for 1999-2000 include:

- 1) To publish all notices and articles submitted by departments and the various organizations within the community. 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 (MTL) - informing community members as required by motion. An M.N.N. staff reporter attends regular meetings of the MTL and ensures that legislative actions/information is published in a timely manner; and
- 3) The revenue projection for FY '99-'00 was set at \$58,394.60. The actual revenue generated was \$9,069.10 above projected income - bringing the annual income to \$67,463.70.

There is a 15.53073% (\$9,069.10) increase from the overall projected revenue for FY'00; and an 11.0838% (\$6,731.44) increase from the actual revenue generated for FY 98-99 (\$60,732.26). The four (4) areas where revenue is generated, include: Subscriptions - \$8,955.67; Advertising - \$47,467.25; Sales - \$10,808.40; and Miscellaneous / Other - \$232.38. The miscellaneous or other line, is where we generate additional revenue via NSF checks and reproduction of photos for customers. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request reprints of photos published in Menominee Nation News.

SUBSCRIPTION: The subscription income projection was set at \$10,860.00, with a total of \$8,955.67 received. The Subscription income was below the projected revenue by \$1,904.33. 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 464 active subscriptions as of November 3, 2000 - 141 first class subscribers; and 260 at the 3rd class rate. Included in the 3rd class mailing are: 63 business subscriptions; and 38 newspaper exchange with other native publications. Overall, our subscription revenue reflects a 21.2640% decrease over the projected revenue. However, there is a slight increase (2.7%) in subscription revenue from FY O99 (\$235.67).

SALES: The sales income projection was set at \$9,558.00 with a total of \$10,808.40 received. The Sales income was above the projected revenue by \$1,463.15. We acquired three (3) additional distribution points this past year. We currently have twenty-nine (29) distribution points - ten (10) locations in Keshena (1 location-complimentary to Senior Citizens); five (5) en-route to Neopit (2 locations-complimentary to Senior Citizens); nine (9) in Shawano; one (1) in Gresham; one (1) in Bowler; two (2) in Stockbridge; and one (1) in Milwaukee. There is an increase of 13.0823% in sales over projections.

ADVERTISING: During the past year, M.N.N. generated \$47,467.25. The projected amount was set at \$37,977.00. There is an increase of \$9,490.25 or 24.98949%. The advertising revenue has steadily increased with each passing year. Several area businesses are approached on a regular basis to advertise in M.N.N. In addition, we have an established 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 via mail, e-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 ads due to the fact that a discount (approximately 25%) is already incorporated with these ad sizes.

MISCELLANEOUS/OTHER: We received a \$232.38 in miscellaneous revenue for FY O99-00. This revenue listing was incorporated during FY 98-99 for revenue generated via NSF checks and photo reproduction. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request reprints of photos published in Menominee Nation News. We received \$45.31 during FY 98-99 in this particular account.

DEPARTMENTAL CHANGES: Staff Since the last report, one staff change was made. Ms. Bridget Miller was hired on January 24, 2000 to fill the Reporter/Copy Editor position left vacant upon Mike Wilber's resignation in early January 2000. Mike decided to pursue his education goals. His experience in reporting on environmental issues as well as some very delicate issues will certainly be missed.

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. Matson, editor - 16 years (12/12/84); Llona Tucker-May, reporter - 19 months (03/8/99); Bridget Miller, Reporter/Copy Editor - 9 months (01/24/00); Jonathan Wilson, Layout/Design Technician - 4 years (10/29/96) and Devan Miller-secretary 20 months (2/22/99).

The monthly accounts payable breakdown for printing charges incurred for FY'00 are as follows:

<u>Monthly Print Dates</u>	<u># of pages</u>	<u># of copies</u>	<u>Charges</u>	<u>Sub-Total</u>
October 7, 1999	24	1,600	\$943.12	
October 21, 1999	24	1,600	\$943.12	\$1,886.24
November 4, 1999	32	7,500	\$1,802.32	
November 18, 1999	20	1,800	\$696.88	\$2,499.20
December 2, 1999	20	1,800	\$651.88	
December 16, 1999	24	1,800	\$968.12	\$1,620.00
January 6, 2000	24	1,800	\$1,017.58	
January 20, 2000	16	1,800	\$624.79	\$1,642.37
February 10, 2000	32	1,800	\$1,202.30	
February 24, 2000	20	1,800	\$696.88	\$1,899.18
March 9, 2000	24	1,800	\$818.43	
March 23, 2000	28	1,800	\$841.06	\$1,659.49
April 6, 2000	24	1,800	\$813.97	
April 20, 2000	24	1,800	\$768.97	\$1,582.94
May 5, 2000	24	1,800	\$813.97	
May 20, 2000	24	1,800	\$883.70	\$1,697.67
June 3, 2000	24	1,800	\$838.70	
June 24, 2000	32	1,800	\$868.15	\$1,706.85
July 8, 2000	16	1,800	\$584.52	
July 22, 2000	16	1,800	\$462.02	\$1,046.54
August 12, 2000	20	1,800	\$651.88	
August 26, 2000	16	1,800	\$579.79	\$1,231.67
September 9, 2000	24	1,800	\$723.97	
September 23, 2000	<u>20</u>	1,800	\$651.88	<u>\$1,375.85</u>
TOTALS:	552			\$19,848.00

The printing charges vary from month to month. A major factor in the monthly cost fluctuation is based on the number of pages produced, the amount of photos being processed for print, and color separation charges incurred for the 4-color photos that are used. The first issue in November was mailed to all enrolled Menominee members 18 years and older. The postage cost for mailing the free issue to the enrolled members was \$1,721.86 and to mail to the subscribers was \$107.62. There were 475 papers returned with address corrections and/or undeliverable. The cost incurred amounted to \$237.50.

MENOMINEE NATION POW WOW

Wilmer Peters

This year the Committee did not decide on any theme, but focused on getting our Menominee People to stay home for our annual pow-wow. Buttons were sold in advance for \$8 until that Thursday. Head Dancers were selected for each Grand Entry. A team dance for the drums was held on Sunday, along with a blanket dance for the Delabrue-Madosh families. Myron Pyawasit requested an honor song for all the hard work that the Culture Committee did for the pow-wow and stated that his singers were glad to be back home.

There were a total of 31 vendors and 2 informational booths. This year the prices for stands were lowered to \$300 for food and \$200 for craft. Listed below is a budget breakdown:

Tribal Budget:	\$ 40,000.00	
Total Revenue:	\$ 61,554.00	
<u>Total Expenses:</u>	<u>\$ 80,060.46</u>	**Total Prize Money Paid Out \$37,140
General Fund:	\$ 21,493.54	

COMMITTEE MEMBERS & DUTIES:

Wilmer Peters, Jr. – Chair – Gate
 Stephanie Awonohopay – Vice Chair – Tabulation/Registration
 Carla Al-Jame – Secretary – Vending
 David “Jonsey” Miller – Bowl Area
 Angela Loudbear – Menominee Princess Contest

HOST DRUM: White Tail, Canada

HONORED MENOMINEE HOST DRUM: Smokeytown – Myron Pyawasit

2000 MENOMINEE NATION PRINCESS:	Jennifer Tucker
HEAD DANCERS:	Friday David Grignon & Sheila Tousey
	Saturday Monroe Weso & Margaret Snow
	Saturday (eve) Dana Warrington & Becky Hawpetoss
	Sunday Eugene Webster & Karen Washinawatok

1st PLACE DRUM CONTEST: Little Otter – Pete Gahbow

MENOMINEE TRIBAL SCHOOL

Bonnie Klein

The Menominee Tribal School is a contracted educational facility that receives its major funding from the Bureau of Indian Affairs. Funding is based on the number of students who are eligible for enrollment from federally recognized tribes. This can be a combination of several tribes. The school program is credentialed through the Wisconsin North Central Association. Teachers are credentialed through the Wisconsin Department of Instruction. It continues to operate up to facility capacity, serving 275 children who are attending Kindergarten through 8th grades. A waiting list of 17 children has been created. When an opening occurs at any grade level, parents are contacted to apply for admission. There is a total of 71 staff members which include 16 regular education classroom teachers, 6 special education instructors, a Speech and Language Pathologist, 2 Reading Specialists, a Physical Education Teacher, an Art Teacher, a Computer Teacher, 2 Menominee Language Teachers, a Gifted and Talented Teacher, 2 Guidance Counselors, 12 Teaching Assistants, 6 Bus Drivers, a Home School Coordinator, 5 Maintenance, 3 Food Workers, a Computer Specialist, Truancy Officer, School Secretary, a Librarian, a Finance Manager and Assistant, Dean of Students, and an Interim Administrator.

The school operates under the direction of the Interim Administrator with the valuable assistance of a Management Council. The Management Council is made up of Lead Teachers from K-2, 3-5, 6-8, Special Classes, Special Education programs, and the Finance Manager. This system allows all programs to have a voice in the operation of the school, and empowers personnel. The Menominee Tribal School reports monthly to the Education Committee, which is appointed from the Menominee Legislature.

The Menominee Tribal School personnel are dedicated to utilize creative educational strategies to improve academic achievement in the individual classrooms. One of the successful techniques has been the practice of “looping” in which a teacher stays with their class and “loops” into the next year with the children. A teacher in middle school is dedicated to keeping special education students in the classroom (inclusion). She is available to all children to give individual assistance. Teacher Aids are used throughout the building to help children on their lessons. The librarian, and Reading Specialist have motivating programs to encourage reading at school and at home. The Enrichment Program (K-8) has 42 students involved. The enrichment team are helping to implement plays, operating the school store, reading classical literature, and to provide opportunities for leadership. A professional wildlife artist came for a week to work with students who are making murals for the school. The Athletic Program at MTS is well developed. Students are able to participate in Track, Volleyball, Flag and Touch Football, Basketball, Golf, and Cheerleading. The Menominee Tribal School participates in the Full Circle Pre-college Program, which is associated with the College of Menominee and the University of Wisconsin-Marinette. Eighth graders are chosen for this program according to their willingness to work and parental involvement. The Middle School Language Arts program is working on a video project that will honor the Menominee Veterans at the first Annual Veteran’s Day Pow-Wow.

Parent involvement activities include a Back-to-School Pow-Wow, the first annual Talent Show, an Open House and Feast, and a Learning Circle evening with dinner in which staff were available to help interested parents in improving their child’s school readiness skills. Parent, Grandparent, Student participation was improved through Special projects including Bingo Nights, Ice Cream Social, Award Parties, Picnics, Middle School Dances, School Wide Tailgate Parties, and Pow-Wows.

The future looks bright for the Menominee Tribal School. As the Interim Administrator, I will be emphasizing that more opportunities be available for students to demonstrate leadership, appropriate behaviors, and academic excellence. The students who are now in the tribal system will be facing the Wisconsin Graduation Test. We will be working on improving test taking behaviors, study skills, and most importantly thinking skills to prepare students for the future. We will be administering the Wisconsin School Assessment System this Spring which includes the Wisconsin Reading Comprehension Test (3rd Grade), and the Wisconsin Knowledge and Concept Test (4th & 8th grade). We will test other grades as our budget allows us with the Terra Nova. These achievement scores will then

be published for accountability to the Menominee Community. Teachers will have directed staff development that helps them work toward common goals for student improvement. Field trips for students will be encouraged to compliment the tribal resources as well as expose students to relevant experiences off the reservation. I will work toward finding grants to provide additional services for students. When children feel better about themselves and the work they perform, they will be better equipped to face the new millennium.

NAES COLLEGE

Karen Washinawatok,

The NAES College Board of Trustees includes: Michael Chapman (Menominee) - Chair, Julie Herrera (Laguna Pueblo) - Vice Chair, George Bennett (Odawa) - Secretary and David Beaulieu (Ojibwe) Director, Office of Indian Education, US Dept of Ed, JoAnn Chase (Mandan), Executive Director, National Congress of American Indians, Octavania Trujillo (Yaqui), Director of the Center of Indian Education at Arizona State University and Carol Dodge (Menominee). The Menominee Site Council consists of Carol Dodge, Rudy Reiter, Rose Wayka, Connie Chevalier and Kathy Miller is the student representative.

NAES (Native American Educational Services) is the only private Native controlled higher education institution in the nation. NAES offers a Bachelor of Arts (B.A.) degree in Public Policy within four communities, two urban (Chicago and Minneapolis/St. Paul) and two tribal (Menominee and Fort Peck in Montana). The College was established in 1975 and is accredited by the North Central Association of Colleges and Schools. During its 25-year history, it has effectively served Native communities by enhancing the capacity of Native leadership to create and sustain social, educational, economic and policy change to contribute to a better quality of life for Native populations.

In September of 2000, NAES entered a new phase of its institutional life. The new degree program in Public Policy replaced the former Community Studies program. An assessment of the former degree program and the needs of NAES students prompted this change. In this current climate, the ability to create sustained change within Native communities is often reliant upon public policy at the community and national levels. The new degree program will equip NAES graduates to meet this challenge.

The NAES B.A. degree in public policy maintains many of the elements of the former model in that it is community based and devotes special attention to community service. But the focus of the core graduation requirements has changed, giving added emphasis to public policy. NAES views public policy as a "social contract" which is fluid and constantly being reshaped by values, goals, laws, rules and funding priorities set by public officials. As a field of academic study, public policy focuses on how government meets the needs, solves problems and spends public funds at the tribal, local, state and federal levels.

The NAES public policy degree program is designed for Native students who live and work in either reservation urban Indian communities. For each student, previous work and educational experience is integrated into an academic program that provides the theoretical framework for understanding community service and public policy. The instructional program, community based in focus and national in scope, combines tribal knowledge, learning and intellectual traditions with an understanding of the public policy process and the issues confronting Native people in reservation and urban communities.

Typically NAES students are in their mid-to-late thirties and share a common background in that they are members of the community where they study; work actively for the betterment of their community; see their college study as part of their community's development; and after graduation, continue to live and work in their tribal community. NAES students are often the first in their families to go to college. Institution-wide, ninety-five percent of students are Native American. One hundred percent of the students at the Menominee Campus are tribally enrolled members.

The graduation rate from NAES is more than 70%; of these, about 28% go on to receive professional or graduate degrees. Among NAES graduates, two have completed law school and passed the bar in their respective states and two are currently enrolled in law school; two have completed Master of Public Health degrees; one was awarded a Ph.D.; and others have received masters degrees from such institutions as the University of Minnesota, University of California and the University of Chicago. They credit success in graduate school to the kind of education offered at NAES in which students take a major responsibility for their own learning.

NAES ACCOMPLISHMENTS IN 1999 – 2000

- NAES College recently purchased the former Keshena Post Office building across the street from St. Michael's Church. The new facility addresses a longtime concern about space for the campus and adequate library

space. It demonstrates the support and commitment of the institution to continue to impact the postsecondary needs of the Menominee community. After eleven years of offering a college education to tribal and community members who choose to live, work and realize their educational goals, we continue to provide an alternative to traveling and supporting major colleges and universities in the region.

- The North Central Association approved our request to change the name of the B.A. degree from “Community Studies” to “Public Policy.” This change brings a new era of academic strength for NAES. The new degree program began fall of 2000.
- Twenty persons received a B.A. degree from NAES College in the past year with four from the Menominee campus. All NAES graduates complete major Field Projects. Some of the topic areas for the recent graduates include: Indian health, gangs in Indian country, Native arts and culture, leadership among elder Native populations, and social reform through Native-controlled institutions. Each Field Project is available in the NAES College Library to share with the Menominee community and to contribute to our understanding of resolution of critical issues.
- Over the past ten years, NAES has been designated as the repository of over a dozen collections of documents and papers contributed by persons active in Indian affairs. Of special importance is the collection by LaDonna Harris (Commache), founder and President of the Americans for Indian Opportunity (AIO). These documents represent a lifetime of service at the national level, advocating on behalf of Native issues. This, along with other archival collections represents the best archives for tracing the history of Native issues from World War II to the present in the country.
- The Advanced Study Program of NAES College provides credit at the master’s level for those interested in pursuing research based academic study related to Native issues. In the past year, the Menominee campus has served over 100 teachers/educators. NAES offers graduate courses that are approved by the WI-Dept of Instruction for professional licensure renewal. The Advanced Study Program has been further developed with the eventual intent of receiving approval from the North Central Association to offer a full master’s degree. With the assistance of Dr. Beatrice Medicine (Sihasapa Lakota), the format for Advanced Study has been revised and plans for full implementation are under discussion.

PRIORITIES FOR 2000 – 2001

- NAES – Menominee will continue to nurture and develop leadership for the Menominee community in this new millennium by implementing a comprehensive plan to increase the quality of academic programming, research and community service to transform our community by empowering leaders and
- We will strengthen the capacity of our campus to collaborate with existing resources to continue to meet the educational needs of our community.

NAES College has entered a new era of institutional renewal. This is prompted in large part by the shift to public policy. It also comes from reflection of the significant contributions made by the college over the past twenty-five years. As Native communities address the critical issues of language and culture retention, threats to the environment, governance that protects sovereignty, economic systems that ensure strong communities and the strengthening of families, the role of NAES is vital to help find resolution.

Tuition revenue and the Menominee Tribal Legislature support NAES College – Menominee campus. Grants from foundations and corporations, fund raising events and gifts from individuals also provide financial assistance. Monetary gifts from donors represent a critical source of support, allowing the College to continue to offer an educational program for Native students and the Menominee campus. NAES is a non-profit 501©3 agency.

PROBATION/PAROLE

William “Kuzco” Beauprey, Director

The Probation/Parole Department is back to normal now; I have been back as director since February 10, 2000. Unfortunately when I arrived back, the Assistant Probation/Parole Officer had taken a different job as Jail Administrator. By May 25, 2000, I hired a new Assistant Probation/Parole Officer and an Office Aid through the JTPA Program. This worked out fine until the end of the fiscal year came along, we didn’t have the money in the budget to keep the office aid, and we had to let her go. Hopefully we will be able to hire an office aid next fiscal year; there is a need for one as our clientele has stayed well over 70 clients. We are also looking forward to the expansion at the Tribal Courts, as we need more office space. Due to night court starting on June 13th, this department also stays open until 8:30 p.m. every Tuesday and every first and third Thursday we are open until 7:30 p.m. because this is when all of our clients report in.

SERVICES

This department monitors individuals who are placed here by court order, in lieu of jail time. The Probation/Parole department staff meets with each client on a one-on-one basis (at present we are monitoring 73 individuals) to make sure they are complying with their court orders. The court orders usually have the client doing some sort of counseling at either Menominee County Human Services, Menominee Tribal Clinic-Mental Health department, Maehnowesekiyah, etc. We also try to assist our clients by helping them gain employment and assist the client in getting their GED/HSED, if they are court ordered. The Probation/Parole department works well, with help from other departments/agencies who have the same goals, to get these individuals back on track and remain alcohol and drug free, therefore less violence in the community.

STATISTICS

This past year we supervised a total of 160 probation clients and 3 parolees, each month the amount of clients we see has been between 67 – 89. As usual the main charges for our clients are Disorderly Conduct, Battery, and Assault. There was a total of 24 revocations this past year, usually for committing the same crime that they were put on probation for along with alcohol use, which is a violation in its own. A total of 18 were released for successfully completing their court orders. We had a total of seven clients that were court ordered to get their GED, so far three have completed this. We had to extend probation for 17 of our clients due to all or part of their court order not being complete. There was a total of 17 Apprehension and Detentions issued this past year.

Every Tuesday there are initial appearances at court and either my assistant or myself sat in on these. This past year the department staff completed 25 Pre-sentence Investigations for the Prosecutor's department. There was a total of 35 jail visits and 71 court appearances.

ACCOMPLISHMENTS

A new 15 page Pre-sentence Investigation face sheet was completed the old one was only six pages, we started using it just recently, this will help us get more in-depth background information on each client.

The director is a member of the American Correctional Association, American Probation & Parole Association, the Domestic Violence work group and also is a BIA officer with full arrest powers. This department is working with the state probation agencies on the extradition policies.

This department along with other Tribal Judicial Services and Maehnowesekiyah have been awarded a \$500,000.00 grant to develop a Drug Court, this grant will help us put together another alternative to a jail sentence for eligible clients. The Probation/Parole department staff will also monitor those individuals. It was estimated that the Director/Probation Officer could spend around 80% of his time administering the grant, reporting to the grantor, approving expenditures and administering client incentives.

PROSECUTOR

Andy Pyatskowitz

The Prosecutor is responsible for the enforcement of all tribal law enforcement codes. Some of these laws and codes have been tailored to answer law enforcement issues specific to the Menominee Tribal community. Other laws were originally created by other jurisdictional legislative bodies, but have been incorporated by reference into tribal law by Tribal Legislative ordinance. Examples of various incorporated laws are the Wisconsin Traffic Code, the Wisconsin Children's Code, Chapters 51 and 55 of the Wisconsin Statutes (Mental Health and Protective Placement) and the Wisconsin Truancy Law. These laws make up the Tribal Criminal code and the civil regulatory code enforced by the Prosecutor.

The Prosecutor and the assistant represent the interests of the Menominee Tribe in those areas defined as part of our responsibility. For those cases appropriate for court action, the necessary court documents are drafted and filed with the clerk of the Menominee Tribal Court. If the case is contested, it is then prepared for trial. All juvenile cases and the majority of the 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 probation and parole office may also assist by preparing a pre-sentence investigation and sentencing recommendation. After presentation to the Court, the tribal judge then makes the final decision on the sentence or disposition, based upon the applicable law.

The prosecutor's office is staffed by four full-time people. 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.

Criminal law, the traffic code, child custody and the juvenile code evolve daily in the interpretation of the applicable laws. Both the prosecutor and the assistant are members of the State Bar of Wisconsin. The prosecutor's office is a member of the Wisconsin District Attorney's Association. Each year the association, with the cooperation of the Office of the Wisconsin Attorney General, sponsors two major training conferences. The mid-winter conference is usually held in late January and the summer conference is held in June. The prosecutor and the assistant have attended either one or both of these meetings over the last few years. The agendas usually include a variety of important issues and developments in the prosecution of cases; criminal case law updates, search and seizure law, child abuse cases, traffic, juvenile and child custody among other topics. These training's have been of great value in keeping our office current on the latest developments in these areas of criminal and civil regulatory law.

ACCOMPLISHMENTS: The Tribal Prosecutor continues to be the contact for the Tribal Domestic Violence STOP Grant which is funded by the federal government. The project provides for the coordination of services to domestic violence victims, training in domestic violence issues for law enforcement personnel, coordination of the domestic violence workgroup and a continued effort in the development of a domestic violence protocol for local agencies which have domestic violence components. Geradette Richmond is the project coordinator and also facilitates the domestic violence work group meetings. Currently the program is between funding cycles and we are awaiting clearance from the Department of Justice to commence another program year. The primary focus for the new cycle will be the aggressive prosecution of domestic violence cases through the appointment of a domestic violence prosecutor.

The office continues to work with other agencies in the area of child neglect and sexual abuse. We are members of the 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 members of the Multi-disciplinary Team, a group of professionals representing agencies who have child welfare responsibilities who assist in the prosecution of child welfare cases involving sexual abuse. We also serve on several other committees and focus groups concerned with various aspects of law enforcement, such as truancy and youth crime prevention.

The Prosecutor was a member of the Tribal Court Planning team for the implementation of a Tribal Wellness Court. We have recently been notified that the next funding cycle has been approved and look forward with anticipation to the implementation of a wellness court for our community.

STATISTICAL SUMMARY: The manner in which cases are processed is reflected in the Prosecutor's Statistical Report which we file every month. The data is collected and reported in the form of total appearances in the area of prosecution and whether a disposition is for or against the tribe. Conviction percentages are then calculated based on those numbers. The total number of dispositions (487) remained relatively the same as last year (493). However there is a significant increase in the number of court appearances, from 1,534 in 1999 to 1,734 in 2000. Batteries, disorderly conducts, property damage, obstructing and resisting tribal officers, and operating under the influence continue to make up a large percentage of our work. Conviction rates were; criminal 91%, juvenile 77% and ordinance citations 83%. All the rates increased, except for ordinance citations.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

Brett Hoffman - Director, Tonya Kitson –Procurement Officer, and Angelica Chevalier – Central Supply Clerk, staff the PMA Department.

The Property Management and Acquisition (PMA) Department provides for the review and approval of purchases of the Tribe, equipment inventories, transfers and disposals, and procurement and equipment policy modifications. The PMA Department also provides internal services for the programs of the Tribe, such as the centralized supply ordering, competitive bid evaluation coordination, purchasing assistance, maintaining the four area photocopy machines, internal billing system for supplies, photocopies, postage, telephone and propane gas, and obtaining federal excess property for programs.

The negotiation of the propane gas for the Tribe's programs was re-established at \$1.00 per gallon for Fiscal Year 2001. This is the third year of a five year agreement with Menominee Gas, Incorporated. We pre-purchased 190,000 gallons of propane at \$190,000.

Competitive Bid Negotiations were executed on the following projects: Dodge Road Sewer and Water, Clinic Remodeling, Maehnowesekiyah Day Care Site Work, HIP Well and Septic, and the HIP 2 Bedroom Home projects.

During Fiscal Year 2000, The PMA Department has obtained \$480,497.48 worth of equipment free from the Federal Excess Property Program. This included getting two maintenance trucks, one auger truck, one mobile command center, a small crane, various tools and small supplies.

The mobile command vehicle, valued at \$270,244.00, is being remodeled and outfitted to be utilized for remote emergency crisis management. The PMA Department is coordinating and working on the modification and use this vehicle. It is designed for use by the Police Departments, FBI, Fire Department, Conservation, and Hazmat. It will provide a remote central meeting point for those officials for organizing efforts, viewing maps, telecommunications, eating, sleeping, etc during rural emergencies.

The Fiscal Year 2000 Indirect Cost budget for the department was established at \$158,495.00. Actual operating expenses for the year were \$127,284.19.

The PMA Department generated \$6,386.00 in the sale of old equipment during Fiscal Year 2000.

RECREATION

Duane Waukau, Director

The goal of the Menominee Park and Recreation Department is to provide equality of opportunity for all, regardless of sex, age, race and 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 with and improved upon as the results of continuous evaluation by all that plan to take part in and administer it.

Personnel:	Duane Waukau	Park and Recreation Director
	Lisa Caldwell	Youth Center Activity Coordinator
	Mark LaTender	Park Maintenance
	Letisha Peters	Youth Center Activity Weekend Coordinator
	Jamie Corn	Secretary
	Pershing Frechette	On Call
	Ron Frechette	On Call

Youth services for FY 2000 was 11,321.

Adults served for FY 2000 was 583, which included men's basketball and women's volleyball.

Budget Allocation for FY 2000 was 277,500.00.

Budget Allocation for Neopit/Keshena Boxing Club was \$15,000.00.

Purchased Cybex Trotter for Fitness Room at \$6,244.00.

Purchased eight outdoor trash receptacles and six outdoor grills for Park pavilion areas at \$2,880.00.

Purchased one pro-tennis net, anchor and post for Neopit Park at \$516.00. (Install spring 2001)

Co-sponsored All Nations Basketball Camp at \$1,250.00.

Program Activities 2000

Community Halloween Party and Dance, After School Soccer and Flag Football Program, Open Gym at Menominee High School, Community Christmas Breakfast at Keshena Primary School Cafeteria and South Branch Center, Youth attended Volleyball tournament in Lac Du Flambeau and New Year's Party at South Branch Center. Co-sponsored Knights of Columbus Free-throw contest, Valentine Dinner & Dance with Drug Elimination program, Sponsored 3 on 3 Tournament for youth, Community Easter Egg Hunt, Open Gym at Tribal School, Family Fun Day at Keshena Primary School, Sponsored T.C.J. Baseball Program, Paid for Neopit/Keshena Little League supplies and fees, Sponsored Menominee Legion Baseball Program, Sponsored Girls Volleyball Camp, Sponsored Co-ed Basketball Camp at High School and Sponsored Beginner's Golf Program at Shawano Lake Golf Course, Intermediate Golf at Perry's Landing in Marion. Co-ed Volleyball Summer Shoot Out, Menominee Pow-Wow Youth Olympic Day, Sponsored T-Ball Program and Picnic, Pride Day at Primary School, Co-sponsored National Night Out Against Crime, Co-sponsored Punt, Pass & Kick Program with Knights of Columbus.

The Menominee Park Program provides for all maintenance of 13 Park & Recreation fields and pavilions. Duties include electricity, porta pots and sanitation, site preparation for all Little League, T.C.J. and Legion games, upkeep of Sliding Areas and BABA Baseball team usage. Menominee Tribal School donates 5 bleachers for park usage

SOCIAL SERVICES

Mary Husby, Director

SOCIAL SERVICES

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$314,717.22 for FY'00 for its Social Services Department. This represented new and carry over money. Of this amount, \$115,281.85 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. \$18,652.96 of the budget was designated for indirect costs. \$31,284.00 of program funds was designated for activities under the Indian Child Welfare Act Program. Except for carry-over funds in Child Welfare Assistance, the majority of BIA funds were expended in FY'00. In fact, supplemental funding from the Tribe was required in order for us to continue operations from March through September 2000.

Staff funded under the BIA contract are the Director, Child Welfare Assistant, and three (3) Social Workers. The Kinship Care Social Worker is funded by the Wisconsin Department of Health and Family Services and tribal funds. Thirty (30) day care staff members are funded under other state, tribal or federal grants. Some of these grants are administered by Menominee Tribal Social Services. These other grants include Child Care Development Funds, State Child Welfare, State Day Care funds and BIA Child Welfare Assistance funds. In addition, fees collected from enrollees assist in meeting operational costs along with a tribal supplement and funding from county agencies for day care services provided to their clients.

In addition, in our Child Support unit, we have one (1) Child Support Manager, three (3) Child Support Specialists, a Child Support Clerk, and an Attorney who does child support work and Indian Child Welfare Act legal work. Staff are funded from the Wisconsin Department of Workforce Development and tribal funds. The state funding began on 07/01/99 and ended on 09/30/00.

During fiscal year 2000 Menominee Tribal Social Services provided services to one hundred forty (140) new cases and seventy-eight (78) carry-over cases from FY'99 for a total of two hundred eighteen (218) cases. New cases for FY'00 included one hundred eleven (111) ICWA cases and ten (10) enrollment assistance cases. Six (6) cases were child welfare assistance cases. Four (4) cases were information and referral cases and five (5) were guardianship study cases. There were four (4) adoption study cases. Eight (8) adoption cases were finalized in Tribal Court. Six (6) adoption cases were finalized in County Circuit Courts for a total of fourteen (14) children placed for adoption.

A variety of agreements were negotiated, with the assistance of the Program Attorney, with Menominee County, Wisconsin Department of Health and Social Services and Wisconsin Department 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 (Act 161) and the use of State Juvenile Correctional Facilities. In addition, the Tribe negotiated an agreement with the Wisconsin Department of Workforce Development to establish a Tribal Child Support Agency and assumed all of these responsibilities on 01/01/00.

One (1) application was submitted to Wisconsin Department 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 \$56,376.00. One (1) additional application was submitted to the Federal Department 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 childcare services. An award in the amount of \$233,974.00 was received by the department. An average of sixty (60) children per month received childcare assistance provided by the Child Care Development Funds. In addition, we were able to designate \$79,091.00 in additional Childcare Development Funds to finalize our construction project at DayCare. We added four additional classrooms to serve 36 additional children. We were able to finish off the basement for use as a multi-purpose room, i.e. parent meetings, etc.

Department staff were also involved with staff from the Wisconsin Department 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. Relatives receive a payment of \$215.00 per month for the care they provide. Children are eligible until the age of eighteen (18) unless they are a full time High School student in good academic standing and then the payment can continue until the age of nineteen (19). During FY'00 the program assisted twenty-seven (27) new families and seventy-five (75) carry-over families for a total of one hundred two (102) families. As of 09/30/00 we were providing services sixty-one (61) cases representing one hundred six (106) children. Due to inadequate funding from the state we were forced to establish a waiting list. At years end our waiting list consists of ten (10) families with sixteen (16) children. Our contract for assessment/administrative costs totals \$24,261.00. This partially funds one social worker. Benefit payments were funded at \$321,444.00. The Tribe funded the Social Worker for approximately six (6) months and provided \$9,966.00 for the shortfall in funds to meet the September benefit payroll.

Tribal Social Services also provided enrollment assistance to ten (10) 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 including the U.S. Attorney and the FBI. The team meets approximately once per month to staff cases, to examine issues, to make recommendations for system changes and to provide support for their efforts in the protection of children. Major accomplishments for the CPT included their success in better case monitoring as well as follow through on criminal prosecution of child abuse cases. Training to community agencies regarding child /abuse neglect was provided by some team members.

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

INDIAN CHILD WELFARE ACT

The Menominee Indian Tribe through its Social Department received a contract for funding for social services and the Indian Child Welfare Act Program. Internally, we designated \$31,284.00 for project activities. The work plan provided for counseling/intervention services to forty-five (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 sixteen (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 fifty-five (55) 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 thirty-five (35) cases. This activity was funded with Tribal funds.

During the course of the year, one hundred eleven (111) new cases were noticed to the Tribe under the requirements of the ICWA. This was slightly more than the one hundred eight (108) cases referred to the Tribe in FY'99 but it the highest number of cases noticed to the Tribe since ICWA passage in November 1998. Counseling services were provided to eighty-five (85) of the one hundred eleven (111) families. In the remaining twenty-six (26) 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 fifty-five (55) cases generated under the ICWA. We participated in court hearings in seventy-three (73) 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 BIA and state funding, Menominee Tribal Day Care Center provided respite day care services to twelve (12) unduplicated cases. This represents 1186 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 County Human Services, Menominee Tribal Clinic and Tribal Social Services.

The Indian Child Welfare Act program funded one (1) full time social worker position for a portion of the year and then Tribal funds were needed for the last few months of the fiscal year. 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 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. Expenditures amounted to \$25,288.26.

The Emergency/Catastrophic Program was funded in the amount of \$25,500.00. We were able to serve a total of one forty-one (141) Emergency/Catastrophic clients.

The Endowment Donation Program was funded at \$1,500.00. 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'00 we assisted four (4) individuals and/or groups. Funds expended amounted to \$900.00. The annual Christmas Toy Drive for Needy Children assisted one hundred fifty-nine (159) families representing two hundred thirty-five (235) boys and two hundred twenty-two (222) girls. A total of four hundred fifty-seven (457) children received new toys and gifts. \$2,500.00 was budgeted for the 1999-FY2000 Christmas Toys for Needy Children. The total \$2,500.00 was spent.

This past year gift certificates were mailed to the families selected for this program. Gift certificates were purchased from Wal-Mart and this allowed us to serve a majority of families. However, we still received donations of toys from the community. The largest amount of donations came from Menominee Casino Employees and the Kennilworth Illinois Boy Scout Troop #3. In addition, the Methodist Church in Shawano provided gifts and platters of cookies to twenty-nine (29) families representing sixty (60) children. In closing, thanks to all of you for your generous donations and support.

MENOMINEE TRIBAL CHILD SUPPORT AGENCY

The Menominee Tribal Child Support Agency (MTCSA) over the past year has grown in staff. Staff consists of Manager, part-time Attorney, Clerk, and three (3) Child Support Specialists. The Menominee Tribe was approved as a Demonstration Grant Program for the period from October 1, 1997 through September 30, 1998. On February 24, 1999, the Menominee Tribe applied to the State Department of Workforce Development-Division of Economic Support for an extension on the Demonstration Grant to complete work activities. On August 19, 1999 the Tribe was approved for the extension from June 1, 1999 to June 1, 2000. On June 3, 1999, the Menominee Tribe entered into a Cooperative Agreement with the State Department of Workforce Development to provide Child Support Services to all persons living within the geographical boundaries of the Menominee Reservation. On June 17, 1999, the Menominee Tribal Legislature approved Amended Tribal Ordinance 85-22, Financial Support of Children. The MTCSA was partially funded by the WI Department of Workforce Development-Child Support and the Tribe from July 1, 1999 to September 30, 2000 at which time the Cooperative Agreement expired. At that time the Tribe negotiated another cooperative agreement with the WI Department of Workforce Development-Child Support which covers the period of October 1, 2000 – September 30, 2001.

The Child Support Agency provides services to persons seeking a new court action to establish paternity or child support or to secure enforcement of Tribal Divorce child support matters. We also pursue enforcement of Tribal Court Ordered child support issued within twenty (20) years of the current date.

The MTCSA will assist individuals through the process of establishing paternity or child support. This includes creating the appropriate legal documents and getting them filed with the court. We provide assistance in locating parties to the action, providing service on the parties and attorney services at the court hearings. MTCSA provides assistance with child support matters pursuant to a divorce action. MTCSA will review existing child support orders to determine if there are arrears for child support and will bring the necessary court action for enforcement of child support payment. MTCSA will bring an action for modification of an existing child support order if thirty-three (33) months has elapsed since the last order was entered or upon the request of the custodial parent if income circumstances have changed. MTCSA assists other agencies and states to enforce child support matters when the non-custodial parent resides within the geographical boundaries of Menominee Reservation/County.

The MTCSA is connected to the State Child Support KIDS computer system. During the Month of December, 1999, transition of all Menominee County Child Support cases, currently in the KIDS computer system were de-linked and re-linked to MTCSA using the Tribe's Federal Information Processing Standards code and region code. All the cases were transferred from the County to the Tribe by December 31, 1999.

The MTCSA also uses a computer system established by the Tribe to receipt in child support payments and disburse these payments to the custodial parent and or to the Wisconsin Trustfund for disbursement. This duty used to be the responsibility of the Menominee Tribal Court. However, the Tribal Court had no connection with the State process. The cases in this Tribal computer system are those Tribal Court cases that pertain to child support matters. These particular cases are not entered into the State KIDS computer system if they are a stand-alone case. These are cases in which the parties have never been on any type of State assistance such as W-2 money

payment, foster care, kinship care, medical assistance, food stamps or any other referral that may come to the Child Support Agency from the Economic Support Agency. Another example would be if the non-custodial parent does not have another case in the State KIDS computer system. An example of this type of case would be where the non-custodial parent does not support any other children.

The MTCSA has, and still is, receiving extensive training for the State KIDS computer system and the Tribe's FUNDWARE system. This training will be on going as the program progresses and the glitches can be worked out.

The current status of the Menominee Tribal Child Support Agency is as follows: we have approximately 1300 child support cases. Court actions for enforcement/establishment from January 1, 2000 to September 30, 2000 consist of order for support – 112, orders for contempt – 59, warrants - 19, paternity (genetic test) - 10, foreign child support orders-enforcement - 14, acceptance of change of venue - 18, new cases – 58, stipulations – 53, foreign income withholding orders – 242.

The Menominee Tribal Court currently allows four (4) hours twice a month for child support issues. Occasionally the court has allowed four (4) hours three (3) times a month for child support issues.

The MTCSA is located on the third (3rd) floor of the Gordon Dickie Family Investment Center (FIC Building). Office hours are from 8:00 a.m. to 4:30 p.m., Monday through Friday. Telephone calls are accepted by the caseworkers during the following times: Monday afternoon, anytime, Tuesday, 3:30 p.m. – 4:30 p.m., **Wednesday, NO CALLS**, Thursday, 3:30 – 4:30 p.m., and Friday morning, anytime. Telephone number 799-5290. The Menominee Tribal Child Support Agency came to the conclusion that in order to offer better service to our clients, we must allow the caseworkers appropriate time for case management. Thus, we established this schedule.

MENOMINEE TRIBAL DAY CARE

The Menominee Tribal Day Care Center was established in October of 1988 and is operated by the Menominee Indian Tribe of Wisconsin, through it's Social Services department. We are a year round facility which is open at 6:30 a.m. to 5:30 p.m. The day care is state licensed by the Wisconsin Department of Health and Family Services to provide care for up to 136 children and infants ages six(6) weeks old through twelve (12) years old. In November of 1998, the Menominee Tribal Day Care center became the first Tribal day care to achieve National Accreditation status by the National Academy of Early Childhood programs. The purpose of NAEYC is to improve the quality of child care and education provided for young children in group programs in the United States. In fiscal year 2000 the day care provided care for a total of 180 children. The day care completed construction of four new classrooms to serve an additional 32 children. Also a staff and parent meeting room was completed as part of the construction project which will allow for community training's, parent training's and staff meetings to be held on site.

The day care prepared an application for the Governor's Excellence Grant for child care programs and was awarded \$390,000.00. These funds will be used to enhance the quality of child care services we provide to the community. The funds are also used to create a parent involvement and promote community collaboration with the day care center. The day care also prepared an application for Locally Matched Child Care and Development funds with the State and was awarded \$ 217,046.00. These funds will be used to hire additional staff to provide quality child care to our families and also to offset operational cost of the day care.

SOUTH BRANCH COMMUNITY CENTER

Anthony Warrington, President

Tony Warrington was elected President of the South Branch Community Center and took office on April 15, 2000.

Kerber, Rose & Associates, S.C. are doing the Community's quarterly and annual financial reports. The Treasurer, Clare Corn, does the monthly financial reports.

Since May we have had the Center opened from 8:30 a.m. to 3:30 p.m. with the help of the Title V Workers, Robert Johnson and Charlene Mattern. They are there to assist in the activities for the senior's meals, fitness room and the library and gathering of the South Branch Community. These workers are Title V Trainees under the National Indian Council on Aging, Inc, Senior Community Service Employment Program.

There are many programs available at the Center.. Study Group is open every afternoon. The Internet was installed in the library. The 4H meetings have continued with great success with the help of Jeanne Connors. The JOM Program is continuing with the help of Clare Corn. TRAILS continue to be a part of the Centers program.. During the summer we had JTPA workers that assisted with the community at the Center.

The seniors receive their meals daily from 11:30 a.m. to 12:30 p.m. and socialize until 2:30 p.m. Two (2) times a month the seniors from the CBRF, Neopit and South Branch gather at the center to play cards and bingo after their lunch.

There were three (3) funeral lunches and two (2) family reunions held at the center this year. We also had an Easter egg hunt for the youth. Our anniversary dinner was a success with over 125 people attending. Upcoming events will include a Halloween party on October 31, 2000, and Breakfast With Santa in December for all community members.

Terri Fredenberg-Holzman from UW-Extension gave a presentation on Grantwriting At a meeting for the Elderly, Mr. Bob Schrieder from Senator Feingold's office, talked to our President, Tony Warrington about writing to his office regarding grants that could be available for our community. The Center will be looking into this.

TAX COMMISSIONER

Roberta Reiter, Director

The office of the Menominee Tribal Tax Commissioner monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes.

Seven Ordinances are enforced through this offices:

1. No. 79-04 Cigarette/Tobacco
2. No. 80-13 Rafting
3. No. 82-10 Tribal Preference
4. No. 82-19 Use Tax on Construction Material
5. No. 82-22 Construction Material Purchased from MTE
6. No. 83-03 Fireworks
7. No. 94-15 Hotel Room Tax

The office is staffed full time with the Tax Commissioner and Administrative Assistant. The office is responsible for the State of Wisconsin Cigarette/Tobacco Tax Refunds, the Gasoline Tax Refund for the fleet vehicles and assists in the Tribal procurement/bid process. Collection of 5% use tax on construction material for each project completed on reservation, inspect for violations and conduct site visits to construction project. Ordering and delivery of cigarettes/tobacco is done weekly to the eleven retailers throughout the reservation

The Tax Commissioner's Tax Revenue projection for the 2000 fiscal year was estimated at \$556,860.00.

Lodging Tax.....	\$ 62,426.28
Gas Tax Refund	\$ 21,178.49
Fireworks.....	\$ 550.00
Construction Tax Income	\$ 35,565.08
Cigarette Income	\$199,563.20
Vegas Sales	<u>\$ 10,272.65</u>
Total Revenue	\$329,555.70

The amount budgeted for the Tax Commissioner's Office operation was \$75,000. Total Expenditures were 73,755.51

TRIBAL JUDICIARY

Joe Martin, Chief Justice

The Menominee Tribal Court is a court of general jurisdiction with appellate review operating under the authority of Articles III and IV of the Menominee Tribal Constitution as a separate and equal branch of the Menominee Tribal Government. The primary role of the court is to provide judicial services on the Menominee Indian Reservation through the adjudication of criminal, civil, juvenile, family, probate and other matters within the jurisdiction of the court.

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 and civil 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 Health and Human Services Department, the Prosecutor, Police Department and State and Federal agencies. All

of the above is facilitated by the Court's Deputy Clerks of Court, whose responsibilities are to assist the Menominee Tribal Judiciary in maintaining a record of all proceedings of the court. Clerks also render assistance in drafting subpoenas, warrants, commitments, and other documents incidental to the lawful functions of the Court in a strict confidential manner.

Court personnel consist of the following: Chief Justice, Trial Judges (2), Associate Justice (one vacancy), Deputy Clerks of Court (3), JTPA Receptionist/Clerk, Bailiff and Administrative Assistant.

Statistical: The court has processed/heard 4,334 civil, criminal, juvenile, family, ordinances and traffic this year. Total number of cases filed were 4,135.

Problems: The largest caseloads continue in areas of delinquency and juvenile ordinance violations (underage drinking), curfew and truancy.

Staff shortage remains a major concern. Presently clerks are unable to provide total service necessary to the public due to their workload and having to incorporate continuous improvements/updates to the court records system.

Lack of space continues to become a problematic issue. The court library has become unavailable more frequently due to the usage by the prosecutor, attorneys, and county staff to hold pre-trial conferences. Plans were underway for construction of a new courthouse.

Major Accomplishments: The Tribal Court was awarded the following grants:

- JAIBG (Juvenile Accountability Incentive Block Grant) Award was signed by Governor Thompson in December '99 in an effort to reduce juvenile crime;
- Drug Court Planning Grant ended January '00. Training was provided to Drug Court planning members which was the main component of the grant. The grant also allowed local agencies to plan for a Drug Court program. The Tribe has applied for continued funding through a Drug Court Implementation grant.

The court has developed a rapport with the education community and will spearhead a campaign addressing those issues identified as underage drinking, alcohol/drug abuse, truancy, and other relevant issues.

The Court has entered into a cooperative agreement to provide child support services required under the child support program compliance agreement. While this has increased the volume of work and court time demands, arrangements have been made to accommodate these demands.

Night Court: In an effort to better serve the public and to move our juvenile docket so that it doesn't conflict with school attendance, the Tribal Court has instituted a Night Court on Tuesday evenings.

Judicial Services has fulfilled all compliance's set forth in the Indian Civil Rights Act and the Menominee Tribal Constitution.

TREATY RIGHTS

Kenneth A. Fish, Director

Background: In 1976, Exxon originally announced its mineral findings of zinc and copper at the proposed Crandon deposit. The company filed its first mine permit application in 1981 and later withdrew the permit in 1986, citing depressed mineral prices.

In 1992, Exxon returned to Wisconsin with partner Phelps Dodge. Phelps Dodge later withdrew from its partnership with Exxon.

Years later, Exxon, along with its new partner Rio Algom Ltd., from Ontario, Canada, formed the wholly owned Crandon Mining Company. In 1994, the company resubmitted an application to mine the Crandon Mine deposit.

Currently the Crandon deposit was purchased on October 16, 2000 by a South African mining company, Billiton Plc. Billiton bought out Rio Algom LTD. The Crandon project has had four owners since discovery.

The discovery of a massive ore deposit at the headwaters of the Wolf River has become an environmental threat to the Wolf River and the surrounding environment. The three tribes impacted are: Menominee, Mole Lake Sokaogon Chippewa, and Forest County Potawatomi.

Local residents, coalition groups, and the Tribes have been fighting to stop the Crandon zinc-copper, gold, and silver sulfide mine for 25 years. The proposed mine site is next to wild rice beds of the Mole Lake Ojibwe reservation, and upstream from the pristine Wolf River and the Menominee Nation. The Menominee Tribe owns property (The Nii-Win House) next to the mine site. Mine opponents contend that it threatens water with sulfuric acid, toxic chemicals, and underground water drawdown, endangering the area's Native American cultures and tourism-based economy.

The Mining Impacts Office was created as a direct response to the proposed Exxon mine in Crandon, Wisconsin. Resolution No. 94-15, "Opposition to the Crandon Mining Project of Crandon, Wisconsin," recognizes the environmental threat mining poses to Menominee tribal lands, air and waters. Further, Sulfide Metallic Mining Moratorium Ordinance No. 97-25 states the Tribal Legislature shall not permit exploration and shall not develop on a commercial or industrial basis any sulfide metallic mining without the consent of 2/3 of the total Menominee eligible voter membership.

The Wisconsin Department of Natural Resources (WDNR) or the United States Army Corps of Engineers (USACE) are the State and Federal Mine Permitting agencies for the Crandon Mine Project. Tribes and other mine opponents continue to review, analyze, and point out deficiency in the Crandon Mine permitting process.

The Crandon mine state permitting process continues to move forward, despite the state's passage of a moratorium law three years ago, which supporters say has been undermined by the state Department of Natural Resources (DNR). Many groups around the state are fighting the proposal, and are backing a legislative bill that would prohibit the 20 tons a month of cyanide planned for use at the mine. The anti-mine alliance has united tribes with sportfishing groups, grassroots environmentalists with unionists, and local rural residents with urban students. The Menominee Tribe passed in support of the Prohibition on the Use of Cyanide in Wisconsin Mines Resolution number 00-69.

On November 2, 2000, the neighboring tribes and the Menominee submitted a letter to Honorable President Nelson Mandela urging him to support Native American nations and neighboring communities affected by plans for a mine in their area of Wisconsin. The proposed Crandon metallic sulfide mine has been a major controversy in Wisconsin for the past 25 years, because of its potential environmental, economic, and cultural impacts on the clean waters of the northeastern part of the state. On October 16, 2000, the South African mining company Billiton Plc bought Rio Algom Ltd., the most recent of four owners of the Crandon project. The tribes are urging Honorable President Nelson Mandela to write Billiton's London Office and ask the firm to drop its permit applications for the project, because of the devastating effects the mine would have on the human and cultural rights of federally recognized Native American nations, and the well-being of the local environment and economy.

In keeping with Resolution No. 94-15 and Ordinance 97-25, the Tribe's Treaty Rights and Mining Impacts Office's purpose is to protect the environment from the effects of mining, to create public awareness about the dangers of metallic sulfide mining and to develop strategies to initiate and implement protective policies and/or legislation on a Tribal, State, and Federal level. The office also provides technical analysis of the proposed mine and monitors the enforcement of environmental protection laws. It is through the Mining Impacts Office strict scrutiny of Nicolet Minerals Company, the Wisconsin Department of Natural Resources, and the United States Army Corps of Engineers that we can question technical and political aspects of the mine permitting process.

The Menominee Treaty Rights and Mining Impacts Office is charged by the Tribal Legislature to: monitor, analyze, and identify discrepancies and/or omissions in the data submitted by NMC; Rio Algom Ltd., and Billiton Plc; review and provide input for the WDNR'S and USACE environmental impact statements, including the submission of comments on the potential impacts to public health, safety, culture, resources; and will continue to coordinate public education activities regarding the proposed mine. This office and other coalition citizens and groups have successfully delayed the mining to allow a closer review and analysis of the project. This delay has created extensive public awareness and opposition on a state and federal level.

TREATY RIGHTS OFFICE

The Menominee Indian Tribe of Wisconsin entered into six treaties in the 1800's where more than nine and one half million acres of Menominee land was lost to the United States government. The Tribe was left with 234,000 acres, a fraction of their previous landholdings. Tribal members maintain their hunting, fishing, gathering, and trapping rights within reservation boundaries.

Despite losing so much to the U. S., the Menominee are proud to be American's and have proven their allegiance through military service. Since the Menominee Treaty Period (1817-1854), the United States has served and fought in all U. S. wars including the Civil War, World War I, World War II, Korea, Vietnam, and Desert Storm. As

Americans, Menominee men and women, without hesitation, were there to defend the United States as well as the Constitution. Many Menominee lost their lives in the name of honor, liberty, and justice for all. In return for losing our land, the United States has fiduciary responsibilities to all Indian Tribes by virtue of acts applicable to Indian Tribes. The federal government must protect Indian use of Indian lands, protect Natural Resources from theft, loss, needless destruction of Indian timber, minerals and similar assets through the Indian Trust Responsibility.

The Menominee Treaty Rights Office will continue to protect and enforce the Indian Trust Responsibility that protects our territory and natural resources. In the usufructuary Treaty Rights Case the Federal Courts did not give us our day in court to establish an official record of our history. Therefore, the office is contracting with a Historian to answer the voids within the Treaty Rights Case. This historian research will be available for the Menominee.

TRIBAL ADMINISTRATOR

Betty Jo Wozniak

Overview. The Tribal Administrator's Office (Administration) is staffed by one administrator, two assistant administrators, one administrative assistant, one receptionist, one budget specialist, one grant writer, and one assistant grant writer. These eight individuals, with over seventy-seven years of public service to the Tribe, help keep the Menominee Tribal Legislature (Legislature) abreast of programmatic and, to a lesser extent, financial issues affecting the Tribe. Among Administration's primary duties are the following:

1. Providing direct supervision to thirty of the Tribe's forty-three departments;
2. Working to ensure that Federal, State, and local mandates are being properly carried out;
3. Receiving, collecting, and distributing all Federal, State, and local contract and grant related information;
4. Providing technical assistance and advice to all departments of the Tribe;
5. Assisting the Legislature in the preparation of the Tribal budget; and
6. Performing other tasks periodically assigned by the Chairman's Office and Legislature.

Mission. Our mission is to be responsive to the present and future public administration needs of the Menominee Indian Tribe of Wisconsin. We are committed to being knowledgeable, dedicated and resourceful, and meeting a standard of excellence through the use of teamwork. Working cooperatively with all departments and external agencies, we will strive to:

- Understand the needs of the community;
- Enhance the level and quality of services provided to the community by providing the best technical assistance and advice possible to all departments;
- Monitor Federal, State and Tribal contracts and grants to ensure compliance with applicable laws, regulations and other requirements; and
- Protect the Tribe's resources and interests.

Highlights. The following are a few highlights of Administration's accomplishments over the past year:

- Administration continued to help the Legislature plan for and submit the necessary paperwork required to successfully process and distribute the Menominee Settlement Funds (Termination lawsuit). Work on the judgment funds included researching pertinent statutes and regulations, coordinating activities of various departments involved in the distribution, communicating with Bureau of Indian Affairs (BIA) officials, monitoring the congressional calendar, providing periodic updates on the plan, compiling such other information necessary for the successful distribution of the funds, and coordinating the issuance of per capita checks.
- Administration helped the Legislature in the preparation of the 2001 annual Tribal budget. The work involved in preparing the budget is a monumental task; it requires the cooperation of all departments, the assistance of various outside agencies, such as the Casino and the County, input from the Legislature and, ultimately, its approval. Although this past year's budget work was filled with uncertainty as a result of increasing demand on overstrained gaming revenues, the Legislature managed to keep the 2001 budget slightly under the 2000 levels. Administration is thankful to all the directors, assistants, secretaries, and other employees who made an effort to understand the budget dilemma, pulled together, helped identify budget cuts, and eliminated or scaled back much anticipated programming plans, all in the interest of fellow employees and services that are vital to the Menominee people.
- Administration welcomed five new directors to the organization: Roberta Reiter, Tax Commissioner (11/23/99), Georgette Coon, Menominee Aging Division (06/01/00), Wendell Askenette, Housing (06/08/00), Yvette Hartman-Wilber, Insurance (07/31/00), and Bernard Vigue, Community Development (08/07/00). With the

exception of Bernard, all of the new directors worked previously for the Tribe in various other capacities, while Bernard worked for the College of Menominee Nation. These directors are doing a fine job and are a great addition to the organization.

- Administration, through its Grant Writer Office, contributed significantly to the preparation and submission of numerous grant applications this past year; it successfully prepared, submitted, and was awarded five State grants totaling \$414,241 and 19 Federal grants totaling \$2,909,241. Unfortunately, four of its Federal applications and one of its State applications were denied. At the end of September, Administration was awaiting word on twenty Federal grant applications. Administration's staff, especially Sigrid Congos and Carla Al-Jame, did an outstanding job.
- Administration continued to work with the Community Collaborative Council, a community organization comprised of local agency and organization representatives who are dedicated to improving community involvement and strengthening family relations. Through its participation in the council, the Administration continued to promote the second year of the "Indian Time is ON Time" initiative through appropriate activities and events.

On behalf of Administration, I'd like to thank every Tribal employee and member of the Tribe for his or her understanding, patience, and support throughout what has been a long and extraordinary year. I encourage you all to look forward to this next year with great hope, energy and enthusiasm, for there is a lot to be proud about in this organization. Today, the Tribe runs a \$54 million operation thanks in part to Federal, State, Tribal and private dollars, and to Menominee perseverance and pride. Let's build on that success.

TRIBAL SUPERMARKET

The Menominee Tribal Supermarket has gone through vast changes at the end of FY 2000, which included a change in management. The Supermarket has a reported loss of (74,184) up (46,861) from FY 1999.

More products are continually being added to give the customers a better variety. The Supermarket will be implementing a scanning system starting in December 2000. This will assist the management with inventory and price control. We are also going to be purchasing a new freezer for the Ice cream and frozen food section. This will allow the expansion of product line and alleviate the expense of the freezers going down due to their age.

Changes in duties within the Supermarket staff have allowed for better control on the pricing structure. Many prices were found to be either too high or below cost, which has attributed to the increased loss. Controls have been put in place for better control over the recording of cash movement.

The future of the Menominee Tribal Supermarket is improving. Sales have steadily increased from August 2000 along with the customer count. With the increased sales will come a need to increase the staff and the possibility of extending the open hours.

TRIBAL UTILITY

Dave Corn, Director

The Menominee Tribal Utility Department provides septic, sewer and water services. We also provide and service the electrical in Middle Village.

Electrical: The number of customers in Middle Village has increased with the addition of 19 new homes and 2 new mobile homes.

Middle Village Customers:

14-Low Rental
21-Trailers

28-Mutual Help
10-Commercial

Sewer and Water: The number of customers in Keshena, Neopit, Zoar, Trailer Court, and Redwing slightly increased.

Residential Customers:

Sewer and Water-544
Water Only-74
Sewer Only-6

Commercial Customers:

Sewer and Water-75
Water Only-5
Sewer Only-4

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

Indian Health Services: Installed sewer and water main extension on Dodge Road, four homes added to this extension. Future projects include the Neopit Lagoon upgrade.

Utility Upgrades:

Tribal Lift Station: Overhauled #2 pump and motor.

Keshena Well and Office: New fencing installed.

Neopit Well: Repaired roof.

Zoar Well: Repaired roof.

Warrington Area: Installed (2) two-foot extensions on fire hydrants.

Neopit Area: Old water tower removed.

Systems: Menominee Tribal Utilities experienced a lot of lightening damage in August. The wastewater treatment plant in Middle Village was hit causing a lot of damage. Well #2 in Neopit took a direct hit, the motor and pump had to be repaired.

Goals for 2001:

Repair and upgrade Neopit Lagoon.

Renovate Keshena Water Tower.

Clean and upgrade Keshena Well #1.

The Menominee Tribal Utilities provides septic service to all people within the reservation boundaries.

WOODLAND YOUTH SERVICES

Frank Teller, Director

Since October of 1999 the Woodland Boys and Girls Club has faced some adversity although these problems are being corrected.

Staff retention has been a problem. Two of the professional staff resigned to return to school full-time. Two staff members were terminated as a result of incompetence. This staff turnover had a direct impact on the delivery and implementation of our core curriculum.

From October 1999 until March 2000 Woodland Boys and Girls Club operated without the benefit of a full-time Executive Director. With that being said the bulk of this report will focus upon the time period between of March 2000 to October 2000.

Since March 18, 2000 the Woodland Boys and Girls Club executive director has struggled with restoring core programs and order within the club.

Throughout the summer, youth were invited to attend the Milwaukee Mustangs games in Milwaukee. Approximately 30 youth attended Mustangs games.

We provided the youth with a "Schools Out Dance." And a, "Back To School Dance."

The youth expressed an interest in having more dances and this will occur upon the acquisition of or repairs to the DJ System.

Woodland Boys and Girls Club provided youth with a positive place to be with video games, billiards, fooze-ball, and arts and craft activities. Our technology center is always a busy place, however during the summer the computers were down for approximately 1 ½ months for repairs. All computers are up and running as of this writing. Our most recent addition to the club has been portable basketball hoop which seems to have caused an increased attendance to the club.

Our Fitness Center has been largely unused except for our adult members. The youth are not allowed to use those facilities without an instructor because of the liability. We had a volunteer instructor during the summer. The Fitness Program ran for about two months during the summer.

A music program offered youth the opportunity to study the arts and different music forms as well as provided beginning instruction with guitar and keyboard music.

Currently we offer Power Hour to assist youth with their academics. We have available the SMART Moves curriculum that teaches youth healthy decision making. We also have in place, the GREAT (Gang Resistance Education & Training) Program.

In summation we offer youth our core programs designed to enhance character and leadership development, education and career development, health and life skills, the arts, and sports, fitness and recreation. The GREAT program inculcates youth with the skills necessary to resist involvement in the gang culture. SMART Programs offer a variety of curricula designed to teach kids life skills necessary to be successful in life. In addition to the preceding we assist youth with responsibility and accountability and enhanced civic responsibilities by insisting that they present their club I.D. cards upon entry to the club house. This has met with continued resistance from youth and community members however it is a directive of the National Organization of Boys and Girls Clubs of America. Parents and youth have been told repeatedly to have their cards when entering the club. This responsibility of the club members has been slow to re-establish, but we are experiencing signs of success.

Summary of Attendance:

Daily average attendance:	19.02 (based on 317 days of operation)
Average Boys:	7.91 (based on 317 days of operation)
Average Girls:	8.82 (based on 317 days of operation)
Average youth 11 and under:	10.0 (based on 317 days of operation)
Average youth 12 and older:	8.0 (based on 317 days of operation)
Total Attendance for the year:	6340 youth served throughout the year