



APESANAHKWAT
CHAIRMAN
Menominee Nation

Greetings Fellow Menominee:

Significant issues in this year concerned the on-going Kenosha Project, efforts to draft a charter for MTE, and settlement of the Termination Case for the Tribe.

Much time and effort were devoted to finalizing the Kenosha Project. We were successful in getting Governor Thompson to sign an amendment to our Gaming Compact, which provided for off-reservation in Kenosha. Although this was a major step, other approvals necessary for the Project did not come about. The Tribe acted in good faith; but the many promises made to us were not kept. Governor Thompson, the Minneapolis Area Office, the Management Company, NII-JII, and Kevin Gover in Washington BIA Central all gave us assurances that the Tribe's off-reservation Project would be acted on favorably before the new President took office. In the end, the Tribe was betrayed by all these parties.

Attempts by the Legislature to draft a charter for MTE brought a lawsuit by MTE against the Tribe. Efforts to draft an acceptable MTE charter are going forward.

One of the bright spots of the year was the payment of the settlement funds from the Termination case. Although the settlement did not fully repay the Tribe for the damages of Termination, the US. did acknowledge that Termination was wrong.

Throughout the year many issues come up on a regular basis. The Legislature and I deal with these issues and problems as quickly as we can. We recognize that when we hear about problems and concerns from Tribal Members, that problem can be the most important event in that person's life.

I am available in my office or by phone at all times. Every effort is made to address problems directly, by referrals to the appropriate departments, or at meetings of the Legislature.

As Tribal Chairman, I wish to thank all Tribal Members for their understanding and support in these difficult times facing the Tribe and the Country.

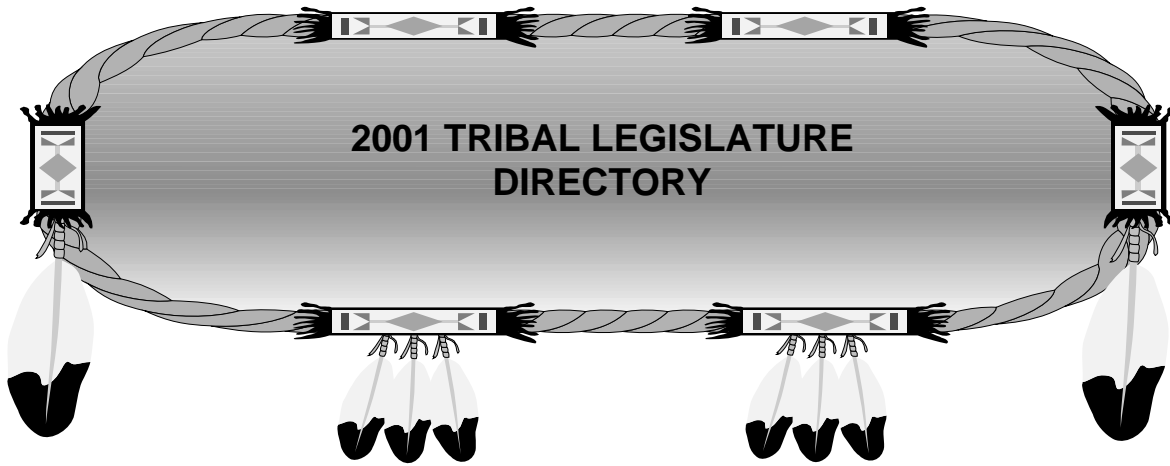
Respectfully submitted,

Apesanahkwat

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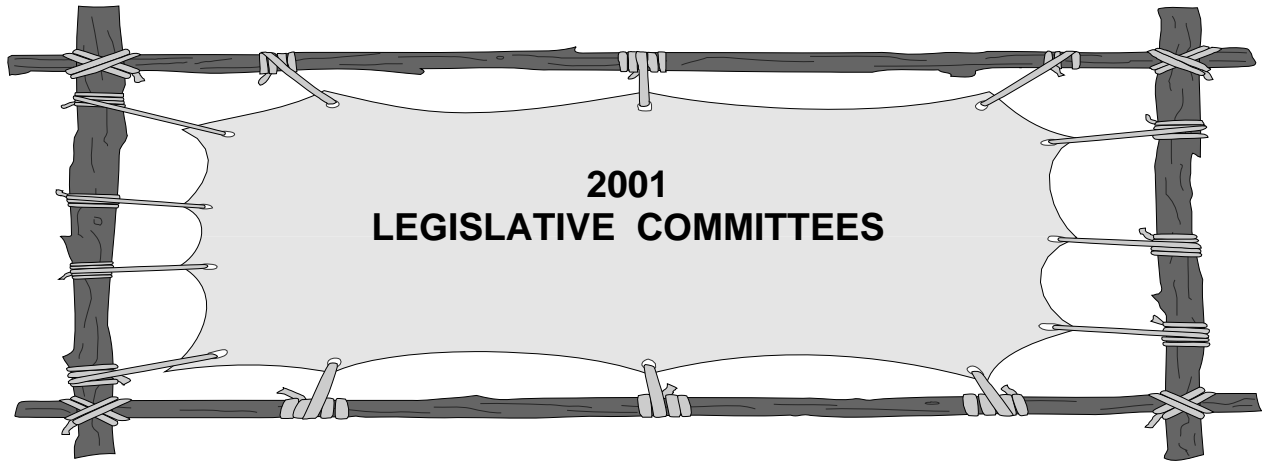
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**2001 TRIBAL LEGISLATURE
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AGING DIVISION

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. In October 2001, the Aging Division was notified of the award for the Native American Caregivers Grant. The dollar amount of \$63,020 will be to provide in home care services, respite care services and education and training opportunities for caregivers. A Caregivers Advisory Board and a Coordinator will be on board to oversee and evaluate the services being provided. The Aging Division submitted a grant to the state for Elder Abuse intervention services in October.

The Wolf River CBRF houses living quarters for 13 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.

Aging Division approximate Project Income Report Donations submitted prior to individual breakdown

Elder Activities \$ 18,710.00

Figures are from the New Account which were set-up with Finance

Fund Raiser Income	\$1,702.72
Travel Fee Income	484.00
Elderly Services Income	54.64
Special Event Income	129.60
Public Donations Income	42.86
Soda Machine Income	85.96

Fiscal Year Sept 00/01

Food Donations\$	2, 188.38
Resident Income – yr. to date\$	109,788.36

The Aging Division currently has a staff of 26 individuals that serve the elderly population. As of October 4, 2001, there are 585 enrolled Menominees over the age of 55. 442 of these individuals reside on or near the boundaries of the Menominee Nation. The Aging Division serves both Indian and non-Indian elders/disabled individuals. Some areas of services and unduplicated numbers served are as follows:
for medical appointments, 32 clients served by 2 PCW. Age range from 59 to 91 years.

Resident Occupancy of CBRF

January to May 2001	9 residents	5 women	4 men
June to October 2001	10 residents	5 women	5 men

Benefit Specialist Services

173 total cases opened
158 cases closed
15 cases remain open
More Specific statistics on file at Aging Division Office.

Maintenance Services include the following but services are duplicated:

Lawn Care	102
Snow Plow	120
Yard Raking / Cleaning	20
Air Conditioners (install & remove)	50
Sanded Driveways	60
Wood Deliveries	32

Community Services Block Grant assisted 45 elders/disabled for a total amount of \$ 14,525.30. Monies provided elders with lift chairs, heating fuel, clothing, food, rental assistance, utility assistance, telephone services, and other health related issues.

The goal for 2002 is to continue seeking other funding sources and to improve the services for elders and to enhance quality life services.

TITLE III

	<u>Home Delivered</u>	<u>Congregate</u>	<u>Ineligible</u>
Keshena	5,680	7,432	40
Neopit	0	1,222	482
So. Branch	1,1175	1,198	223

TITLE VI

Keshena	683	1,072	40
Neopit	4,208	2,733	168
So. Branch	1,335	1,329	47

ATTORNEY, PROGRAM

William Kussel

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 of other delinquencies due the tribal operations; and, to assist in personnel matters relative to the tribal operations.

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

General Goal and Policy. The PAO was created in January 1992 to provide general legal counsel to the tribal programs that pay an indirect cost. The lack of such an in-house 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 tribal programs and to assist programs with their ordinary legal affairs.

It has been and remains 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 of the Menominee Indian Reservation.

Summary of Activities. Fiscal Year 2001 was the ninth budget year that this program has been in existence. During FY 2001, 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 FY 2001 Program Attorney Wm. F. Kussel Jr. was on temporary assignment to the Menominee Tribal Gaming Commission to act as full-time legal counsel to assist with the Kenosha Project. He returned to the PAO office on October 15, 2001. In his absence, Assistant Program Attorney John R. Wilhelmi served in the capacity of Acting Program Attorney.

During FY 2001, the PAO entered into contracts for legal services with the Menominee Tribal Social Services, 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 PAO. The PAO budget was split 90% Indirect Cost and 10% Project Income. All collected fees were put into the project income budget, in reimbursement for services rendered. 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.

In addition to the above legal services, the Menominee Tribal Child Support/ICWA Attorney is supervised by the Program Attorney and the Program Attorney serves in an advisory capacity to the Attorney and those programs. The Child Support/ICWA Attorney is funded by the Menominee Tribal Social Services Department.

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 and ordinances written by this office. Some of the more important projects worked upon by this office included the extradition ordinance, the sexual offender ordinance and the railroad abandonment matter.

Developments. Over the past ten years, the Program Attorney's office has grown and developed from a single attorney with little or no research materials to a two attorney office with a research assistant, legal secretary and a Child Support/ICWA Attorney who is supervised by the office but paid through the Tribal Social Services Department for ICWA and Child Support Duties.

The Program Attorney's Office continues to meet the increased technological demands on the practice of law by continuing to take advantage of computerized legal research and document production tools. The PAO is connected to the Tribal Office computer network through a fiber optic cable and is Internet and email capable. The Office has, during FY 2001 has continued to subscribed to CD-ROM legal research materials from West Publishing including: the Supreme Court Reporter, United States Code Annotated, Wisconsin Reporter, Federal District Court Reporter 7th Circuit Reporter, Federal Court Reporter for the 7th Circuit, ALR and the Code of Federal Regulations. However, as of the date of this report, the PAO is discontinuing its subscription to these legal research materials on CD-ROM in favor of on-line legal research. West publishing is offering, and the PAO is accepting a relatively new tribal pricing offer for Westlaw legal research through the Internet. Westlaw will provide the PAO with all the legal research materials it has on CD-ROM and all the state and federally reported cases on-line for significantly less money than the office is currently paying. To accommodate the need for reliable, fast and affordable Internet services for this new research medium, the PAO is having a DSL (Digital Signal Line) service installed for dedicated Internet access. The cost of this service is roughly equal to the cost of the one dial-up account and the additional phone lines needed to support this service. The office is excited and anxious to use this new research tool to help us provide fast, effective and accurate legal services to our departmental clients.

FINANCES. Fiscal Year 2001. The total budget for fiscal year 2001 for the PAO was \$257,044 and the amount actually amount spent was \$231,075. The total budget was under-spent because of the Program Attorney's transfer to the Gaming Commission. The above money spent included salaries, fringes, travel, electronic legal research, space rental, reference materials, and other operating costs. Ninety percent (90%) of the budget is financed by indirect costs. The remaining 10% is financed by direct billing to various programs.

ATTORNEY, TRIBAL

Rita Keshena

Major efforts throughout the year concentrated on bringing the proposed off-reservation gaming site in Kenosha to a successful conclusion. Much time was devoted to drafting letters, conference calling, and attempts to make the Management Company more responsive to the Tribe's commitment to finalize the Kenosha Project. The Tribe was successful in getting then Governor Thompson to amend the Compact to include the Kenosha site. Although the Governor said he supported the Project, he failed to give his approval to put the land into trust. At the BIA level, more promises were made to the Tribe about supporting the Project. Then Assistant Secretary Kevin Gover also said he was in support of the Tribe's Project; but his promises proved to be as reliable as the Governor's. The most destructive party in the Kenosha Project was the Management Company led by Morgan Murphy, Jr. which failed to carry out its requirements under the Management Agreement. The Tribe acted in good faith; however, NII-JII, as the management company was known, misrepresented itself. NII-JII bragged about how much political clout it had with highly placed people in Washington and that it was financially able to back up the Kenosha Project with the money for a \$200 million gaming facility. It turned out that neither claim was true. The Tribe was involved in

legal entanglements because of the management agreement entered into in 1994; hence, there was no choice for the Tribe except to make the best of a bad bargain. As the year drew to a close, the Tribe continued to try to get the necessary approvals. The office of Tribal Attorney was involved in drafting and reviewing the numerous documents required for the off-reservation gaming project. The last days of the year were spent in desperate attempts to see the project succeed. A new administration had taken office. What the New Year would bring was anybody's guess. Although this project seemed doomed, the project could have been beneficial; the Tribe learned some bitter lessons which will be of use in any future off-reservation gaming plans.

In other business before the Tribal Legislature, the issue of preparing a charter for MTE under Article XII of the Menominee Constitution and Bylaws was undertaken. The proposed charter was drafted in September 1999, and approved by the Tribal Legislature.

MTE filed a lawsuit in Tribal Court and a decision was rendered by the Court in February 2000. The legal questions at issue were: (1) Whether the Legislature can terminate the Management Plan of 1975; and (2) Whether Menominee Tribal Ordinance 99-21 is Constitutional? The Court ruled in answer to issue (1) Yes, the Tribal Legislature can terminate the Management Plan of 1975; and in answer to issue (2) the Court ruled that the charter infringed on rights of tribal members and the Tribal Court; hence, the charter was unconstitutional. Following the Court's decision, some efforts were made to draft another charter and a legislative task force was named to study this matter; however, intervening business prevented much progress on the issue. Plans were made to revisit this issue at a later date.

Fears that the beginning of the new century would create havoc across the nation proved to be groundless and the year went forward as usual. The new part time secretary in this office is Terri Katchenago who has become a Notary as part of her duties and has proven to be an effective and efficient addition to the office. As a service from this office, papers can be notarized during business hours free of charge. Again, I express my appreciation and gratitude to contribute and be of service to my Tribe.

CLINIC

Jerry Waukau, Administrator

Administration

The mission of the Menominee Tribal Clinic is to provide quality, accessible, and comprehensive health services. The patient volume in medical continues to be high with over 24,822 visits in 2001. The Clinic is dependent on using third party revenue to offset costs not covered by the Indian Health Service. The third party budget this year was \$3,800,000.00 The current staffing plan includes 110 full-time employees and 10 part-time. Our goal is to maintain the current level of services to meet the needs of our eligible population.

We are facing increasing pressure both internally and externally to maintain this level of service, and retain our professional staff. The Clinic cannot meet the total needs of all our patients, and are forced to operate on a priority system of care. We must continue to fund patients on our deferred care list as well.

Overall access to services has been good with the exception of Dental. The services of a fourth dentist are needed to decrease the waiting time, which is approximately 3-4 weeks.

Approximately \$464,974 of third party funds was used for equipment replacement items including:

1. 2 defibrillators – ambulance service
2. Patient x-ray machine
3. Management Information System
4. Bio-Feedback Equipment
5. Physical Therapy Cervical Traction Unit
6. Waiting Room Furniture
7. Medical Equipment Sterilizer (autoclave)
8. Physician Office Furnishings
9. Maintenance Truck with snowplow
10. Dental Laboratory Equipment
11. Wellness Van (used)
12. Optical Exam Chair
13. Ambulance Radio System
14. Dental X-ray Film Developer/Processor
15. Indirect Cost \$179,450 X 10.88%

The Clinic roof has been replaced at a cost of over \$133,000.

The projected budgets for both the IHS and Third Party Budget for FY 2002 are at \$9,838,120. We are projecting a deficit of approximately \$544,741 in our revenue projections and must be able to cover this with funding from the Clinic's reserve fund. We are at a critical stage as far as what level of services we can continue to provide our people, and still maintain the financial stability of the Clinic. With the vision and leadership of the Tribal Legislature we must continue to advocate for the health of our people.

2001 Financial Summary Report

Ledger No.	Contract Name	Total Expenditures
156	Third Party Budget	\$ 3,800,000
159	Equipment Replacement	\$ 425,000
308	Indian Health Service Contract	\$ 5,200,000
317	IHS Special Diabetes Grant	\$ 392,400
340	Rural Health Network	\$ 127,814
701	Women Infant & Children	\$ 67,820
702	Maternal Child Health	\$ 43,000
710	Adolescent Parent Self Suff	\$ 35,457
710	Adolescent Pregnancy Prevent	\$ 31,663
710	Choices	\$ 3,077
715	Immunization	\$ 7,596
716	Tobacco Control Board/DPH	\$ 17,060
717	Coop American Indian Health	\$ 10,000
720	CDC Breast/Cervical Cancer	\$ 20,499
732	Medicaid Eligibility Outreach	\$ 43,200
736	WI EMS Funding Assistance	\$ 3,000
738	Tobacco Control	\$ 22,842
739	Child Lead Poisoning	\$ 929
740	CVD Risk Reduction	\$ 6,675
742	Fluoride Mouth Rinsing	\$ 2,031
911	Rural Infant Health Program	\$ 12,000
915	Honoring Our Children Project	\$ 63,175
963	Menominee Commerc Tobacco Abu	\$ 4,157
	TOTAL	\$ 10,339,395

MEDICAL DEPARTMENT

The Medical Department provides medical care to the Menominee Community. The department consists of (5) Family Practitioners, (1) Internist, and (1) full-time and (1) part-time Nurse Practitioner. Each Provider has an RN or LPN to assist him/her. Medical also provides an acute care Triage system. Medical 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.

One physician resigned in July and one Nurse Practitioner went to part-time. This has affected the number of walk-in patients. The number has been steadily climbing from approximately 300 – 350/month to 400 – 500/month. The acquiring of another physician in October should decrease these numbers.

The number of clients served is approximately 24,822 with 904 hospital admissions. These are clients that were seen by a provider. The nursing staff handled approximately 10,000 patient requests such as medication refills, messages to providers from clients, answering client health questions, etc.

The problem with no shows continues, even with the house call reminder system the percent of no-shows is at 22 – 23%.

The Physical Therapy Department continues to operate at three days per week. The no-show rate is 22 – 24%. Last year the waiting time to access physical therapy was 3-4 weeks. This was unacceptable for our acute clients. By making changes in the way we schedule first time (acute) clients, we have narrowed the waiting time to 2-3 days.

Medical 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 Department.

Dr. Kate Keshena is Medical Advisor for the Diabetic Program.

Education –Four (4) Medical Students and one (1) Resident did rotations in Medical this past year. One (1) nursing student from NCTC will be doing a rotation for three weeks in December.

Medical continues to work on staff competencies. All designated personnel in the department are CPR certified.

The following equipment had to be replaced this year. Six (6) exam tables needed replacing. The casting sink did not get replaced. This will definitely need to be replaced next year. The refrigerators in the two nurse's stations will need to be replaced.

Computers were installed for each of the provider and two new Doppler machines were purchased to replace the outdated ones.

EMERGENCY MEDICAL SERVICES

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, and 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 such as school sports and several different Pow-Wows. This has been done on a volunteer basis. Ambulance stand-by services for events at the casino such as music festivals and the boxing events are covered on a paid basis.

For the reporting period Menominee Tribal Rescue Service has responded to 899 calls, an increase of 77 calls over last year, encountering 890 patients of which 540 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.

A new Ambulance was purchased through a GSA contract and we began using it in March. It is a 2001 E-450 Ford chassis, Ambulance conversion by Wheeled Coach Industries.

We have also upgraded defibrillators from the Laerdal 3000 QR purchased about 8 years ago to the Laerdal HS 4000 bi-phasic model. We began using these in late August. Additionally EMS assisted area schools in acquiring public access defibrillators and implementation of their use in the schools.

We currently have 22 EMTs, 3 are full-time and 19 part-time on-call. We continue the process of recruiting persons for the EMT basic class from the community as needed and when classes are available.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide various services to the Menominee Community. One on one diabetes education is done in the clinic as well as during home visits and at events in the community. The Diabetes Program is working to increase awareness of the disease and educational efforts.

The Diabetes Committee meets on the third Friday of every other month. The committee consists of the Diabetes Nurse Educator, DM Coordinator, a Registered Dietician, an Optometrist, a Lab Technician, an MD and her nurse, a Community Health Nurse, the Medical Records Supervisor and a representative from Administration.

There are currently 504 patients on the Diabetes Registry; this is an increase of 42 from last year. Information on these patients is updated continuously via computer. Chart audits are done every year and this information is used to identify areas that need improvement regarding patient care. This data is also used for grant reporting purposes.

The Diabetes Program has been involved in a variety of activities this past year. Field trips to the Shawano Dialysis Center for the 6th grade Tribal School students were arranged; health screenings were done at various

work sites and schools; and an evening DM Conference was held in Neopit in April. Blood sugar screenings were held at the Pow-Wow, Women's Health Fair, and also at the Casino Health Fair in May. The Diabetes Program sponsored the Menominee Relay Walk for Diabetes in August and the Diabetes Tuesday Night Summer Walking Series. Two individuals, Mona Skenandore and Myrna Caldwell, ended with perfect attendance and were recognized. The Diabetes Program was also involved in the Menominee Poker Walk, Triathlon, Health Network Work Group Gardening Project, and the Menominee County Tobacco Coalition. A DM Conference is scheduled for November 14th at the Menominee Casino.

The goals for year 2002 will be to continue the primary, secondary and tertiary prevention objectives identified in the grant. The Diabetes Program will also be focusing on the youth in the community by conducting intense screenings, encouraging and supporting more physical activity programs and better nutritional education.

MENTAL HEALTH SERVICES

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 two (2) Master-Level Psychotherapists, one (1) Ph.D. Clinical Psychologist, and a Consulting Psychiatrist (for purposes of evaluations, medications, and clinical supervision). The clinical psychologist (Ph.D.) joined Mental Health Services in July 2001, and since that time, we have had a full staff. 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 increased despite efforts such as a telephone reminder system to remind individuals of scheduled appointments. The increased no-show rate is an unacceptable concept, which results 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, Community agencies, Tribal organizations, local schools, and other agencies in the immediate geographical area.

YEAR TO DATE	CLIENT CONTACTS	CONSULTATION	TOTAL CONTACTS	NO-SHOW
TOTALS	1,226	337	1,563	410

AIDS ADVISORY BOARD/AIDS TASK FORCE

Menominee Tribal Clinic HIV prevention program continues to provide multiple services to our patients. These include:

- x Information and referrals to existing resources, programs and services.
- x Transportation for HIV infected and affected patients.
- x Pre/post test counseling.
- x Confidential testing with access to anonymous testing.
- x Trained individuals within the clinic available for community education.
- x Accessing multiple community-wide activities to raise AIDS/HIV prevention awareness.
- x Post exposure prophylaxis procedure in place.
- x Have films, books, pamphlets and games available for use by tribal agencies.

The moccasin memorial that was developed by Aids Advisory Board/Aids Task Force (AAB/ATF) has been on display at multiple community and state events as well as the National Native American Prevention Convention in Seattle, Washington where it received much positive feedback.

The annual AIDS Walk was not done this year due to the unexpected illness of the AAB/ATF Chairperson, but plans are to have one this December.

We continue to have an excellent working relationship with AIDS Resource Center of Wisconsin to provide comprehensive care for our HIV+ and AIDS patients.

RADIOLOGY

There were a total of 3,006 patient encounters in the department. Total films used were 7,992. There were 588 EKG", 192 casts, 74 crutches, 52 spirometry, and 280 ortho aids.

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, an additional 22% in 2000, and an increase of 11% in 2001.
2. The amount of time for urgent care patients (walk-ins) was increased. This resulted in a 17% increase in the number of walk-in patients seen in 2000. This rate was sustained in 2001.
3. The monthly average number of patients seen increased 3% in 2001. This is a 10% increase since 1997.
4. On a recent patient satisfaction survey 87% of the respondents said they were able to get into the clinic when needed (up from 69% in 1999). 98% of the respondents said they were satisfied with the treatment they received.

Dentist Visits	5,712	Dentist No-Shows	672
Hygienist Visits	1,464	Hygienist No-Shows	324
Walk-in Visits	2,076		

COMMUNITY HEALTH NURSING SERVICE

The Community Health Department currently has nine staff positions. Four of the positions are registered nurses. We have two transporters and provide transportation on a first come – first served basis for the clinic or for outside referrals. The second position was added this year to meet demand. Last year there was 33,000 transport miles and with the addition of the new transporter we expect to exceed that amount next year. 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 and dispensing car seats and is a Certified Child Passenger Safety Technician. One position is a maternal/child position that is funded one-fourth by a Rural Infant Health Grant. This position is not filled at this time; it requires the ability to give injections and also do baby visits. 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 contracts with the County to do public health services, which includes: immunizations, sexually transmitted disease follow-up, and other public health services. We also do injections and fill med boxes for the Chronically Mentally Ill clients as well as providing tuberculin tests for their AODA Program. This year the nurse also began supervising the Personal Care workers for which we bill the program on an hourly basis with the money going to the third party fund.

The Community Health Department provides communicable disease surveillance to the community, provides walk-in immunizations for children and adults (including influenza vaccine), does walk-in 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 Fridays. She provides nursing services to the prisoners and to the staff. One nurse is a Certified Diabetic Educator and works closely with the Diabetic Program in assisting with grant writing and other administrative aspects of the program. Another nurse serves as the AIDS Coordinator, planning AIDS events and education for the clinic as well as providing care for AIDS/HIV clients.

Budget needs have been met for the year with additional monies.

MENOMINEE COUNTY PUBLIC HEALTH

Seventy-two (72) cases of chlamydia were reported compared to 61 cases last year and 76 in 1999. Four (4) cases of gonorrhea were reported compared to three (3) in 2000 and two (2) in 1999. Six (6) new cases of herpes simplex type II were reported compared to ten (10) cases in 2000 and seven (7) in 1999.

No cases of tuberculosis were reported.

Two (2) cases of blastomycosis were reported compared to three (3) cases the prior two years.

Two (2) cases of campylobacter were reported which is the same as last year. No cases of shigella were reported compared to 20 cases last year. One (1) case of cryptosporidium was reported.

One (1) case of viral meningitis was reported. One (1) case of strep pneumoniae sepsis was reported. One (1) case of hepatitis C was reported.

We continued to provide mandated Public Health Services for the county such as immunizations, sexually transmitted disease follow-up, tuberculosis testing, and general follow-up on communicable diseases. We provide services for the chronically mentally ill clients giving injections and filling med boxes. We provide tuberculin skin tests for the AODA Program. The nurses also provide supervision for the personal care workers in the community.

DIABETIC CLINIC	YTD
DM Clinic	188
Regular DM Patients	268
Coordinating Hours	1,722
AUDIOLOGY	
Patients Seen	207
No-Shows	61
School Screening	525
HEALTHCHECK	
Patients Seen	491
No-Shows	149
COMMUNITY HEALTH	
CHN Home Visits	3,215
Blood Pressure	1,767
MCH Hrs	1,036
Immunizations Given	1,477
PPD's Given	369
School Hours	119
Education Hours Received	155
AIDS Coord.	195
Patient Transport Miles	33,701
Number Patient Transport	379
Flu Shot	950

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.

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

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

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

Educational brochures and pamphlets were purchased for the area of child passenger safety

WOMENS 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, and transportation to appointments, prenatal classes.

The WPH program saw 1,375 clients this grant year. This was an increase of 157 since last year. These visits provided contraceptive services, pregnancy testing and OB preliminary visits. Prepared childbirth classes are held every 3 months/1 night /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. One class this year had 11 clients and their partners.

Another aspect of our program is the Wisconsin Women's Wellness Program. This provides mammogram referrals and follow up for women over 40.

Some of the programs that were held this year were:

- Childbirth classes Oct 3,10,17,24 2000
- Childbirth classes Jan 4,11,17,24 2001
- Community baby shower 3/27/01
- Childbirth classes April 4,11,17,24 2001
- Childbirth classes July 9,16,23,30 2001
- Women's Health Fair 9/25/01

Women's Personal Health Dept. continues to work with the CDC and offer free chlamydia urine testing.

Karen has developed the sexual assault policy and has done 3 SANE exams at the clinic this year.

We are working on improving the amount of prenatal care that women receive. We have been using an incentive program this year and are anxious to review the data at the end of the year to see if this did make an improvement in the number of prenatal visits that each woman receives.

Quarterly MCH meetings are held at the clinic with all departments involved with maternal/child health.

OPTOMETRY CLINIC

The Optometry Department provides full-service eye care. It offers quality inexpensive eyewear with fitting and repair service in the optical. Contact lenses are also fit and prescribed. Our department works closely with other clinic departments (Medical, Pharmacy etc.) to ensure that patients are provided efficient and quality health care. We receive referrals from other health care providers when there is a suspicion of eye disease or trauma. If surgical intervention or further testing is needed, patients are referred to ophthalmologists and/or other medical providers.

In August Dr. Rob Chelberg started as a new, full-time optometrist. He transferred here from an Indian Health Service Clinic in Montana. Dr. Roger Wilson has been with us for 7 years and continues to work on a part-time basis to help with the transition and maintain continuity of care. This is the first time the clinic has one optometrist working 5 days a week and a part-time doctor for an additional two days. (Dr. Wilson is here Monday and Thursday every week)

This change has had immediate impact. Patients have been able to obtain eye appointments much easier. Emergency care and referrals from other medical providers have been handled more efficiently and there is better communication between Optometry, Administration and other Clinic departments.

As a public health service the department provides education to diabetics regarding importance of routine eye examinations with pupil dilation. Dr. Chelberg provides an in-service to those interested in diabetic eye disease with a question and answer session. In school vision screenings are provided during the month of October to Tribal Headstart and to the Keshena elementary and Neopit middle school students.

2001 Optometry department statistics: 1307 complete examinations. 434 professional visit (Diabetic exams, Glaucoma checks, emergencies etc.) 64 patients were referred for surgery or consultation with an ophthalmologist. There was a 20 % no-show rate and this rate continues to remain high despite measures put into place to try to lower it.

Improvements that need to be made include: acquiring more office space to accommodate additional staff needs and patient testing requirements, replacing our old visual field analyzer in order to more efficiently screen and monitor patients with glaucoma and other neurological diseases, replace and update the patient chart filing system.

The main goals of the department are to improve customer service by 1) making it easier to obtain an appointment for eye examinations, 2) offering quality eyewear with efficient, timely service to all tribal members, and 3) providing more eye wear options to those with few financial resources.

Optometry Statistics Year 2000 VS. 2001

	<u>2000</u>	<u>2001</u>
TOTAL NUMBER OF EXAMINATIONS	1242	1307
TOTAL NUMBER OF OTHER PROF. SERVICES	440	434
TOTAL NUMBER OF WORKDAYS	205	219
TOTAL NUMBER OF REFERRALS	28	64
TOTAL NUMBER OF PATIENT CONTACTS	3736	3926
TOTAL NUMBER OF VISUAL FIELDS	41	77
TOTAL NUMBER OF CHILDREN SCREENED	304	300
TOTAL NUMBER OF NO-SHOWS	404	510

PHARMACY

The Insurance Companies have started requiring online Drug Utilization Reviews before prescriptions can be filled. This requires a lot of pharmacy staff time, especially when there are insurance problems. More insurance companies will be requiring this in the future. If the problems are solved when the prescriptions are filled The Clinic does not lose money.

This year, 2001, the Pharmacy will dispense approximately 73,000 prescriptions. This compares to 70,913 prescriptions filled in 2000. The busiest month was May when we filled 6366 prescriptions. The busiest day was May 5th, when we filled 472 prescriptions. For 2002, I estimate we will dispense 78,000 prescriptions.

The pharmacy was allocated \$778,832 for materials and supplies (i.e. drugs) in 2001. This will be close to our estimated need for this year. The total pharmacy budget for 2001 is approximately \$1,372,735.

Based upon 2001-year estimates, \$873,000 may be required for Materials and Supplies in 2002, due to the increasing prescription volume and increasing drug costs. The total estimated Pharmacy budget will be \$1,475,000 for 2002.

PROBLEMS: Prescription volume has not increased by as much as expected. Drug cost per prescription increased over 16% for this year. This is may be due to the fact there were a number of drugs recalled, use of some newer drugs and many long drug shortages in which we had to obtain costly alternatives.

The pharmacy lost one of its pharmacists due to an accident but still continued to stay fully operational.

STATISTICS: Prescriptions Dispensed/Month

<u>To Sept. 30, 2001</u>		<u>Previous Year 2000</u>	
Jan.	6322	Jan.	5972
Feb.	5690	Feb.	6191
Mar.	6380	Mar.	6333
Apr.	6070	Apr.	5706
May	6366	May	5957
Jun.	5754	Jun.	6053
Jul.	5905	Jul.	5110
Aug.	6193	Aug.	6074
Sept.	5439	Sept.	5849

54,119 prescriptions dispensed as of September 30, 2000
 187 total workdays to the end of September 30, 2001
 289 average Number of prescriptions filled/day

<u>Year</u>	<u>Avg. # of Rx filled/day</u>	<u>Total Rx filled/year</u>
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	288.9	70913
2001	298 projected	73,000 projected

	<u>Total \$ Spent</u>		<u># Prescriptions Filled/Yr</u>		<u>Cost/RX</u>	
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	\$649,594		70,913		\$9.16	
2001	\$778,832	Projected	73,000	Est.	\$10.67	Projected

LABORATORY STATISTICAL:

STATISTICAL	<u>2000 Actual</u>	<u>2001 Estimated</u>
PATIENT ENCOUNTERS	11,573	11,406
TESTS PERFORMED IN-HOUSE	20,618	21,276
TESTS REFERRED	5,418	5,896
DRUG SCREEN CLIENTS	776	245

Projected year-end totals, based on activity for the first nine months of 2001, predict year-end totals to be at the same level as the previous year with the exception of the number of drug screen sample collections. The number of clients is dramatically lower than previous years. Budget constraints by the tribe have limited the number of clients scheduled for random drug testing.

In 2001, the laboratory had an operating budget of \$346,896. At this point, I do not anticipate any problems in any line items.

Staffing for the laboratory remains at three full time employees, one of which is on maternity leave.

A new Olympus microscope was placed in service early in 2001. The new scope is equipped with phase contrast which is a great asset for performing urine microscopy. Search has begun for a replacement of our chemistry analyzer. Proposal should be ready for consideration by administration by end of 2001.

Two new laboratory procedures were added to the in-house test menu. Phosphorus and Influenza testing will be available at our clinic.

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 includes the business manager, systems coordinator, network administrator, five billing specialists, and three coding specialists. The following are some highlights that occurred during the reporting period:

The department hosted Medical Manager demonstrations throughout the year for the Stockbridge-Munsee, Ho Chunk, and Lac Du Flambeau Tribes. These tribes were previewing various practice management software and were interested in what we were utilizing in our facility. We assisted Stockbridge-Munsee with a question and answer session regarding use of the Medical Manager. They bought and implemented the software early this year.

There was a total of four staff competencies developed and implemented for the staff as part of our JCAHO requirements. These competencies included staff assessment in computer skills; telephone etiquette, proper lifting techniques to minimize back injuries, and a new batch procedure for posting transactions into Medical Manager.

Throughout the reporting period various staff attended seminars/training on the following topics: Medicaid and Medicare basic billing (new coders); Delta Dental Educational Seminar; Medical Terminology and Anatomy 1; Confidentiality; Elder/Child Abuse; Bloodborne Pathogen; Medicare Part B 2001; How and Why to implement a compliance program; Medical Manager National Users Conference; Coding for Ambulance and Hospital Billing; Medicare Part B/Medicaid Ambulance Services; CPR Refresher; and Effective Medical Collections.

For the reporting period October 2000 through September 2001, the Billing department processed \$6,252,924 in charges. Of this amount, \$1,501,077 is considered to be non-billable or non-revenue producing charges, leaving a billable amount of \$4,751,847. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments were \$1,677,508. Payments received from insurance and patient payments for the period was \$2,911,707. The beginning accounts receivable was \$1,168,545 with a period ending balance of \$1,331,177.

MENOMINEE WELLNESS / HEALTHY HEART PROJECT

A wide spectrum of activities are ongoing that address the wellness needs of people of all ages children, youth, adults, and elders, and take place in multiple settings in schools, worksite, clinic, and community. Various health promotion strategies are being employed, including awareness, education, and policy change.

Coordinator of New Program "The Menominee Obesity Prevention Project." Pediatric Obesity is a problem of special concern to the Menominee Community because of the relationship to heart disease and diabetes. Little data or research has been done up to this time. K-2 graders will be screened for %body fat, blood pressure, blood sugar and cholesterol. The data will be used to determine a baseline prevalence of obesity, cardiovascular and diabetes risk factors in Menominee Children. Data used to track the success of interventions and to understand the growth pattern and risk over time. The school, community, and clinic are working together on this project. Teaching children about diabetes to prevent diabetes. Its theme: eat well, exercise, stay strong, live long!

State of Wisconsin Tobacco Control Board funded Menominee Commercial Tobacco Coalition: Fifteen-member coalition that meets monthly for tobacco awareness, prevention and abuse. Members include youth and elders from schools, school nurses, worksite, teachers, parents, counselors, and health care providers. Coalition presented before Collaborative Council and Health Board, recommendations past legislature to make all tribal buildings except casino gaming area smoke free. Presentation to County Board for smoke free Menominee County buildings, awaiting vote. Coalition members have written and received tobacco prevention grants to be used in the schools. Sponsored public service announcements on the radio, done by Menominee Youth. We went from a level A coalition to a level B coalition. Training in community coalition building, policy making, evaluation, and cessation have been attended by coalition members.

We have done smoking cessation programs for both group and individuals at the Menominee Tribal Enterprises and Menominee Casino. There are also pregnant teens smoking cessation programs. Menominee High School has a tobacco cessation program on site.

Clinic individualized smoking cessation appointments.

All the Head Starts, and K-6th have tobacco prevention programs

Nominated Member of Wisconsin Turning Point Committee on Tobacco Abuse planning Wisconsin's 2010 health objectives. Awarded Shawano Hospital Community Prevention Grant.

Coordinate: Strongest Menominee Weight Lifting Contest

Coordinate: Summer Fitness Programs: Neopit Youth Roller Hockey, Heart Of Menominee Poker Walk, Menominee Triathlon, Menominee POW Wow Walk/Run.

Menominee Community Garden Project donated two rotatilers and \$400 dollars worth of seeds.

Coordinator of Menominee Health promotion Disease Prevention Committee

Rural Health Network member

MISD Partnership Member

Member GLITC Epidemiology Committee. Track Menominee for Health Profile Report

Elders presentations on connection and engagement in Neopit, South Branch, and Keshena.

Elderly Fitness Program in Neopit

Neopit public school 6th grade wellness classes during the school year. Lifetime wellness curriculum. Topics include optimism, anger management, team building, prejudice, humor, resistance, stress management, communication, music, sex education, AIDS, and values. This year started weekly wellness classes at tribal school 4th-8th grade.

Coordinator Menominee High School Wellness Day sponsored keynote speakers Lisa Tiger and Billy Rogers. Worksite and school screenings included % body fat, B/P, cholesterol, blood sugar, fitness level, and carbon monoxide levels, etc.

We work with Menominee Diabetic, Nutrition, and Health Promotion Disease Prevention Committee, as a team on most of the above. Sharing resources, staff, equipment, and funding.

Menominee Tribal Enterprise Wellness Presentations on Mens Health

Stress management presentations done at M.I.H.S, Menominee Day Care, and Tribal Offices.

Tray Prey CHES, hired as Diabetic /Wellness Assistant: Fitness testing and exercise prescriptions, aerobic classes, stress management and back and ergonomic presentations.

Clinic Fitness Center expanded this year new equipment, commercial instead of home units.

ADOLESCENT HEALTH

The Menominee Tribal Clinics Adolescent Health program 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.

In the schools this past year Health and Sexuality information was provided in the 8th grade classes on a weekly basis. We also provided a Teen Clinic, and a campaign to promote abstinence, which we concluded with a poster and essay contest.

The programs provided for the teen parents included Parenting classes, prenatal workshops (where teens can learn about prenatal care, delivery, and tour the hospital) and baby care basics classes. 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.

Trainings attended/provided:

The Adolescent Health Educator was asked to present a workshop at Mole Lake to their youth. The workshop focused on Abstinence, STD's and Contraception.

The Adolescent Health Educator attended a training on "Emergency Contraception", and "STD Intervention" and an update training on "Family Planning - The Basics and More"

We sponsored a group of 6 youth (who are in the education program) participating in the Menominee College Learn and Earn program to attend the Wisconsin Indian Education Association Youth Workshop in Madison.

The Adolescent Health department tries to coordinate/participate with other agencies to provide programs for youth. This year we participated in planning and working at several events. They include: Culture Camp, 3-on-3 Basketball Tournament, Family Day, Youth Olympics and a Haunted House.

MEDICAL RECORDS DEPARTMENT

An average of 225 patient records are delivered to various clinic departments per day including Medical Services, Physical Therapy, Laboratory, Radiology, WIC/Nutrition, Community Health Services, and Women's Personal Health. Use of patient records by staff members is restricted to those functions necessary to carry out official duties.

New computers were installed in the department and are used mainly for documenting and storing patient information. Updated voice recording equipment and transcription software were also installed. The department provides transcription services to the physicians and nurse providers, the physical therapists, and the radiologists reading MTC x-rays at the hospital. Approximately 159 minutes of provider dictated patient information is transcribed each day.

The medical records clerks also perform release of patient information and process about 15 requests per week.

Four medical records clerks completed a medical terminology course offered by the College of the Menominee Nation. All staff members attended training in safeguarding the confidentiality of patient information.

NUTRITION DEPARTMENT

Preventative Healthcare continues to be a focal point for the Tribal Clinic and the Nutrition Department continues to network with other departments as it strives toward its goals. 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 therefore earlier, more successful treatment of the disease. An annual highlight to community prevention has been the Diabetes Relay Walk that successfully saw 91 community members of various ages gather for relay walking around the High School track. Unfortunately the event was rained out after a few hours, but the expected participation was well over 130. This event is a great time for friends and family to get together for a positive goal. Plans are already in the works for a bigger, more entertaining relay for next year.

The overall eating and cooking habits of the community were addressed in the past year. The Nutrition Program provided technical assistance to the MISD in revamping their meal delivery system. Previously there was a very high level of fat, saturated fat, refined sugar, and sodium being served to the students. We have now streamlined the menus and improved the nutritional quality of these menus. Our next project will be working with the CBRF, and Senior Meal Sites to provide standardized meal selections. We also have implemented 4 training workshops for the Diabetes community to assist them in the planning and preparation of healthy, balanced meals. There was a high level of satisfaction from the community members that attended these sessions.

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: 249
- Diabetes 174
- Obesity 68
- Agency Contacts 151

Financial Section

The Nutrition Department has used its allocated Supplies /Training Aides and Materials budget of \$1,200.00. 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.

W.I.C. 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) has successfully initiated a breast pump loan program with all 12 pumps being routinely checked out each month. She has also provided numerous breastfeeding promotions throughout the year including World Breastfeeding Week and a special Brunch for WIC moms and their children.

We have contracted with the state to screen 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.

The WIC Project was part of a March of Dimes Grant that educated the WIC clients as well as the community on the benefits of Folic Acid. The High School, College of Menominee Nation, and the WIC participants benefited from informational sessions.

Statistical Information

- Caseload FY 00 513

➤	Education Contacts	1489
➤	Breastfeeding Incidence	55%
➤	Smoking During Pregnancy	34%
➤	Alcohol During Pregnancy	3%

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 \$3,458 on educational materials and supplies to benefit our clients. 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 70% 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.

CONTRACT HEALTH SERVICES

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 is no other resources available for an eligible person. CHS approved 221 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, 408 referrals were made, with a total of 693 persons found eligible for benefits. Sixteen (16) persons were not eligible, and 31 persons failed to comply with program requirements, which results in a denial from the program. A person who fails to comply with the alternate resource requirements, are also denied Contract Health Services because of the pay or of last resort rule.

Contract Health Services continues to operate "Priority I" basis as in the previous years. 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. 102 referrals were evaluated in the monthly Physicians Quality Improvement meeting. 44 referrals were approved for CHS, 58 did not meet the established priority guidelines and were placed on the Deferred Care List.

Contract Health Services processed a total of 2784 referrals. 661 were funded by CHS and 2123 were funded by medical assistance, commercial insurance with any balances remaining was the patient's responsibility.

In July 2001, CHS received \$250,000 for Deferred Care Services (Waiting List). A total of 144 deferred cases were funded. This year the Medical Relief Block Grant had a shortfall of \$24,333. This shortfall was subsidized with CHS funds.

Contract Health Services uses discounts to extend limiting funding. We continue to contract with WPPN/Multiplan Preferred Provider Network. Using this network, we had a savings of \$103,493 for the year. We also had a negotiated discount from Shawano Medical Center in the amount of \$39,552. Total discount for the year was \$143,045.

CHS issued a total of 2640 purchase orders for 691 patients.

2001 CONTRACT HEALTH SERVICES BUDGET

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>NO OF VISITS</u>
Ambulance	\$ 8,342	35
Prescriptions	78,176	1,020
ER Care	57,750	231
Inpatient Care/Hospital	185,546	94 patients/351 days
Inpatient Doctor Care	52,790	359

Outpatient Hospital Care	139,223	577
Specialist Care	229,626	1,668
Dental Specialist Care	53,996	118
Medical Supplies	33,718	165
Prosthetic/Orthopedic Supplies	3,778	11
2001 CHEF Cases	307,555	5
Deferred Care Referrals	250,000	144
2001 Mental Health Agreement	30,000	
2001 GAP Shortfall	<u>24,333</u>	
TOTAL	\$1,454,833	

PATIENT REGISTRATION

The Patient Registration department registered a total of 63,885 patients this year. We register an average of 257 patients per day. This year, 414 new patients came to the clinic. In October 2001, a third patient registration clerk was added to the staff.

CONTRACT HEALTH SERVICES 2001 ANNUAL STATISTICS

D. OTHER SERVICES

YR-TO-DATE

1. Contract Health Services

a. Hospital Inpatients	
1. Total Patients	94
2. Total Days	351
b. Total Purchase Orders	
1. Medical	2536
2. Dental	104
c. New CHS Applications	221
d. Provider Review of Referrals	
1. Approved	44
2. Waiting List	58
e. Patients Referred	2784
1. CHS	661
2. Self Pay	2123

2. Patient Registration

a. New Patients	414
b. Total Patient Contacts	63885
c. Total Number Days	249
d. Daily Average Patient Contacts	257

3. Collections Followup

b. Bill Type	677
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4. Alternate Resource Referrals

YR-TO-DATE

a. Number of New Cases Identified	
1. Medical Assistance	278
2. General Assistance	48
3. WWCCP	44
4. QMB/SLMB	17
5. BadgerCare	21
c. Success(es)	
1. Medical Assistance Cases	177
a. Total No of Persons	605
2. General Assistance	28
3. WWCCP	36
4. QMB/SLMB	11
5. BadgerCare Cases	13
a. Total No of Persons	32
d. Denials/Ineligible	
1. Medical Assistance	11
2. General Assistance	4
3. WWCCP	0
4. QMB/SLMB	0
5. BadgerCare	1

- b. Number of Cases Pending
 - 1. Medical Assistance
 - 2. General Assistance
 - 3. WWCCP
 - 4. QMB/SLMB
 - 5. BadgerCare
- e. Not Applied After Documented Follow-up
 - 1. Medical Assistance 10
 - 2. General Assistance 17
 - 3. WWCCP 0
 - 4. QMB/SLMB 1
 - 5. BadgerCare 3

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

MISSION STATEMENT: 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, expand information through research, promote, perpetuate and nurture Menominee culture, and provide outreach workshops and community services.

SERVICES provided are pre-college and college courses in technical and liberal arts studies, dual credit courses for older high school students, and specialized training requested by agencies and businesses.

INTRODUCTION We at CMN are pleased to submit this report to the Menominee People to inform you of the work and activities of the College of Menominee Nation. These areas are specifically CMN’s statistics in regard to enrollment, Programs of Study, employees, and finances. Following that we will address the facilities, technology, and our goals before concluding this report. After reading this report, if you still have questions or seek more information, call me at 799-5600, or use our toll free number 1-800-5672344. In addition, feel free to visit or request a tour the buildings and share with us your ideas to further the development of the college.

ENROLLMENT STATISTICS for Academic Year (AY) 2000-2001 was 351; currently it is 407. These two figures do not include those who were or will be served in workshops, seminars, specialized training, special activities, Middle School students in the Transportation Institute, nor does it include the Learn & Earn Program that is late in starting due to the State’s summer budget impasse. The Learn and Earn Program will increase current enrollment by a minimum of 60 students.

EDUCATIONAL PROGRAM OFFERINGS

Technical: Accounting Specialist, Computer Science, Early Childhood Certification, AODA Counselor, Microcomputer Specialist, Carpentry Pre-Apprenticeship and Police Science (with Fox Valley Tech. College)

Academic (leading to a 4 yr degree): Business Administration, Education (K-6), Human Services/Social Work & Liberal Studies are the disciplines in which we have articulation agreements with UW-GB. Natural Resources are offered with an agreement with UW-Stevens Point while our Nursing agreements are with Bellin College of Nursing and UW-Eau Claire. The Sustainable Development Degree articulation is about to be signed with UW-Madison.

FACILITIES currently consist of Glen Miller Hall that houses faculty and administration offices, the Library, 2 computer labs, Science lab and 3 classrooms. The second floor also houses the Distance Education Classroom, the Video Taping Classroom and a Conference Room. The building is AODA accessible. The new Log Building (Culture Institute), 99.9% Native American constructed, cost CMN about \$250,000 with the remainder of nearly \$400,000 costs covered by donations. The glass atrium and new building being constructed is a result of a \$1 million donation from the Lily Foundation. This building, which the Board has designated Shirley Daly Hall, consists of a full basement, 3 large classrooms, 1 large computer lab, a vending area, and the main entrance.

CMN has recently been awarded 3 grants that will transform our campus. A HUD \$400,000 grant will provide for a 3rd addition at the North end of the building overlooking the parking lot. This addition will consist of a Student

Union, community gathering area, and a teleconferencing center. Two other grants from USDA Rural Development, will extend our sewer and water lines to the South and provide for the re-location of the driveways for safety purposes, landscaping, lighting, as well as the expansion and paving of the parking lot.

At the request of other tribes, CMN offers courses on their reservations. On the Stockbridge-Munsee Reservation, we use the Family Center. At that center we have 3 offices and a combined classroom and computer lab. In Oneida, we use the 3 Sisters Day Care, Training Center, & Turtle School. The Forest County Potawatomi are served at the Head Start Center. The modular building at the far southern boundary of the campus has been donated back to the Tribe and is used by the Tribal Conservation Department.

TECHNOLOGY at CMN receives high priority. This was made possible two years ago when we received a \$2.5 million grant from the U.S. Dept. of Education to develop our capabilities. All students are required to take a computer class. All employees have a computer on their desk and receive training for its use. Visiting college personnel are in awe of our equipment and capabilities. We have the capacity to deliver and receive courses from other colleges. However, faculty will first receive training so that we offer quality programming that will enhance our educational reputation.

CMN has been holding political candidates' forums for National, State, Local and Tribal Elections. Last year we broadcast the Tribal Legislature Forum via the Internet. This means that anyone in the world with Internet access can watch our MTL Forum live. This year an added feature will be the opportunity to fax questions for the candidates during the forum. Watch the Menominee Tribal News for information.

ECONOMIC IMPACT of CMN on the Menominee economy is enormous and, better yet, has the opportunity to increase significantly.

CMN is the Reservation's 5th largest employer; 85 employees and 7 new jobs posted

Students this year received more than \$944,614 in financial aid and scholarships

CMN received a Menominee Tribal grant last year of \$340,000 while our annual budget was over \$6 million. For every dollar (\$1) spent by CMN, the tribe's portion was 3 cents---quite an investment!

CMN's Education Outreach Department provides free Entrepreneurship training for those interested in starting a business. This is possible through the Johnson Foundation grants.

CMN brings in millions of grants & foundation dollars into the Reservation.

As we build dorms and enrollment grows, convenience businesses catering to students will be started.

CULTURAL IMPACT Menominee History & Language courses are offered. Faculty is required to incorporate Menominee values in all courses. We received a 2-year grant to record the Menominee Language on a computer disc for teaching purposes. Previously, we had a grant that trained several Menominee Language teachers.

SOCIAL IMPACT This is difficult to measure at this early point in CMN but research supports the fact that educated people live longer, take better care of their health via preventative care, live happier and more satisfying lives. Because educated people have more choices, they do not feel trapped and resort to domestic or other violence; alcohol and other drugs. Educated people hold higher expectations of their children and are more able to help them attain those expectations. Educated people are good role models for their offspring. A well-educated and trained work force results in more economic growth.

EDUCATIONAL IMPACT CMN has granted 109 certificates, 84 Associate Degrees and nearly 15 of our students have graduated from UWGB. We currently serve 10 students who will be teachers for our Native American communities through a partnership with UW-EC. With our Youth Options and Learn & Earn Programs, we are able to enroll talented high school Juniors & Seniors in college courses thereby decreasing their college costs and years to obtain a baccalaureate degree.

CMN GOALS: CMN will be devoting a significant amount of resources toward Student Assessment and re-accreditation by the North Central Association, our accrediting agency. Student Assessment answers the question: What skills and abilities do we want our graduates to possess? This task is completed. Next, we must identify the specific classes they learn these skills and abilities and work with the faculty on how to do this. Another goal is 10-year re-accreditation. CMN earned 5-year accreditation in 1998. The site visit is scheduled for March 2003. We are addressing our future needs by planning and establishing a Development office. We are sending out nearly 8,500 solicitation letters. If you have not received yours, just send your check made out to: College of Menominee Nation, P.O. Box 1179, Keshena, WI 54135-1179

CMN enables the Menominee Tribe to invest in its most important resource---the people and their future!

COMMUNICATION DIVISION

David Miller, Director

Since inception in 1995 the Communications Department has been a primary information resource for Tribal Members and the public at large. A substantial video and audio archival collection has been recorded and as we attempt to put contemporary Menominee history in perspective the record will prove to be an invaluable resource. Governmental, Cultural, Educational, Ecological and Economic initiatives are a few of the areas of interest that have been documented. The Departmental charge also encompasses the Public Relations and Tourism Departments. As of FY2002 the Menominee Nation News will also become a supervisory responsibility. Out of necessity due to decreased Tribal Revenues to work with, the Department has operated as a two-person operation.

One of the initiatives that the Department has collaborated on, is with the Menominee Culture Institute and the attempt to address the need to create a language and cultural learning curriculum for the educational institutions on the Reservation. To this end, after meetings with local educators and local cultural and language specialists it was decided to focus on the production of such materials. The Communications Department assisted in this endeavor by providing preliminary cost estimates and scenarios for equipment conduits necessary for said project. The Culture Institute under the leadership of Mr. Alan Caldwell was successful in obtaining an A.N.A. grant that will realize this undertaking with the Communications Department serving as the primary recording and editing concern. The majority of work will take place from FY2002-FY2005. The department is also included as a partner with The Historic Preservation Department in developing more language tapes as successors to the beginning tapes released in 2000. Intermediate and Advanced language tapes will be emphasized in FY2002. This project is also made possible through an A.N.A. grant. It is anticipated that archival materials recorded through the years will be utilized as a supplementary materials source in the compilation of lessons.

Tribal health initiatives were an area of participation the Department was involved in the past year. An anti-smoking video entitled "Smoking it's a choice" was shot and edited through the coordinated efforts of the Tribal Clinics' Wellness Office and Mr. Chuck Conn a local Middle School instructor. The narrator tells of the detrimental effects of smoking that led to coronary bypass surgery that is presented in graphic detail. The tape will be used as an instructional and preventative tool in our school system. The Director has pledged in kind hours to the Menominee Tribal Clinic sponsored Rural Health Network. The network will consist of health, education and social service providers who work within the Menominee Reservation/County. We hope to enhance a collaborative community effort to combat the Tribal health crisis as related to chronic disease, injury, violence and addictive behaviors. The charge to facilitate the exchange of information between community entities and individuals is encompassed within the framework of the Communications Department. As such, we utilize resources available. Phone lines, Websites, Billboards, Radio e-mails, faxes, posters and one on one contact

MENOMINEE TRIBAL PUBLIC RELATIONS & MENOMINEE TRIBAL TOURISM

The Menominee Tribal Public Relations and Tourism department has had an exciting year working on various projects with tribal departments and the partnerships formed with the Wisconsin Tribes.

Various projects included the Chairman's Annual Mitten Tree drive which the community donates mittens for the school children on the reservation. Each year this project continues to be a success. We also handle the mailing of the Chairman's Christmas cards.

The department arranges the annual "We See the Forest" foundation luncheon, which is sponsored by H. Derksen & Son's Inc., the tobacco distributors for the Menominee Reservation. Through this foundation scholarships are awarded to Menominee students interested in a career in environmental science. This year the luncheon was held at the College of the Menominee Nation and catered by the Forest Island Restaurant.

The 4th International Symposium on Lake Sturgeon was a successful event which Public Relations was part of the planning. After a year of meeting and planning, the event attracted international visitors as well as community members for an enjoyable evening of feast and entertainment at the beautiful Woodland Bowl.

The Menominee Nation was co-host and sponsor to the 1st Annual Native American Tourism of Wisconsin (NATOW) Summer Conference in August. Collaboration between M.I.T.W., Menominee Tribal Enterprises, and Menominee Casino/Bingo/Hotel helped make this first time event successful. The two-day conference was well attended by Menominee participants.

Menominee continues to be an active participant of the NATOW board which is comprised of the eleven tribes of Wisconsin and whose purpose is to promote tribal tourism while still protecting sacred and protected areas.

Through this board Menominee also continues to be a voting member on the national level on the planning committee for the annual National American Indian Tourism Conference.

Menominee continues to be an active member of the "From the Pineries to the Present" Heritage Tourism board. This board consists of representatives of Shawano and Menominee Counties and also includes the Menominee, Stockbridge-Munsee, and Ho-Chunk Nations. Included with this effort this department has also been attending various 1-day sessions to learn networking skills for tourism partnership opportunities.

Our newest tourism endeavor is the "Northeast Wisconsin Native American Cultural Tour". In the planning stages yet, this 5-7 day tour is a collaboration of four tribes (Menominee, Stockbridge-Munsee, Oneida, and Forest County Potawatomi) who will educate visitors on the cultural differences between the nations. This tour is mainly targeted toward the international market but will become available to all at some point. We hope to be able to kick off this tour in 2002.

The department continues to positively promote the Menominee Nation and it's people. Telephone and written inquiries are answered on a daily basis, school inquiries are answered, and tourism information is routinely answered.

The department also designs posters and flyers for events and departments and will post them if needed so. We also design brochures for departments do the layout, and get print costs set up for department convenience. Design work is a specialty and we can design promotional items for event purposes.

Some of the written promotional materials have become out dated and we have been working on a "fresh" version. The same for the photograph files.

COMMUNITY DEVELOPMENT

Bernard Vigue, Director

Community Development is composed of departments that perform Tribal Economic Development, Small Business Development, Menominee Business Center operation, Public Transit, Solid Waste & Recycling, Land use, Planning, and the design, maintenance, & construction of facilities and roads. Our focus is on teamwork with employees working in various departments. The following is a summary of our services, accomplishments over the past year and our plans for the coming year.

Economic Development / Menominee Business Center

Evaluates Tribal and entrepreneur economic proposals, Menominee Business Center operates the incubator with the Private Sector Initiative aiding in the development of business plans. Aids all entrepreneur development.

Accomplishments:

Obtained a grant to study the feasibility of an Arts & Crafts business.

Worked with CMN on entrepreneur seminars.

Continued operation of Northwood's Nii Jii with funding for the benchmark projects identified by the Community.

Plans:

Obtain funding to help entrepreneurs with business plans and funding.

Obtain funding for an industrial park for light manufacturing.

Coordinate entrepreneur development and training program with other departments and organizations.

Public Transit

Provides public transportation within the Reservation and Shawano trips.

Accomplishments

Increased ridership and miles approximately 20% this past year.

Purchase of 3 new buses with Tribal funding of approximately 25%.

Plans:

Cooperative agreements between various departments and State of Wisconsin to provide quality transportation needs at a reasonable price.

Coordinate dispatch / transportation services of various Tribal entities

Obtain funding for a new Transit facility

Solid Waste & Recycling

Responsible for disposal of solid waste, recycling materials, hazardous materials and construction materials, disposal sites and educating the community in these topics

Accomplishments

Reduced expenses by bidding solid waste & recycling (Waste Management for 2 years)
Presented educational programs for America Recycles Day and Earth Day
Aided in the start-up of community gardens and composting

Plans

Reduce expenses at the Keshena Transfer site by reducing the volume of solid waste and reducing hours and utilizing curbside pick-up.

Land Use

Maintains the Tribal records relating to the use of Tribal land properties

Accomplishments

Completed house numbering in the urban areas
Reduced the backlog of leases waiting for conversion to "trust" status
Transferred residential lease files in Neopit, Zoar, and Middle Village to the new addressing system.
Opened two new areas in South Branch for residential use.
Granted 83 residential leases

Plans

Complete the lot numbering for the rural areas and install street signs
Automate all lease records.

Planning

Performs all planning functions such as zoning, information management, and mapping

Accomplishments

Updated the database for new census data.
Completed grant application for the new Keshena wastewater improvements.
Designed new Reservation and Legend Lake maps to include road index.
Developed utility maps showing all sewer lines and lift stations within Keshena.

Plans

Obtain funding and update all planning records for a "comprehensive and smart growth" program.
Update Trust Vs Fee maps

Facilities Design, Maintenance & Construction

Consultants to tribal departments for facility modifications, repairs, or construction.

Accomplishments

Design and provide project management for the infrastructure for three apartment buildings at Middle Village.
Construction of 19 homes in Middle Village.
Rebuilt electrical system at the Woodland Bowl.
Coordinated bid documents for roof replacement at Tribal School and Clinic

Plans

Project management for the roof replacement for the Clinic, Tribal School, and jail.
Consultants for construction of the Wastewater Treatment Plant and Transit facility.
Construct addition to the Tribal courthouse & jail and for the jail ADA renovation.
Construct classroom addition to Menominee Tribal School.
Tribal adoption of building codes with training for an Architect and Building Inspector.
Design and obtain funding for a commercial site and a light industrial site
Design for the rehabilitation of offices in the Housing Building

Roads Design, Maintenance & Construction.

Performs engineering functions related to maintenance and construction of BIA roads

Accomplishments

Completed reconstruction of Rushes Lake Road and Duquaine Road.
Assumed some of the roads engineering functions from the BIA.

Plans

Graveling of Camp 33 and Red River road.
Replacement of Camp 24, Crow Settlement, and Pismir bridges.
Replacement of Culverts on Red River road with a hemlock bridge.
Resurfacing of Old South Branch Road.
Construct sidewalks and lighting along Hwy 47/55 from MISD to Casino.
Train Civil Technicians

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

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

Financial	<u>BUDGETED</u>	<u>YTD</u>	<u>PROJECTED</u>	<u>BALANCE</u>
BIA Funds	\$280,528.00	\$280,528.00	\$280,528.00	\$ 0.00
Tribal	\$192,000.00	\$173,246.07	\$153,600.00	\$ 21,253.33*

Notes* Due to in-house savings measures and an addition of \$2,500.00 from Bureau of Indian Affairs.

OUTPUTS:	FY 2000	FY 2001
Water Resource Inventories	<u>4</u>	<u>3</u>
Fish Stocked	<u>405,270</u>	<u>9,290</u>
Reportable Incidents	<u>295</u>	<u>369</u>
Warnings Issued	<u>12</u>	<u>9</u>
Citations Issued	<u>66</u>	<u>48</u>
Inservice Hours	<u>199</u>	<u>96</u>
Interagency Assists	<u>35</u>	<u>56</u>
Complaints Received	<u>64</u>	<u>98</u>

EXECUTIVE

From this perspective, this has been a pretty good year for the department but budget concerns were paramount in our daily operations. Although we were not seriously affected by cutbacks we tended to more than twenty-six budget modifications. All training requisites were met as wardens continued to be certified with their weapons along with CPR and First Aid. In January we began to upgrade our radios with the purchase of five new hand-held portables in preparation for the change over to narrow band frequencies. Also, in terms of our department patrol vehicles, we tended to many repairs since we were operating much older vehicles. We were anticipating the addition of GSA vehicles, but that did not occur on our anticipated delivery date. We lost one vehicle in an accident and insurance coverage only paid for the current worth of the vehicle, which was far less than what we needed to replace it.

We also had leakage problems with our office and received insurance coverage to repair it, that work is yet to be done pending budget allocations in the next fiscal year.

Other duties included compiling annual reports for the General Council and the Bureau of Indian Affairs to cover the past fiscal year and we worked up our FY 2002 Bureau of Indian Affairs and Tribal Budget proposals and those deadline dates were met.

Conservation Enforcement

This year, wardens reported a large number of field incidents as shown in the statistical report. Those incidents yielded forty-eight citations, which ranged from hunting, fishing, trespass and firearms violations along with solid waste/littering.

Again, department enforcement personnel held a hunter safety education program which enrolled fifty students. The Tribal Police and numerous volunteers assisted with this important activity. Enforcement personnel also gave presentations in all of the reservation schools.

Fish and Wildlife

This year, on-going projects were tended to in the areas of sturgeon radio monitoring, black bear radio monitoring deer, crane and general wildlife surveys. Work was again continued through the summer months on the Pecore Creek restoration project utilizing summer interns. In July, the department co-sponsored the International Sturgeon symposium, which was partly held on the reservation. The symposium was very successful and required many community volunteers and dancers.

Environmental

There were some thirty environmental issues addressed this year which resulted in nine citations while two cites were cleaned up by the perpetrators. Other incidents remain under investigation.

EDUCATION
Virginia Nuske, Director

HIGHER EDUCATION - This program provides BIA/Tribal grants to eligible Menominee students seeking bachelor’s degrees at colleges or universities. The grants are based on financial need; therefore students must apply for financial aid and be accepted into degree-seeking programs. The following services are provided:

1. Admissions and Financial Aid Application assistance
2. Education counseling
3. Information and financial aid workshops
4. Student advocacy regarding financial aid and academic follow-up to maintain eligibility for continued funding.

Academic Year 2000 – 2001		FY 2001 Budget:	\$246,044.00
A. Number of new students	40	Expended	<u>246,044.00</u>
B. Number of active students	132	Balance	\$.00
C. Number of graduates	19		

HIGHER EDUCATION SUMMARY - This has been a record year with the highest number of undergraduate completions since the program began in 1975.

ADULT VOCATIONAL TRAINING - This program provides BIA/Tribal grants to eligible Menominee students attending a 1 - 2 –year vocational/technical degree, diploma or certificate programs. The grants are based on financial need therefore students must apply for financial aid and be accepted into degree/diploma or certificate programs. The same services are provided to these students that are provided to students under the higher education program.

Academic Year 2000 – 2001		FY 2001 BUDGET:	\$209,011.00
A. Number of new applicants	31	Expended	<u>209,011.00</u>
B. Number of Active Students	59	Balance	\$.00
C. Number of Completions	10		

AVT SUMMARY - The number of students in technical programs increased 43% this past year compared to last year’s report.

ADULT EDUCATION - This program provides full-time GED/HSED instruction. Limited funding allows for short-term training, courses or workshops that are job related, Tribal employees are a priority. Services provided are:

1. GED/HSED instruction, self-paced Monday – Friday
2. Licensed GED/HSED Testing Center – testing schedules posted

Academic Year 2000 – 2001		FY 2001 BUDGET:	\$42,548.00
A. Total Number of GED/HSED Completions	42	Expended	<u>42,548.00</u>
B. Total Number of Adult Education Completions	9	Difference	\$.00

AE SUMMARY - The record number of GED/HSED completions can be attributed to the changes that will take place in January 2002. The new testing procedure and course materials will be in effect at that time.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B4) - The Jeanette Elmer Scholarships administered by the Wisconsin Indian Education Association (W.I.E.A.) has been a benefit to many Menominee students. For the 2000 – 2001 academic year and fall 2001 semester, a total of 91 scholarships have been awarded with 41 going to Menominee students.

W.I.E.A. sponsored a legislative breakfast in Madison on February 21, 2001. Eight (8) legislators were in attendance. The Chair of the Tribal Board of Education Committee provided input regarding the disparity between funding for public/private elementary schools and the tribal school on a cost per student ratio. The Education

Director discussed the impact of the reduction of the Wisconsin Indian Student Assistance Grant and the effect on Indian students in continuing education programs. The third issue discussed was the law requiring the incorporation of Wisconsin Tribal history, culture and tribal sovereignty in the elementary and secondary public schools curriculum.

The Education Director attended the N.I.E.A. Education Summit in Washington DC in March 2001. Information regarding the under funding of BIA Higher Education, Title IX and Tribal Schools was presented to Legislators and/or their aides.

July 2001, BIA student grant funds were depleted. The Tribal Supplemental grant funds allowed for the funding of Menominee Students in Higher Education and AVT Programs to begin the fall 2001 semester.

ADULT VOCATIONAL TRAINING - Financial Aid Workshops were held at the Menominee Indian High School for seniors in November 2000. The Education Counselor met individually with the seniors beginning in January 2001 to assist them with their financial aid papers for the fall 2001 semester.

The Education Counselor arranged the Keynote Speaker for the MISD Career Day in November 2000. Former gang member Richard Santana (Harvard graduate) gave a noteworthy presentation at the high school and in Oneida.

ADULT EDUCATION - The GED/HSED test changes and revamping of the GED course materials has been publicized throughout the year. People who previously took tests but did not complete the series are encouraged to complete them by December 2001. If they do not, they will have to take the entire series beginning in January 2002. Test results will no longer be available immediately because they are sent to a testing center for electronic scoring.

We continue to work cooperatively with MISD to address the needs of credit deficient seniors.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, August 20, 2000. Nomination papers were available to eligible tribal members for the Tribal Legislature. The date for the Primary Tribal Legislature Election was November 8-9, 2000. Tribal members certified as "On Reservation" Candidates for the Tribal Legislature were:

Fay Waukau-Annamitta	Rudolph "Rudy" Reiter
James "Bubzy" Boivin	Sarah Skubitz
Louis J. Dixon	Marilyn R. Warrington
Kenneth A. Fish	Myrna "Tudy" Warrington
Albert J. Fowler	Royal E. Warrington
Wanda Guzman	Theodore "Tony" Warrington
Barbara Frechette-Kelley	Lisa S. Waukau
Adrian "Dusty" Miller	Orman "Chief" Waukau
Chris "Porch" Peters	James C. Wayka
Lorene A. Pocan	Rogerine Wychesit
Myron L. Pyawasit	Bruce A. Wilber, Sr.

The Election Commission certified the following as "Off Reservation" candidates:

Anthony Awonohopay	Jill Burr-Gonzalez	Myrna Zhuckkahosee-Jackson
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Voting results at the polls and absentee on November 8-9, 2000:

Neopit Fire Station	210
Keshena Tribal Offices	494
Absentee Returned	720
Total	1424

The top six in the Primary Tribal Legislature Election were:

Sarah Skubitz	534	Myron Pyawasit	431
Lorene A. Pocan	517	Lisa S. Waukau	418
Louis J. Dixon	466	Adrian "Dusty" Miller	369

The remaining candidate's votes went as follows:

Barbara Frechette-Kelley	367	Kenneth A. Fish	166	Theodore Warrington	322
Rogerine Wychesit	163	Orman "Chief" Waukau	293	James "Bubzy" Boivin	158
Myrna Z. Jackson	272	Anthony Awonohopay	149		
Bruce A. Wilber Sr.	268	Wanda Guzman	138		
James C. Wayka	263	Myrna Warrington	133		
Royal E. Warrington	248	Fay Annamitta	130		
Rudolph "Rudy" Reiter	202	Marilyn R. Warrington	118		
Chris "Porch" Peters	200	Jill Burr-Gonzalez	99		
Albert Fowler	196				

There was a request for a recount by Barbara Frechette-Kelley who missed being on the ballot by two (2) votes for the Final Election to be held in January. The recount was held on November 15, 2000. There was a change in the votes for Barbara Frechette-Kelley of 6 votes (373) and a change for Adrian Miller of 7 votes (376). Adrian Miller will be on the ballot for the Final Election on January 2001.

The dates for the Final January Tribal Legislature Election were set for January 10-11, 2001. The winners in this election were:

Myron L. Pyawasit	779	Sarah Skubitz	704	Lisa S. Waukau	722
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The remaining votes went as follows:

Lorene A. Pocan	699	Adrian Miller	496	Louis J. Dixon	609
Barbara Frechette-Kelley	430	(Write-in)			

There was a request for a recount by Lorene Pocan, which was held on January 19, 2001. The recount was conducted and the following will be on the Tribal Legislature for three years:

Myron L. Pyawasit	Sarah Skubitz	Lisa S. Waukau
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Voting Results:

Neopit Fire Station	247
Keshena Tribal Offices	541
Absentee Ballots Returned	848
Total	1636

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

ENROLLMENT

Eileen Schultz, Director

Services provided by this department:

- Distribute applications for Enrollment, both the Regular Enrollment and the Ancillary roll (this is for 1st and 2nd degree descendants). Enrollment 8,050.
- Certify enrolled members and descendants for all programs, this can be at least 1,000+ per month.
- Certify students for all education programs, this can be a task because our Tribal School is usually audited and for descendants they must prove a total of ¼ degree.
- Family tree research for inquiries: If this is by phone and they do not have enough information I send them to the Mormon Church (Church of Jesus Christ of the Latter Day Saints). I have a listing for the area Family History Centers (attached). I have a National Listing. I tell them that if they find proof of Menominee blood to send the necessary documents for further research. I very seldom get any follow up on these cases.

We had fifty seven (57) new Ancillary roll (the department charges twenty-five dollars (\$25.00) per application.

An application fee is charged for regular enrollment, which is five dollars (\$5.00). We have eighty five (85) new members.

This department keeps track of all members to keep an exact count on our membership. We had sixty-six (66) members pass away and eleven (11) members relinquish and enroll in other tribes.

An article will be in the Tribal News, that exempts members from paying taxes on all utility bills.

We received a Thank You from the BIA - Ashland Office for making them welcome and assisting them with their probate work that resulted from the Judgment Fund Payment.

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.

ACCOMPLISHMENTS FY 2001

COMMUNITY INJURY PREVENTION

- 102 Child Safety Car Seats given out to parents of newborn children.
- Worked with Menominee Health Workgroup to develop a strategy under the Community Coalition to address Injury Prevention.

OTHER

- Worked with other Tribal Programs and other agencies regarding the Wisconsin Central RR abandonment to make certain that environmental concerns are properly addressed.
- Updated Tribal/County Emergency Action Plan.
- Staff conducted or facilitated following training for Tribal programs:
 - Terrorism Awareness – 2 sessions
 - Bloodborne pathogen – 4 sessions
 - Hazardous material spill response – 2 sessions
 - Fire extinguisher use – 6 sessions
 - Hazard Communications, Right to Know – 4 sessions
 - Hazardous Materials Awareness – 2 sessions
 - Lockout/tagout – 1 session
 - Respiratory protection – 1 session
- Worked with FEMA to develop Tribal Capacity Assessment for Readiness document.
- Coordinated a functional emergency exercise in Neopit to assess the capability of emergency response on the Reservation.
- Completed a Community Lead Paint Assessment for the Reservation.

SURFACE WATER

- Worked with Federal agencies in co-hosting the International Sturgeon Symposium.
- Worked with Community Development on the Neopit dam issue. Held public meetings to provide information and gain public comments regarding removal or repair. Item put on hold as current. Emergency Action Plan for dam updated.

- Conducted harvesting of wild rice around Neopit and Keshena and replanted seed to Mud Lake.
- Participated in Dam Safety Exercise for Legend Lake Dam.
- Continue to monitor Fox River and participate in NRDA as a Trustee
- Continue sturgeon-monitoring activities, including release of 20 adult sturgeons at Smokey Falls.
- Attempted to net larval sturgeon on Wolf River to determine if natural reproduction is occurring with no luck.
- Continue water quality analysis of lakes on the Reservation.
- Continue to monitor impacts of downstream hydroelectric dams, along with fish habitat improvements in those areas.
- Continue water quality analysis of streams on the Reservation.

GROUND/DRINKING WATER

- Working with USGS on wellhead delineation. Contaminant surveys done of Trailer Court, Redwing, Neopit, Middle Village, and Keshena. Wells drilled in Neopit area for hydrogeologic portion of study.
- Test wells drilled in Zoar area to address the nitrate and radioactivity problems. Found one site with zero nitrate levels. Are presently in process of sampling for radioactivity.

SEWAGE

- Worked with other Tribal Programs in developing the Keshena Wastewater proposal.

MINING

- Continue to monitor applications, attend meetings, review technical submissions, etc. concerned with this project.
- Work closely with other Tribes, Tribal departments, and other agencies on this project.

UNDERGROUND STORAGE TANKS (UST's)

- 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

- 2,267 fluorescent lamps shipped to lamp recycler.
- 7,725 pounds of hazardous waste collected and disposed during the “Clean Sweep” collection.
- Monitored the removal of asbestos from the Tribal School.

AIR

Screened radon levels in both the Neopit and Keshena Headstart Centers. Keshena levels were good, however the Neopit levels were high. In accordance with EPA requirements, long term monitoring is being done this winter to obtain exact results. Further action will be based on that monitoring.

GRANTS RECEIVED

- BIA Neopit Dam \$29,000
- BIA Water Resources \$80,820
- EPA General Assistance \$140,000
- EPA 106 Surface Water \$165,000
- EPA Stream Study \$15,909
- NRCS Wild Rice \$1,812
- DOT Training \$24,953
- IHS Injury Prevention \$10,297

The above grants received compliment existing grant funds received in prior year that may be for projects longer than one year. Some of the above listed grants may be for longer than one year and may not be on the same year at the Tribal fiscal year.

FAMILY PRESERVATION

Jennifer Gauthier, Director

Family Preservation and Support serves the families of the Menominee community through the prevention of family crisis as well as supporting families who are experiencing crisis through the use and delivery of culturally appropriate resources. The Youth Advocate, Mentoring Program, Menominee Parenting Manual, and early intervention programs are all components of Family Preservation and Support that meet the unique needs of Menominee youth and their families.

The Youth Advocate program is in its second year of operation and is dedicated to providing education, support, information and referrals, and advocacy services to Menominee youth and their families. The goal of the Youth Advocate is to reduce recidivism and prevent youth from becoming further involved in the justice system. Parental and family involvement is a strong component whereas the Youth Advocate assists youth and the family in identifying strengths and weaknesses in helping them to build a strong family unit. The Youth Advocate directly assisted 10 youth and worked with 16 family members.

The Mentoring Program is in its infant stages and the goal is to have a positive impact on Menominee youth thereby having a positive impact on school attendance. A Mentoring Coordinator was hired this year to create and implement policies defining recruitment, acceptance and training of mentors and recruitment and matching of mentors. These policies are crucial in the development of a successful mentoring program as they are the foundation and provide for the safety of Menominee youth. Five mentors were recruited this year.

The Menominee Parent Manual is a valuable resource that continues to be utilized and distributed. Family Preservation and Support co-facilitated 2 parenting classes this year in collaboration with Menominee Indian Head Start. 24 participants registered for and attended Menominee Parenting classes this year. 35 manuals were distributed and is a 54% increase from the previous year.

A new service provided through this department is the delivery of early intervention services. Through the Juvenile Accountability Incentive Block Grant, Family Preservation and Support in collaboration with the Menominee Tribal Court developed a referral program aimed at reducing truancy and underage drinking citations. In the first year of this program, 11 truant youth participated in the Menominee Ropes and Challenge Course and received follow-up services resulting in improved attendance for 70% of these youth. Also, 12 youth were referred for underage drinking where 10 youth completed alcohol assessments and received further AODA services.

The Alliance for Menominee Youth (Oskenawiwak Society) is also a new component where the focus is to promote community service by Menominee youth, increase cultural awareness, and promote leadership. A few activities the group was involved with include and Earth Day clean up and volunteering at the annual school POW wow. Seventeen Menominee youth participated in the Alliance for Menominee Youth group and the group continues to be active.

Participants within the Family Preservation and Support program are self-referred and work with the program voluntarily, unless they are a part of the Juvenile Accountability Incentive Block Grant. In all, Family Preservation and Support provided services to 95 Menominee youth and family members.

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 training in preparation for GASB 34. Effective FY 2002 it will be required to disclose in the total Tribe's financial status, including, MTE, Menominee Nation College, Menominee Nation Casino, Menominee Supermarket, and Menominee Auto Center.

For Fiscal Year 2001, the Tribal Government had \$65,718,694 in expenditures. Listed below are the services provided to Tribal members:

Administration Services (Indirect Cost)	\$ 3,385,065
Community Development Services	2,451,319
Economic Development Services	2,956,290
Education Services	8,255,140
Employment Services	371,673
Health Services	9,734,538
Housing Services	4,193,596
Internal Services	1, 163,020
Law Enforcement/Court Services	4,635,437
Natural Resource Services	1,011,276
Recreation Services	366,123
Social Services	4,057,460
Tribal Government Services	<u>13,137,757</u>
	<u>\$65,718,694</u>

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

Lynnette Miller, Director

CURRENT MENOMINEE TRIBAL GAMING COMMISSIONERS:

David Waupoose, Chairman
Duane Waukau
Laurie Boivin
Pamela Alfonso

The Commission scheduled regular meetings are every 2nd Wednesday of the month.

Gaming Commission currently has 25 positions that include:

Administration	3
Background Investigations	4
Internal Audit	2
Investigations	1
Security Systems	3
Surveillance	12

REGULATORY FUNCTIONS OF A TRIBAL GAMING COMMISSION

1. Develop licensing procedures for all employees of the gaming operation pursuant to 25 CFR § 558.1(b).
2. Issue, suspend, revoke, and renew licenses of primary management officials and key employees upon completion of background investigations and after following the procedures contained in 25 CFR Parts 556 and 558.

3. Conduct background investigations on primary management officials and key employees according to requirements that are at least as stringent as those in 25 CFR Parts 556 and 558 pursuant to 25 CFR § 522.4(b)(5).
4. Forward completed employment applications for primary management officials and key employees to the NIGC pursuant to 25 CFR § 558.3. These applications should include the Privacy Act notice and the notice regarding false statements contained in 25 CFR §§ 556.2 and 556.3.
5. Forward completed investigative reports on each background investigation for each primary management official or key employee to the NIGC prior to issuing a license pursuant to 25 CFR § 556.5.
6. Review a person's prior activities, criminal record, if any, and reputation, habits and associations to make a finding concerning the eligibility of a key employee or primary management official for employment in a gaming operation pursuant to 25 CFR § 558.2.
7. Notify the NIGC if, after conducting a background investigation on a primary management official or a key employee, the tribe does not license the individual pursuant to 25 CFR § 556.5(d)(1).
8. Retain applications and reports of background investigations of primary management officials and key employees for no less than three years from termination of employment pursuant to 25 CFR § 558.1(c).
9. Issue separate licenses to each place, facility, or location on Indian lands where a tribe elects to allow gaming pursuant to 25 CFR § 522.4(b)(6).
10. Ensure that gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment and the public health and safety pursuant to 25 CFR § 522.4(b)(7).
11. Obtain annual independent outside audits and submit these audits to the NIGC pursuant to 25 CFR § 522.4(b)(3). The scope of these audits should include all gaming related contracts that result in purchases of supplies, services or concessions for more than \$25,000 in any year pursuant to 25 CFR § 522.4(b)(4).
12. Ensure that net revenues from any gaming activities are used for the limited purposes set forth in the tribal gaming ordinance pursuant to 25 CFR § 522.4(b)(2).
13. If the tribe authorizes individually owned gaming, issue licenses according to the requirements contained in the tribal gaming ordinance pursuant to 25 CFR §§ 522.10 and 522.11.
14. Promulgate tribal gaming regulations pursuant to tribal law.
15. Monitor gaming activities to ensure compliance with tribal law/regulations.
16. Interact with other regulatory and law enforcement agencies regarding the regulation of gaming.
17. Conduct investigations of possible violations and take appropriate enforcement action with respect to the tribal gaming ordinances and regulations.
18. Provide independent information to the tribe on the status of the tribe's gaming activities.
19. Take testimony and conduct hearings on regulatory matters, including matters related to the revocation of primary management official and key employee licenses.
20. Establish or approve minimum internal control standards or procedures for the gaming operation, including the operation's credit policies and procedures for acquiring supplies and equipment.
21. Establish any supplementary criteria for the licensing of primary management officials, key employees, and other employees that the tribe deems necessary.
22. Establish standards for and issue licenses or permits to persons and entities that deal with the gaming operation such as manufacturers and suppliers of machines, equipment and supplies.
23. Maintain records on licensees and on persons denied licenses including persons otherwise prohibited from engaging in gaming activities within the tribe's jurisdiction.
24. Perform audits of business transactions to ensure compliance with regulations and/or policy.
25. Establish or approve rules of various games, and inspect games, tables, equipment, machines, cards, dice, and chips or tokens used in the gaming operation. Establish or approve video surveillance standards. Establish standards/criteria for gaming machines and facilitate the testing of machines for compliance.
26. Resolve patron disputes, employees grievances, and other problems, pursuant to the tribal gaming ordinance

ACCOMPLISHMENTS AND COMMENTS RECEIVED

Effective January 1, 2001 the National Indian Gaming Commission (NIGC) approved the certificate of self-regulation for the Menominee Tribe of Wisconsin. The approval pertains to the regulation of class II gaming at our gaming facilities. This approval is the first of two certificates issued by the NIGC's Office of Self-Regulation under its two-year old program.

The self-regulation program acknowledges and rewards those tribes who have made a concerted effort to establish strong, independent tribal regulatory bodies. The self-regulation program provides a process through which tribal gaming commissions may assume greater regulatory responsibility over class II activities.

In order to qualify for a certificate of self-regulation a tribe must apply for the approval and must show that it meets specific program criteria for a three-year period. The program requires that a tribe demonstrate that it has conducted gaming on a fiscally and economically sound basis and that its gaming operation complies with the Indian Gaming Regulatory Act, NIGC regulations, and any applicable tribal ordinance or regulations. The tribe

must have a system for effective and honest accounting of all revenues and a system for background investigation, licensing, and monitoring of all employees of the gaming activity.

GENERAL ASSISTANCE

Wayne Pecore, Director

The General Assistance Program is intended to assist clients with their basic needs of food, shelter, clothing and utilities. We give service to Native American adults without dependent children who are not eligible for any other form of assistance. It is a program of last resort and intended to promote self-sufficiency. You must be enrolled in a Tribe and living on the reservation. Descendants are not eligible. General Assistance cannot be used to duplicate, enhance or replace other programs. College students are not eligible; they are eligible for educational grants. Clients in jail are not eligible; their basic needs are being met. Clients in treatment must use Maehnowesekiyah. They get a twenty-five dollar grant and medical benefits. Clients are required to immediately report any changes that may affect their eligibility or amount of grant assistance.

Every applicant has a right to a written decision within 30 days. If they disagree with the decision they may have a review of the decision by seeing the caseworker. They may also file an appeal and have a hearing. Clients get their grants the first of the month. A notice must be mailed to the clients 20 days before any action is taken that will reduce or discontinue their grant. A request for a hearing must be made within 20 days after the date of the written notice.

Every year our grants and caseload have been going down. We have had carry over money for the next year. The BIA adjusted this unused money and gave us less allocation this year. We had an increase in clients signing up for our program. Our caseload and grants went up by 20%. Our funds were depleted before the end of our fiscal year. The Tribal Administrator's office was able to get more funds from the BIA to carry us over this year. We will be short again for next year.

With unemployment going up all over the State many people are returning home and cannot find work, some lack job skills

All clients, unless exempt are required to actively seek employment and comply with the Work Experience Program. They do job search and 15 hours a week for WEP. We contracted with the State for a 50/50 match program for clients that are receiving food stamps from the county. We are reimbursed 50% of their training cost. This year we received 7,980 dollars. We had to get training on their State computer and we must submit a monthly report to the County and State on their compliance.

Clients are provided a grant and medical benefits. They get a medical identification card. They must use the Tribal Clinic for all services. For emergency they must use the Shawano Hospital. They must see our Tribal doctors for referral to other facilities through the Contracted Health program. We do not have the State Medical Assistance card any more.

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

REPATRIATION

On June 8th, 2001 the Historic Preservation Department, on behalf of the Menominee Tribe, repatriated eight of our ancestor's human remains and associated funerary objects from the Oshkosh Public Museum. The repatriation was conducted in accordance and provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). Previously, the remains were taken from various burial sites located at the Riverside Site-Menominee River, Robert Grignon's historic trading post near what is now Omro, Wisconsin, and from the Menominee Reservation. The department was in "consultation" with Oshkosh Public Museum before the actual repatriation of our ancestor's remains was accomplished. Five Tribal Legislators, members of the Veterans of the Menominee Nation and community members traveled to the museum where a short ceremony was held and followed us back to the Menominee Logging museum where the ancestors were prepared for burial. After the remains were brought to the museum a ghost feast was held for the ancestors and an all night vigil was kept for the ancestors. The next day another ghost feast was held and the ancestors were buried with traditional Menominee ceremonies at the repatriation burial ground at Crow Settlement. Menominee elder Dewey Thunder, who is an authority of Menominee traditional burial customs, oversaw the reburial process along with members of the Menominee Language and Culture Commission. Within the past three years our department has repatriated **sixty-eight (68)** Menominee ancestors and has buried them with traditional Menominee ceremonies on our reservation. We will

begin the consultation process with the Logan Museum of Beloit, WI and the Wisconsin State Historical Society for the next repatriation of our Menominee ancestors.

MENOMINEE LANGUAGE REVITALIZATION

The department received official notification from the Administration for Native Americans (ANA) that our grant proposal was funded. The grant, Menominee Language Preservation Project, was funded for three years and will consist of training tribal members to become certified Menominee language teachers, conducting a language immersion program, and the translation of Menominee legends from Menominee language to English. The Menominee language teacher trainees will be tested by the Menominee Language and Culture Commission upon completion of the training program and will receive a their certification. Menominee elders, who are native speakers, will play a critical role in the grants success and we will utilize them in every phase of the grant. The grant approval has come at critical time because our sacred Menominee language is in danger of becoming extinct. The department also is in the final phase of completing the intermediate and advanced Menominee language tape and manual. Tribal members will be able to purchase the beginners, intermediate and advanced Menominee language tapes, so they can begin the process of learning the Menominee language.

TRIBAL HISTORIC PRESERVATION OFFICE

The department has the official designation as a Tribal Historic Preservation Office and received it from the National Park Service. We receive an annual grant from the Park Service that helps fund the department's operational costs and special historic preservation projects. This year we were able to contract with Great Lakes Archaeological Research Center (GLARC) to conduct an archaeological survey along the Wolf River and it's tributaries. GLARC conducted its survey and discovered eighteen (18) new archaeological sites. The new sites will be added to our archaeological site inventory that is kept in our office. The eighteen new sites and 17 previously reported sites and traditional cultural properties (TCP's) would be used to create a "historic district" through the National Register of Historic Places nomination process. The historic district designation and will afford protection to the sacred Wolf River and it's threat from the proposed Crandon Mine Project.

MENOMINEE CULTURAL MUSEUM

The department is continuing its effort to locate funding to build a badly needed cultural museum. With the passage of the Native American Graves Protection and Repatriation Act (NAGPRA), sacred objects, unassociated funerary objects and objects of cultural patrimony are available to the tribe, however we need an environmentally controlled facility to house the material. The cultural museum would also be the showcase of Menominee heritage with Menominee exhibits depicting the rich cultural history and culture of the tribe. The cultural museum would also be a place of learning Menominee language, storytelling and creating traditional arts and crafts. The department will be able to receive assistance from the Northwest NIIJII Empowerment Zone, a United States Dept of Agriculture initiative, and the museum is benchmarked for future grant and foundation funding. We will soon receive our first grant to continue our planning for the museum.

COMPLIANCES ISSUES

The department continues to monitor on and off reservation (in Menominee territory) Section 106 activities. Section 106 of the National Historic Preservation Act mandates that federal and state entities that perform construction projects with federal funds must "consult" with Indian Tribes regarding their projects. Currently, we "consult" with the Dept of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission and Indian Health Service with compliance issues. The consultation process may be in the form of letter communication, on site review, or meetings concerning the issues. Before construction projects or "any ground disturbing activity" begin an archaeological survey must be completed and accordance with Section 106. The compliance issue is an on going activity of the department.

MENOMINEE YOUTH CULTURE CAMP

This year's Menominee Youth Culture Camp was held at Wayka Falls on July 22-28, 2001 and was coordinated through our department. The seven day camp included Menominee cultural teachings by our elders, traditional Menominee games of lacrosse (boys) and bowl and dice (girls), drumming and singing, Menominee language instruction, traditional Menominee arts and crafts (sweet grass baskets, drum sticks and beaded pouches), tree and plant identification and fly-tying techniques. There was also a field trip to the Raptor Rehabilitation Center near Phlox, WI where camp participants were able to enjoy presentations from the center's personnel who showed eagles, hawks, falcons and owls in different rehabilitative stages. Camp participants from ages 13-16 also enjoyed informative presentations from several tribal departments including Maehnowesaykiah (AODA), Tribal Police (anti-gang activity), Tribal Clinic (adolescent care), and Conservation Department. Parents of the camp participants were able to enjoy "parents night" that included a delicious traditional meal, presentations from their children at the camp, a traditional mini pow-wow. It

was a successful camp and we are looking forward to planning next year's camp and working with the reservation youth.

STURGEON FEAST AND CELEBRATION

Once again, the tribe celebrated the annual return of the sturgeon to the Menominee Reservation in April 2001. The annual feast and celebration was held at the Menominee Tribal School. We received 11 sturgeons from the Dept of Natural Resources for the feast and celebration and one sturgeon was saved for the repatriation feast that was held in June 2001. The fish were placed at Chickenay Creek below Keshena Falls where a Menominee prayer was said and tobacco offered. The Five Clan Singers for the sturgeon's return to the reservation sang an honor song. This year we honored eminent elders Menominee Lillian Nelson and William Penass, Sr. for their involvement and commitment to the teaching Menominee language, culture and traditions. The Menominee Ceremonial Dancers performed the traditional Menominee Fish Dance to honor return of the sturgeon before the feast.

TRADITIONAL WILD RICE HARVEST

During the first two weeks of September (Pawahan Kesoq or rice threshing month), the annual Menominee traditional wild rice harvest took place at the "rice beds" located on the West Branch of the Wolf River below Neopit. Students from the Menominee Tribal School and Menominee Indian School District participated in the harvest along with staff from our department. This was the first year the Menominee Tribal School participated in the Wild Rice harvest and now will become an annual component of their culture curriculum. After the rice was harvested it was dried and cleaned and was ready to parch. The rice was parched (roasted) 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 on a birch bark-winnowing basket where the chaff blew into the air in the winnowing process. Once again, an Eagle (Kenew) circle when the students and Historic Preservation staff processed the rice in the traditional way lending his approval to the ancient Menominee harvesting rite.

LOGGING MUSEUM MANAGEMENT

The department is continuing to manage the Menominee Logging Museum. The museum is open for tours from May 1st through October 15th. The guided tour lasts approximately one hour through seven log 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 has the world's largest collection of logging artifacts and is an important component of reservation tourism.

HOUSING HIP

Jerry Nunway, Director

Elderly Assistance Program:

Budget \$69,385.00 This is a Tribal funded program designed to assist persons 55 and older with home repairs. The program has a ceiling of \$5,000.00 per home. Once a person reach's the maximum amount, they are required to sit out a year.

Repairs included service of furnaces; replace heating units – Major & Minor plumbing repairs, roof replacements – door repairs – window replacement. This past year we were able to assist 29 homes at an average cost of \$2,393.00 each.

Disabled Maintenance Program:

Budget \$41,515.00 This program was designed to assist all enrolled members who are disabled, many of the person's receiving assistance were still able to take care of themselves or had someone who assisted them in their day-to-day activities.

Assistance given was Handicap ramps. Handicap bathroom fixtures (toilets, tub/shower, electrical, heating repairs, weatherization.

We were able to assist (16) people at an average cost of \$2,595.00. This was also a Tribal funded program.

Tribal Downpayment Program: Budget \$25,886.00

This Tribal funded program is designed to assist Menominee Home buyers with a downpayment, if it is needed, to help them secure financing to purchase their own home.

This past year we assisted (10) families with an estimated Grant of \$2,588.00.

Grants were awarded as follows:

Conventional Homes	Up to 10% or \$5,000.00 whichever is less.
Double-Wide-Homes	Up to 10% or \$3,500.00 whichever is less.
Single - Wide- Homes	Up to 10% or \$2,500.00 whichever is less.

The homes must be considered "Standard" and be inspected by Community Development before grants are awarded.

Housing Improvement Program:

Based on the BIA's point system – we received no funds for FY 2000. We were awarded funds in June of 2000 for the FY 1999 year, which began in October 1999. Due to the lateness of the award we were given an extension to spend the funds until September 2001.

Under this program we purchased and set up a disabled person in a small New Mobile Home at the Trailer Courts. We purchased and set up a New Double-Wide Mobile Home for another family on a Legend Lake Division.

We were also able to do extensive rehab work for another disabled/elderly family. This consisted of a new heating system, plumbing system, drainfield repairs, siding, windows, roof etc.

Indian Health Service – BE-00-C02

Budget \$193,220.00 Scattered Sited Project.

This program is designed to assist new home owners (new to a site) with 6" water wells, water hook-ups and septic/drainfields. Also we can hook-up to Community Sewer & Water laterals.

During the past year we drilled (6) Water Wells, at an average cost of \$3,000.00. We hooked up (8) Water Systems at an average cost of \$3,861.00. We installed (8) Septic Tank-Drainfields at an average cost of \$6,305.00. One New Water & Sewer main extension was completed for \$42,139.00. One New Sewer & Water Lateral was installed at \$15,167.00, which required road boring.

Indian Health Service-Excessive Funds:

Budget \$42,055.00 These funds are "Profit" made by the Tribe from the regular I.H.S. program scattered sites. These funds were used for "Emergency Type" repairs. Persons needing new drainfields, water wells, water systems, roofs, major plumbing repairs etc. were all helped. Also, the funds were used to assist families with concrete slabs, and electrical hook-ups for mobile homes. We were able to assist (28) families at an average cost of \$1,502.00 each.

HOUSING HUD

Wendell N. Askenette, 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 FY2001 totaled 2.5 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

The Drug Elimination Program operates in a multi-layered approach in our effort to eliminate drugs and violence from our community. All funds that finance our program objectives are through the following grant dollars; the Indian Housing Drug Elimination Program Grant, Drug Free Communities Support Program Grant and the NAHASDA Block Grant.

Our program continues to provide Prevention, Intervention and Suppression (Security) services to the community. The Menominee Ropes & Challenge Course is a component of our Intervention Objective, which is demonstrating effective outcomes. The Peacekeeper Program is a component of our Security Objective and has a goal of reducing interpersonal violence within the MTHD development areas.

In conclusion, the Drug Elimination Program provided a combination of Prevention and Intervention based services that reached 5,764 duplicated community members. Our Housing Officers have assisted the MTHD development areas in particular, but have patrolled the entire Menominee Indian Reservation upon request. We have therefore served a majority of the population within our community.

FINANCE

The Finance Division is assigned to the Housing Department from Tribal Finance and has personnel of 4, which includes the Financial Supervisor, Financial Assistant, Receptionist, and a new position, Accounts Receivable Specialist, who is responsible for reconciling overdue accounts and pursuing old debts owed to the Housing Department. The Finance Division is responsible for the financial needs of all programs within Housing, which include the set up and monitoring of all budgets. The duties of the Finance Division are to assist and manage the cash flow from almost 500 tenant and client receipts, daily deposit reconciliation, purchase requisitions, billing, invoicing, and revenue allocation.

Housing program budgets for FY01 include the State Emergency Shelter Grant, Emergency Shelter Grant, Elderly 202 Contract, Comprehensive Grant, IHBG FY99-01, Drug Free Communities and Drug Elimination. The total budget for fiscal year 2001 was \$3,016,233.00. This included a \$498,360.00 contribution of third party monies.

HOUSING IMPROVEMENT PROGRAM (HIP)

The Housing Improvement Program consists of the following BIA and Tribal Program:

Housing Improvement Program

This program is funded through the Bureau 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. We did a major rehab on one other home.

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 & repairing 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 (31) 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 (15) 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, Home Buyers Education Program, Guaranteed Home Loan 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 are 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 5,558 work orders. This represents a decrease of 15.2% from the previous year. Additionally a total of 476 semi-inspections have been completed and 89 mutual help inspections have been completed. The Maintenance staff also handled all emergency/after 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 water heaters, 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 Nacotee Addition and Zoar Projects both have their septic systems pumped annually as a preventive maintenance function. 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 3 units by either sandblasting or painting. There were 9 incidents of vandalism and/or forced entry into units.

The summer youth program assisted with painting, cleaning, cutting lawns, etc., which allowed staff to focus on higher priority issues. They also did an excellent job sealing and lining the parking lots of the Section 202 and Weso Apartment Projects.

In addition to Routine Maintenance and Preventive Maintenance, the Maintenance Department provided Pest control services to the low rental program tenants. In FY 2001 the Maintenance Department completed 474 work order requests for pest control services. Of that number 423 were completed, documented and filed. There were a total of 51 work order requests where the tenant was either not home and did not reschedule or refused scheduled treatments and did not reschedule.

IHP initiatives included the installation of new entry and deadbolt locks in the Low Rental Projects. The Maintenance staff installed 400 entry and deadbolt locks. We are in the process of procuring security lighting for the Warrington Addition Project.

The Housing Data Systems (HDS) computer software's "Work Order Module" is proving to be an excellent asset to the Housing Maintenance Department. To date, this system has allowed the Housing Department to calculate total project costs, Housing Department costs, tenant costs, unit work order history, staff work order history, completed work orders, outstanding work orders, and work order breakdown by type. It is particularly paying dividends by providing the necessary documentation for challenges to tenant charges.

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 67 vacant units and 5 occupied units. Insurance loss, unit 71-D Neopit, was built from the basement up by the Rehab and Maintenance crew. This unit is being rebuilt to new energy standards. A new 60x60-maintenance garage was built last year using Rehab staff for building the structure and Maintenance doing all electrical wiring.

In FY 2002 the Maintenance and Rehab Departments will merge and become the Maintenance Department. Merging these departments will allow increased efficiency of our resources.

INVENTORY

Starting in fiscal year FY 2001 the housing department will incorporate the Inventory Module of the HDS system. It will allow the department to be more efficient and accountable with their resources. Inventory recording in this system is more automated than the old system. Another plus to this module is it is able to produce monthly and annual reports.

RESIDENT SERVICES

The Resident Services division has a staff of six. The Resident Services division is responsible for a wide variety of housing programs. They include Elderly Housing, Homeownership (Mutual Help & Tax Credit), Low Income Rentals, and 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 tribe's 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).

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 82 remaining in this program, 111 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 Department's 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, 267 single family detached homes were built. The Housing Department has 256 remaining in this program, 11 having been conveyed to the owners. The Housing Department also has 12 apartments (2-bedrooms) to qualified individuals on a month-to-month lease basis.

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.

Housing Data System (HDS). This is a new computer program that is used in the Resident Services Department for each of our clients. This program has allowed us to keep better record of each of our client's weather it is for rent adjustments, arrears, family composition applications, etc.

EMERGENCY HOMELESS SHELTER (EAGLES NEST)

The Eagle's Nest operates on funding from NAHASDA and the State Emergency Shelter grants. The Eagle's Nest currently employs the Coordinator/Social Worker and (2) full-time Program Assistants. The Coordinator works collaboratively with the W-2, GAP and JTPA programs to employ a maintenance and office assistant on a part-time basis.

The Eagle's Nest has provided 4,076 nights of shelter to homeless individuals from January 1, 2001 through October 1, 2001. We anticipate we will provide approximately 8,000 plus nights of shelter in the year 2002. The Eagle's Nest is currently working collaboratively with Forward Service Corporation, and Tribal programs to provide Supportive Housing options to individuals who are either unable to obtain housing through the Housing Department, or who the shelter coordinator feels could benefit from year long case management services. The Eagle's Nest Emergency Shelter is currently in the process of obtaining the Sunrise Property for the Supportive Housing Program.

The Eagle's Nest has obtained a number of donations including furniture, clothing, food, household items, toothbrushes and a changing table. Donations have been provided through community members and other surrounding residents. We also received the donation of toothbrushes from Butler in Chicago, a changing table from Even, Flo in Suring, wood for shelving from MTE, and meat donations from a non-profit entity. Donations are used for persons leaving shelter as well as for persons entering shelter with nothing.

HUMAN RESOURCES

Ben Kaquatosh, Personnel 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 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 departments.

Due to budget constraints this fiscal year, the HR Department had to place in abeyance the development and implementation of a comprehensive Human Resource Management Software system for the Tribe. The HR Department modified their Drug Free Workplace Program by changing from Bellin Hospital to Medtox, which is a large company that handles GSA accounts. This resulted in a 50% savings in this program. We also changed our urinalysis collections site that resulted in a substantial cost savings.

In accordance with Ordinance 82-10, we submit the following data that portrays our workforce as of September 30, 2001 along with comparable data from previous years.

Tribal Affiliation	9/30/01	9/30/00	9/3/99	9/30/98
Menominee	478	537	500	556
Descendant	31	50	44	31
Other Tribe	19	35	30	17
Non Indian	<u>196</u>	<u>125</u>	<u>161</u>	<u>130</u>
TOTAL	724	747	735	734

Total Employed	9/30/01	9/30/00	9/30/99
Regular Part Time	36	46	48
Temporary Part Time	9	13	33
Regular Full Time	559	<u>688</u>	<u>654</u>
Temp Full Time	12		
Contract	42		
On Call	<u>66</u>		
TOTAL	724	747	735

Gender	9/30/01	9/30/00	9/30/99
Male	233	228	229
Females	491	519	506

STATISTICAL DATA	2001	2000	1999
Hearings Conducted	44	36	51
Complaints	9	6	16
Grievances	28	22	26
Unemployment Compensation	7	8	9

Positions Filled	283	174	135
Managers/Supervisors	15	7	5
Technical/Professional	64	46	41
Clerical	30	27	34
General	174	94	55

Separations of Employment	196	164	161
Resignations	74	80	61
Discharges	122	84	100

Drug Free Workplace Tests	345	724	521
Random Drug Tests	176	346	445
Employee Asst. Program Tests	92	111	119
Reasonable Suspicion Tests	12	9	5
Pre-Employment Drug Tests	19	258	52
Positive for Marijuana	11	27	11
Positive for Cocaine	8	12	8
Others	27		

EAP Referrals	25	39	30
Administrative Referrals	18	25	24
Self Referrals	7	14	6
Successful Completions	8	16	15

Gross Payroll

<u>FY2001</u>	<u>FY2000</u>	<u>FY1999</u>
\$25,188,289.	\$18,847,452.	\$17,350,658.
<u>FY1998</u>	<u>FY1997</u>	
\$15,638,425	\$13,676,895.	

Job Training Supportive Services

	<u>FY2001</u>	<u>FY2000</u>	<u>FY1999</u>
Expenditures	\$19,525	\$30,980.	\$22,649.
Total Participants	97	105	131

Training & Development

During the course of the fiscal year, we were able to develop, implement, and coordinate several workshops that were beneficial to the entire operations. Some of these workshops will be conducted again this coming fiscal year and new ones will be developed throughout the year. Some of the workshops that were conducted this past fiscal year were as follows:

- Menominee Parenting Course
- Employee Assistance Program Training
- Drug Identification and Report Writing Training
- Stress Relief for Day Care Directors Training
- Client Customer Service Training
- Work Place Harassment Training
- PEB Individualized Training for Law Enforcement Personnel
- Day Care Summer Safety Carnival
- Drug Identification Training for Housing Personnel
- Suicide Prevention Training for Law Enforcement Personnel
- JTP Safety Training
- Tribal School Training
- Summer Youth Resume Training
- Grievance Hearing Officer Training
- Introduction to the Procurement Process Training
- Procurement—The bidding and Contracting Process Training
- Understanding Sexual Harassment Training
- Budget Preparation and Projection Training
- Basic Supervisory Training

The majority of the training was on site, at the Casino, or at the College of the Menominee Nation. Arrangements were made with College of the Menominee Nation to use their site under the provision that they are allowed to send some of their personnel to the training being offered. This was an excellent arrangement and we hope to set up similar arrangements with the Menominee Nation Casino.

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Indian Head Start continues to provide services for preschool age children and families on and from the surrounding areas of the Reservation/County. Total enrollment for the 2001/02 is 198. At the Dolores K. Boyd Head Start center an additional classroom was opened. Currently there are 12 classrooms that are fully enrolled. Of the total enrollment 34 children are identified disabled and are receiving Early Exceptional Needs services. Seven children are in the process of identification to determine if they are in need of special education services.

The Head Start program managers work diligently to incorporate and maintain Family Partnership Agreements with all enrolled families. The Family Partnership Agreement is maintained by the Family Service Managers who meet with parents, set home visits and in collaboration, set up family goals based on their needs. Currently there are 184 families enrolled and 111 partnerships established and maintained. The Family Service Manager acts as a liaison and resource person to community agencies to help families meet their goals. The overall goal of the partnership and the Head Start program is to prepare parents to become a strong advocate for their family, to know and understand all the resources within the community and to become actively involved in their child's education.

The Head Start managers continue to be successful in obtaining records and maintaining the documentation that is required to meet the performance standards. Program year calendars with all the upcoming events are distributed to all staff, parents and throughout the community. Parent involvement along with community partnerships continues to slowly increase each year. With the teamwork amongst the staff and parents, the Head Start program continues to thrive and maintain as an outstanding and excellent program for Head Start children and families.

By the fall of 2003, at least 50% of the teaching staff is required to hold an Associates degree in Early Childhood. The staff will have no problem meeting this required Head Start Act and performance standard. All classroom teachers have been continually attending school and/or will hold the required Child Development Associate certificate.

The Menominee Indian Head Start program received two new (33 and 29 passenger) buses. The funding was received from United States Department of Health and Human Services, Administration for Children and Families, Head Start Bureau. The funding is a one-time program improvement opportunity, which we have taken advantage of in the past. The one-time program improvement monies have provided funding that would otherwise not be available within the regular program year budget. Areas that have been improved are the transportation and health component areas. Within this past year, the classrooms were enclosed, the basement was remodeled at the Dolores K. Boyd center and the purchase of the two buses were all approved. Future one-time program improvement projects include:

- enclosed classrooms at the Neopit Center,
- new flooring at the Neopit Center,
- a storage unit built at both sites,
- additional classroom space at the Dolores K. Boyd center,
- a larger file server for the computer system,
- audio magnifying equipment for the hearing impaired to be installed in all classrooms,
- new dishwashing systems,
- kitchen renovations,
- additional office space, and
- remodeling of the parent resource and conference rooms.

Within this program year 2001/02, the Menominee Indian Head Start will be conducting the required community assessment to assist the program staff in developing three-year plans for the next cycle. The Head Start program will be fully reviewed and evaluated by the American Indian Program Branch review team in October 2002.

INSURANCE DEPARTMENT

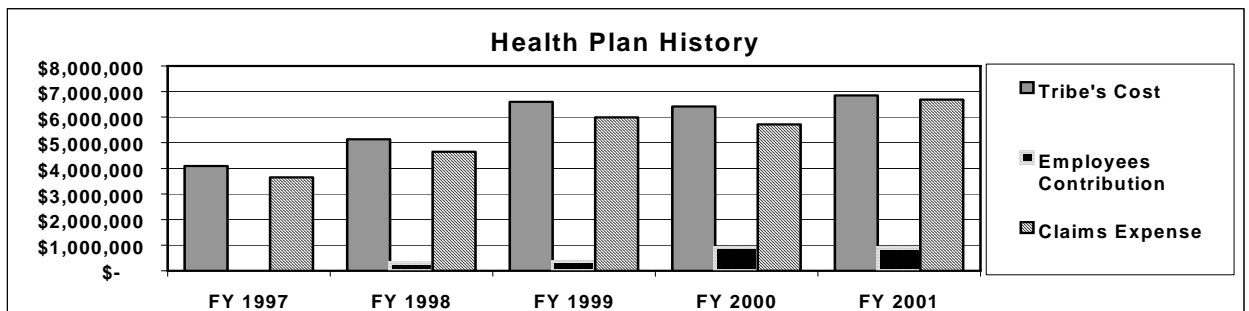
Kathy Waukau, Office Manager

The Insurance Department administers and manages the employee benefits and property/auto/liability for the Tribal entities, Auto Service Center, College, Gaming/Hotel and Menominee Supermarket. Employee benefits includes: medical/dental insurance/prescription drug plan, workers compensation, life insurance, 401K retirement plan, Medical Relief Block Grant (G.A.P.) for indigent people and the burial benefits for all enrolled Menominee.

Health Plan

The Tribe's Health plan is a self-funded plan, which gives us the flexibility to amend or change the benefits that are offered. 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 responsibility the employer has with a fully insured plan is to pay the premiums and there is no flexibility to change the benefits. You get what you pay for. Our self-funded plan is one, which the employer takes responsibility for managing the plan. The advantage of a self-funded plan is that any benefit dollars not spent remain in an interest bearing account earning dollars to offset the cost of the benefit plan. Tribe paid **\$6,844,418** and the employees contributed **\$893,405** into the health fund which, is approximately **12%** of the overall cost.

The expense associated with the Tribe's health plan includes administrative and claims expense. It is important to



insure that the benefit plan is being administered according to its plan document. The administrative expense was \$586,653 paid to the third party administrator, currently Claim Management Services (CMS) located in Green Bay, Wisconsin. The claims are paid out of the Tribe's funds.

During the period covering 10/01/00 – 09/30/01 the Menominee Indian Tribe had an average total of 887 employees covered under the health plan. The total paid for claims from the Tribe's fund for this period was \$6,636,007. The average paid claims for each employee and/or including family members per month was \$623.

ProVantage our prescription drug plan was purchased by Merk-Medco on 07/01/01. During the period of 10/01/00 – 09/30/01 the total paid for prescription was \$562,630. The total for administration fees was \$18,399.

The Tribe continued its preferred provider organization with Associates for Health Care since 1995. The Tribe pays an access fee to AHC each year this year the cost paid to AHC was \$39,900 for the plan period 10/01/00 - 9/30/01. This provided the Tribe with a managed care savings of \$655,621.

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 plan who work in job-training programs offered under this plan, but not eligible for Badger Care. For 10/01/00 – 09/30/01 the plan covered 170 participants throughout the year an average of 62 per month. The amount paid in claims was \$210,341.00. Due to the exhausted funds this fiscal year the plan was also funded by the Tribal Clinic's Community Health Service, presently \$31,000 with claims still pending. Administration cost of \$39,039 was paid to C.M.S., surpassing the allotted \$15,500.

401K Retirement Plan

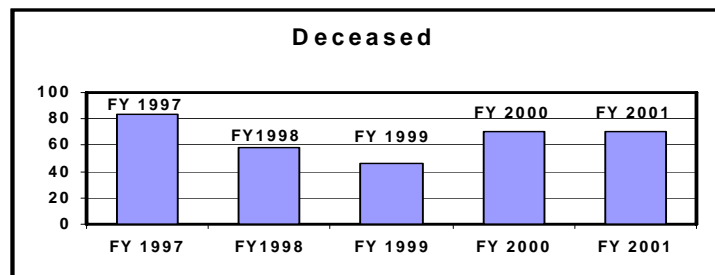
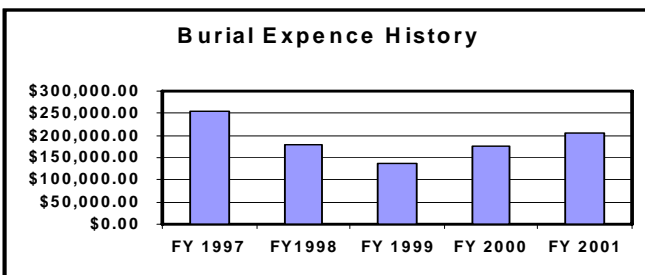
Our contract was terminated with Ceridian Retirement Plan Services of Lacrosse, Wisconsin as of 06/30/01. Since 07/01/01 we now contract directly with the asset manager for the plan, Provident Mutual of Philadelphia, PA. Third party administration duties previously done by Ceridian are being done by Provident Mutual and Pension Consultants Company, Inc. located in Green Bay, Wisconsin. There are currently 896 participants in the 401K retirement plan. The plan assets as of September 30, 2001 were \$ 7,851,311. Previous years were 2000 - \$9,298,982, 1999 - \$7,878,907, 1998 – \$6,073,529, and 1997 - \$5,254,892. Statements are provided to the employees on a quarterly basis are now mailed directly to the participants. Features now beneficial to employees are twenty-four hour access to accounts through the Internet at www.SelectorK.com, a toll free Voice Response System on the phone line at 1-800-753-3185. Loans and investment options can be made at any time. Distributions for retirement and termination still require filling out forms.

Worker's Compensation Plan

The tribe continued the self-funded worker's compensation plan this fiscal year and Berkley Risk Management, Minneapolis, MN remained our third party administrator for the plan year. Medical claims were \$78,647, indemnity paid \$48,877 and expenses paid \$2,554. Reserve account (what we expect to pay) \$54,923. Total cost was \$185,002.

Burial Benefit

The burial insurance benefit is a self funded benefit, managed and administered completely by the Insurance staff. Under this benefit, a \$3,000 burial assistance and a \$125 wake assistance benefit are provided to families of deceased tribal members. This year the benefit assisted 70 families providing \$194,514 of burial assistance was exhausted and we are \$1,711 over budget and \$5,476 in wake assistance.



Property Insurance Coverage

First Americans Insurance in Grand Island, Nebraska provided insurance coverage for all Tribal property including the College, Auto Service Center, Housing and the Casino from 10/01/00 - 12/31/00 through St. Paul Insurance

Companies. It was decided that the Tribe could cut cost by changing to Willis Company in Milwaukee, Wisconsin. Willis has provided insurance coverage for all Tribal property including the College, Auto Service Center and the Casino as of 01/01/01- 09/30/01 through St. Paul insurance Companies. The Housing Authority made the decision as of 01/01/01 – 09/30/01 to contract with a company they were familiar with, Amerind Insurance Company in Albuquerque, New Mexico.

Tribe:

For the period 01/01/00 to 9/30/01 the annual premium was \$196,950.00 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 \$85,377 in reported losses, of which \$55,741 is held as reserves for currently open claims which are still in process. In addition, Willis is paid \$15,000.00 in professional and consulting fees. The consulting fee is shared by the Tribe, Casino and Housing.

Casino:

For the period 07/01/00 to 06/30/01 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 premium for the policy term was \$ 88,442. Recorded losses for this period of time are a total of \$2,1756. Of this amount, \$ 54,796 is still held as reserves for currently open claims and the balance has actually been paid out.

Housing:

For the period 01/01/01 – 09/30/01 the Housing Authority's premium for the policy term was \$70,506.

SUMMARY AND GOALS

The Insurance department has gone through numerous changes in this past fiscal year. Due to budget cuts we now operate without a director and our team consists of an Office Manager and three Benefit Specialists supervised by the Tribal Administrator. Susan Blaha and Deborah Retier, Benefit Specialist, formerly of the Gaming Human Resource Department moved into the Insurance Department located in the F.I.C. building on August 23, 2001. They officially became Tribal Government employees on October 1, 2001. Their experience and dedication to the employees has just been extended to the government employees as well as the Gaming.

Effective October 1, 2001, the health plan changes are: the probationary period for benefits eligibility will change from 60 days to 6 months, wellness benefit was increased from \$150 to \$300 per person per calendar year, inpatient/ outpatient transitional mental health and substance abuse benefits will not be covered for out-of-state providers.

We are utilizing Willis of Wisconsin, our contracted consultants for advice and technical support of insurance renewals, health, property, liability and 401k. The goal of our team has always been the welfare of our fellow employees. The best way to do this is to have a closer daily working relationship with the providers of our benefits and coverages such as: C.M.S., Merkt-Medco, A.H.C., Provident Mutual, St. Paul Insurance, Amerind and our department supervisors. In the new fiscal year we plan on holding more informative insurance meetings to educate our fellow employees. We strongly believe that the key to a successful benefit plan is communication.

INTERNAL AUDIT DEPARTMENT

Linda Beversdorf, Director

The Internal Audit Department was created back in 1996 as a response to the needs resulting from the increasing size and complexity of the Tribal organization.

Staff Director: Linda Beversdorf, CPA Senior Auditor: Linda Zablocki, CIA
Senior Auditor: Jane F. Sorley, CPA,CIA Staff Auditor: Rebecca Onesti

In August of 2001, the staff auditor resigned. This position will not be replaced.

In July of 2001, Linda Beversdorf was temporarily re-assigned to direct the accounting department at the Menominee Casino. Jane Sorley was appointed Acting Internal Audit Director until Linda's return.

Mission Statement

Our mission is to ensure that departments are effectively performing their obligations in helping the Menominee people which they serve.

We will:

- *Focus on reviewing contracts and grants for compliance, financial review of Tribal activities and the review of program performance to assist management in the effective discharge of its responsibilities.*
- *Treat all department personnel and public with respect.*
- *Perform our audits in a supportive, honest, and trustworthy fashion.*
- *Conduct investigations with the intent of protecting Tribal resources.*

The maintenance of internal and operating controls is the primary responsibility of the operating management of the Tribe. Internal Audit functions in a review capacity only and has no authority to enforce compliance with recommendations made. The review/audits made by Internal Audit do not relieve others in the organization of their responsibility to develop, establish, and maintain adequate internal controls.

From evaluating risks to analyzing operations, Internal Audit's job is to supply objective analyses, suggestions, and recommendations based on the results of their audits. Since its inception in 1996, Internal Audit has been consulted on all aspects of the Tribe, including tribal programs, enterprises, and entities receiving tribal funding (Supermarket, Auto Service Center, Casino, Woodland Boys & Girls Club).

Risk analysis training was provided to focus on delivering results and implementing preventive actions, rather than simply uncovering problems after the fact.

JOHNSON O'MALLEY

Pat Tourtillott, Director

The Menominee Johnson O'Malley program is operated on three (3) main goals: the Bureau of Indian Affairs as stated in P.L. 93-638, the Tribal goal and the JOM office goal. They are as follows: 1.) The main goal as stated by the Bureau of Indian Affairs is "To meet the specialized and unique educational needs of Indian students attending Public Schools on or near the Menominee Indian Reservation, who are three years of age 3 to grade 12 and have one-quarter (1/4) or more Indian blood". 2.) The main Tribal goal throughout the year is "To improve the median educational level of the Menominee people from 9.2 years to 11.9 years by offering programs that are supplemental to regular public educational programs and by providing financial assistance to those students who are unable to meet the extra incurred costs of obtaining a full educational experience in the system" and 3). The goal of the Menominee JOM office is "To provide the educational services that will have the maximum number of eligible participants". We will continue in F.Y. 02 to find ways of expanding the service output to the Menominee Community, and look into new ideas in dealing with the findings of our Needs Assessment, which was conducted in F.Y. 99.

In F.Y. 2001 the Menominee Johnson O'Malley program provided a total of 9,941 cumulative service units in the supplemental services programs and 185 service units in Parental Costs or Financial Assistance, with total of 10,126 service units provided.

In F.Y. 2001 we spent \$66,162.84 in administration cumulative expenses.

Parental Cost line item a total of 185 service units were provided in F.Y. 2001. Assistance for students in need of the parental cost program, which allows our students the opportunity to participate in the total school program as other Indian and non-Indian. Services we provided are: musical instrument rentals, supplies, student ACT testing fees, Senior cap & gown fees and other extra-curricular activity need. Students were able to attend the various academic camps such as: Health Sciences Summer Enrichment Program-Madison, Wisconsin Business World-St. Norbert's College, Tribal School Students-Washington D.C. Seminars, Gresham Students to Awareness Camp, Tribal School Students -Lac Courte Oreilles for Athletic Event, Gresham Students attend play-Wausau, MISD French class students to Broadway Musical, -Manitowoc, Gresham students to Museum- Science & Industry, Shedd Aquarium, Sears Tower at Milwaukee and Chicago, Art Camp-UWGB, and several attended athletic camps at St. Norbert's, U.W. Oshkosh, U.W. Stevens Point and UW-White Water.

In fiscal year 2001 a total of \$9,088.84 was spent in cumulative expenses.

Career Exploration Cost Center, the main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work program. During the academic school year, in a joint effort with the Menominee Indian Jr/Sr High School, Higher Education Department and JOM were able to put on an annual Career Day. Our invited keynote speaker was Richard Santana, a third generation gang member who transformed from gang activity and turned to education and graduated from Harvard College. Mr. Santana spoke to MISD High School students, Middle School Students and Tribal School students. Richard Santana's words of wisdom were well received in each school.

JOM department and JTP provided afterschool work students with community speakers. Helped with the student tutor program in each center. During the summer we provided 20 students with an in-house orientation for JOM and JTPA participants. Which was followed by a six-week work program, which included resume writing for all JOM and JTP students hired in the program. Held a 24th Annual Senior Recognition Banquet for all Menominee Graduates within our area. Helped sponsor 1st Annual Recognition Powwow. In the summer we provided free music theory and guitar lessons to youth. Total service units provided in career exploration for FY 01 was 802.

In fiscal year 2001 we spent \$16,274.17 in cumulative expenses.

Community Resource Centers we serve three communities and have access to the following locations and provided the following service units: Keshena Public Library 1,303 cumulative service units, South Branch Community Building 1,397 cumulative service units, Arts & Crafts in Neopit Woodland boys & Girls Club 296 service units. Keshena youth center 1,476 service units, South Branch Arts & Crafts 145 service units, and we began arts & crafts in the Zoar Community in June of 01 with 154 service units in Arts & Crafts. Total service units in Resource Centers are 4,771. In the centers students can participate in activities or get homework completed. The Arts & Crafts Program is an after school program that offers youth a safe place to go in the evening hours.

In fiscal year 2001 we spent \$33,911.69 in cumulative expenses.

Positive Youth Development program provided a total of 4,368 cumulative service units to Indian students. Program service units are provided by various community gatherings, especially during the holiday seasons and the summer months. Also help sponsor youth dances, use of the activity room, fitness room, library, arts & crafts, after school programs, JTPA after school workshops, R.O.P.E.S. Challenge Course, speakers, AODA projects and community events. Worked with the schools and other community programs to help sponsor ski trips as incentives, roller skating trips again as incentives for youth, snacks for the latchkey program, 3 on 3 basketball tournament, Youth Olympics, Family Fun Day, Pepsi Hot Shot Contest, Easter Egg Hunt, Halloween Dance, and Breakfast with Santa. We reallocate our resources to better serve the youth. In all our events we try to combine some of our monies with other departments and agencies to provide more youth programs.

In fiscal year 2001 we spent \$4,797.13 in cumulative expenses.

Johnson O'Malley Committee: Regular and special meetings were conducted throughout the year as per the JOM regulations.

In fiscal year 2001 we spent \$2,726.25 in cumulative expenses.

Our arts & crafts program is designed for afterschool activities and gives our youth a safe place to come and enjoy themselves as kids. Our Menominee youth 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 top three problems that are affecting our community were priorities mentioned by our families interviewed as: availability of drugs & alcohol to ages (16 & under). Availability of drugs and alcohol in the community and violence among our youth and community. The JOM Committee recommended we attempt to overcome some of these problems by incorporating a culture component along with our program. 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. Since June of this year we have included the Zoar community also. Our only unmet need is not having enough program money to serve the Menominee Youth.

In F.Y. 2001 we served a total of 2,071 students in various communities, this number is down from F.Y. '01 due to three months without an instructor. We averaged 175 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 F.Y. 2001 we spent a total of \$24,582.00: JOM budget, \$16,458.70 and NAHASDA monies of \$8,123.30 was spent. Our JOM budget is combined with NAHASDA budget.

LANGUAGE & CULTURE COMMISSION

Rose Wayka, Director

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 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 and families including children who have a desire for learning language. Pre-selected materials are put together that the group may have an interest in wanting to learn to speak.

Menominee Language Programs

The commission director and members traveled to universities and public schools in Wisconsin to give presentations on Menominee Language and culture to instructors and their students. These were done at the request of each respective university or school personnel.

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.

With the financial support from the Menominee Tribal Legislature this will help to ensure that the language and culture will continue to exist for the Menominee people both young and old.

LAW ENFORCEMENT

Keith Tourtillott, Tribal Police Chief

Consistent with the Law Enforcement contract with the Bureau of Indian Affairs in conformance to the standards required by the 25 CFR, related federal, tribal, and associated rules the following law enforcement and detention services were provided.

The Tribal Police Department received a \$1,376,593 allocation from the Tribe for the fiscal year further reducing the department by 19%. Financially, the department handled \$3,832,871 in total allocations. The Department of Justice through the COPS Program funded \$125,152 out of the Universal Hiring, \$15,500 out of MORE, \$13,389 for Troops to Cops, \$80,981 out of Resources Grants, \$86,715 out of Tribal Resource Grants, and \$75,889 out of MORE Civilian. From the Office of Justice Programs the department received two separate grants through the Local Law Enforcement Block Grant totaling \$65,154. Alcohol Tobacco & Firearms funded \$9,586 through the GREAT Program. The Federal Office of Victim of Crime funded \$78,386 and the WI Victim of Crime funded a total of \$26,651. The state also provided grants totaling \$106,570. A special grant was secured through Milwaukee called the Safe & Sound Program and the Bureau of Indian Affairs funded \$1,457,128.

With respect to personnel, the Juvenile Officer and Lieutenant positions were eliminated. Patrol operates with 4 units at night augmented by partners during peak crime periods and 3 units during the day. 3 Investigators make

up the Investigation Division, which now includes juvenile activities. Support personnel are made up of a Master Sergeant, Evidence Technician, Records Manager, 2 clerks, Assistant Administrator, Captain, and a Deputy Chief. Detention services are made up of an Administrator, Assistant Administrator, Inmate Coordinator, and 3 Cooks. Detention Officers work in teams of 4, 4 days on, and three days off. In all, the department ended the year with 49 personnel.

According to the records from the Menominee Emergency Communications Center, the department responded to 12,177 service calls, averaging 1,015 calls a month. Of those 12,177 service calls, the population statistics from the Detention Facility indicates that 1,649 individuals were arrested. Of those individuals arrested, 33% were juveniles, 35% were females, and 65% male. In all, 86% of the calls for service are resolved without making an arrest.

The Detention facility reports serving 1,875 inmates. The average daily population is 33. At the time of booking 42% of the arrestees are intoxicated. 26% of the juvenile population are intoxicated at the time of booking. Nutrition reports serving 31,870 meals to the inmates.

With respect to arrests, the Patrol Division makes up 87% of all arrests. The remaining 13% are derived from Administration and Investigation. It should be noted that Special Task Force initiatives are generally not processed through our department and therefore are not reflected within in our reporting system. Overall nearly 60% of the arrests occur during the evening/nighttime hours. On average each unit patrols 138.8 miles per shift.

The department's fleet, consisting of 21 vehicles, traveled a total 491,330 miles consuming 36,261.1 gallons of fuel over the course of the year. Patrol represents 72% of the total miles traveled and 100% of all fleet damage. There were a total of 10 vehicle crashes at a cost of \$10,916.41. As per department policy, each accident is reviewed, and if it is determined that the officer could have avoided the incident they are required to pay the deductible. Protocol requires that most accidents be investigated by another agency, generally this service is provided by the State Patrol.

Historically, within the last decade the department has had serious problems with retention and the ability to recruit tribal members. Within the last five years alone the department has gone through 59% of its personnel. This retention problem comes at a very high cost to the tribe averaging \$9,500 per new hire. Since 1996 the department has lost a total of 16 Officers, most of which were tribal members. The cost to certify those vacancies has totaled approximately \$152,000. It should be noted that this estimate is based on comparing the payroll in 1996 against the present year's payroll. The real cost is probably much higher. More, it has become increasingly harder to fill vacancies with members from the community. In efforts to improve retention, stimulate career interest, and reduce the cost affiliated with re-certification the following initiatives have been implemented.

The Field Officer Training Program (FTO) was introduced this year in efforts towards developing and training more efficient and professional recruits. The FTO position was posted and filled with an in-house Sergeant, who was sent to training to setup and oversee the program. The department purchased a software program called A.D.O.R.E. This new program helps us to evaluate probationary employee's abilities to meet the demands of law enforcement before the end of the probationary period and the probability of retention beyond certification. Since the implementation of this program the department has saved approximately \$19,000 resulting from recruits failing the FTO process and the department not sending them on to receive certification. The major benefit of this program is the ability to assess whether the recruit has the capacity and personal skills to meet the demand of the job, or whether the recruit is interested in this field due to the ability of control.

Another program developed and implemented this year was the department's cadet program. This program resulted through a partnership with the JTP Program. Youth between the ages of 14 to 18 can apply for enrollment in this career exploration program. The participants are placed into an accelerated FTO curriculum providing them with the opportunity to explore the various functions within law enforcement. The primary goals of the program are to foster improved relationships with our community's younger population and stimulate interest from within the community building new officers for tomorrow. There were a total of 4 participants this year and they named the program "Wolf Pack."

Another effort towards improving officer efficiency was the automation of the Tribe's updated ordinances. The projects, with the assistance of MIS, reduced to electronic file all of the ordinances starting with 79-14. This massive document was then written to CD and installed within all the systems and laptops within the department. The new system allows the officers to spend less time searching, more time on the road, and it has no cost caused by hard copy reproduction.

In efforts to enhance community relations between the public and the department a few programs were established. The Community Ride-Along program, which was reviewed by the Program Attorney's Office, provides an opportunity for the public the ability to observe officers in their everyday functions and allow the citizens to gain a better understanding of problems associated with policing. There have been 11 participants who completed the process and accompanied officers in this program.

Another program developed was the Community Feedback Program where the public has the ability to cause incentive for officers to interact with the community in a positive professional manner. Comment boxes were placed throughout the community in several locations. Individuals could make positive comments about an officer and that officer who received the most signed comments would be treated to lunch at the Chief's expense. The Officer that won overall was Deputy Chief Robert Summers.

With the passage of the Hicks decision, the department has been working closely with other jurisdictions in efforts towards getting the Extradition Ordinance in place. Only one tribal member was removed as a result of Hicks, which we feel, has been a pretty successful effort. To date there have been no warrants issued by Tribal Courts for warrants off the reservation. However, nine members have left voluntarily to the jurisdiction requesting their person, as opposed to invoking the extradition process.

Finally, the true test as to whether the initiatives implemented by law enforcement worked or not is the annual report of our crime index rate. The Uniform Crime Reporting (UCR) Program summarizes the crime data from 1999 against 2000 and compares the rate of change. **Overall the total crime rate has reduced by 7.9%.** Specifically, the rate of violent crime has reduced by 29.2%. However, property crime has increased by just less than 1%. The major change within the property crimes is the reduction of motor vehicle thefts by 29.1%. The area of greatest increase is burglary by 13.2%. The department anticipated this change and has adjusted resources to handle this activity.

In conclusion, knowing full well that the post as Chief of Police is one of the most thankless jobs this tribe has to offer, I accepted the charge and trust granted to me by you the Menominee Tribal members. The greatest complaint and plea that caused me to bid and accept this post was the fact that violent offenders were not being arrested or charged for their offense. I promised to you that these offenses would face aggressive pursuit and that I would advocate a harsh adjudication of the perpetrators. As your Chief of Police I am happy to report that according to the State of Wisconsin Office of Justice Assistance our aggravated assault rate has decreased by over 32%.

LEGISLATIVE STAFF SERVICES

Terri Katchenago

The Legislative Staff department suffered the loss of the Director, Royal E. Warrington, this year with his passing on September 23, 2001. We, the staff of the Legislative Staff department have lost a great boss and a man with considerable knowledge of politics and life in general and we will surely miss his guidance.

The Legislative Staff department continues to serve the Menominee Tribal Legislature in its role of direct support unit 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, the packet mailing, notification of all committee members and related staff as well as maintain transcription services and records of all committee action and official recommendations.

One of the primary reasons for the establishment of this office is to respond to requests from either the Legislature as a body or individual Legislators that require assistance researching Legislative issues. 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 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 maintained a total of 110 separate main committee meetings and maintained records of 2,786 hours of time on task in fiscal year 2000-2001.

LIBRARY

Sally Kitson, Director

This year the library once again served the public with the Tax Program accommodating over 300 taxpayers from various locations. Some people that had their taxes prepared by us gave generous donations. Others went to prison. (Just kidding) Although some taxpayers (or TP's as we say in the business) may run into problems with their particular circumstances, we stick with it until we get the matter resolved. If we can't solve the problem we contact those that can. As always, we appreciate and thank all patrons who use the program and hope for more participation in the future. Remember when E-Filing with us it may take you a few more days to get the results but it won't cost you anything. (Although baked goods are welcome.)

The library has been a bustling place with the reorganization of the library computers. The adults share 3 computers, two in the main area and one in the quiet study/meeting room. The young adults share two in their particular section. Those computers, when children are out of school, are in constant use. This is also true for the two computers that are stationed in the children's section. All computers are equipped with word processing ability as well as the Internet. The question of filtering the computers is still one that is being debated locally as well as nationally. So far with the librarians on constant watch the staff has not had any major problems. If we even suspect that a patron no matter what age is using the Internet for anything that could be deemed offensive to others they will lose privileges. This means everyone.

The Summer Reading Program, with funding from the Dodge Family Foundation, was able to take on a different view. The kids were given cameras. Each week they were taken to a place on the reservation where they could photograph and take notes on anything that interested them. It was sweltering hot but it was great. They took pictures of Smokey Falls, Zoar, the Mill, the Logging Museum, flying eagles, the bus driver and so on. There were also pictures of just legs, just grass, extreme close-ups of ears and some that were "your guess is as good as mine". The notes were later used to write sentences or paragraphs explaining the photos. The children had a great time with this project. On the final day of the program the children gave a photo gallery viewing inviting their families to the exhibit. All in all, it was great fun and we believe that there definitely are some budding professional photographer/journalists in the works. The object of the program was to get kids to develop their writing skills according to what they are visualizing. As with each new program it will take some time to work out the bugs. However, it is a good concept offered to us from the Dodge family. Now, it is up to the library staff to make it a great program.

In April of 2001, the Menominee Tribal Library submitted an application for participation in the Wisconsin Historical Records Advisory Board Assessment/Mentoring Project. Out of all the applicants we were one of 12 chosen. When the library building was completed in 1991 it became a major goal to construct onto the library a repository that would house all Menominee historical documents. Through the Assessment/Mentoring Project a professional archivist will make visits to the various sites on the Reservation that house archival material. The mentor works with the library staff along with the Historic Preservation staff to assess the collections. From this, we can develop a plan for the accession, cataloging and care of all archival material as well as future records keeping. So far, the mentor is quite enthusiastic about what he's observed and with his help the library is in the process of writing a grant for further developments of the project. In the coming year or years we will be doing some major fund-raising for the construction of a repository. This is a huge endeavor. However, we feel the time has come. The history of the Menominee people possesses a richness that cannot be denied. This effort is an attempt at building a permanent home for the letters, documents, minutes and articles that record that richness. We, at the library, are quite proud of this project.

As always, we can't express enough how much we need and appreciate the support we get for library programs and services. We thank those that have given their generous donations to see us through the year and we wish all a healthy and prosperous 2002.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

The Licensing and Permit Department (LP Department) has been in operation since 1981. One (1) employee operated this office for many years. In the years of 1987, 1988, 1989 etc this office had several on call employees that worked within the building. The office was then staff with a part-time employee in 1990, which eventually lead

to full-time. Currently the LP Department 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 LP Department provides two (2) services for the Menominee Indian Tribe of Wisconsin. The key one is the licensing of automobiles and all-terrain vehicles. Additional to the key one is the permits for all Tribal Ordinances. Miscellaneous items are kayak wristbands, laminating and dog/cat tags.

OCTOBER 2000 sent memorandum to Financial to keep all line items current and correct. A Web Site was created for the LP Department with information such as fees, collector application and tax-exempt information. The Tribal Office building participated in "Indian time is on time". All new fees for January 2001 were approved by motion in the Legislature meeting.

NOVEMBER 2000 sent memorandum to Financial to keep all line items current and correct. The registration fees approved last month were placed within the Tribal Newspaper for public awareness.

DECEMBER 2000 sent memorandum to Financial to keep all line items current and correct. Created a new daily form for receipt to assure that they are placed within the right line item. I received a copy of the Native American License Plate Guide designed by Mr. Leo H. Good. This was a reference illustrating current Indian license plates from the United States and Canada. Updated the Web Site with new fee for January 2001. Sent our letter to surrounding dealer's to keep them abreast on the fees, address, phone and fax. Wisconsin Title & License Application has changed to include Date of Birth, Social Security and/or Driver's License number.

JANUARY 2001 created a new authorization form for payroll deduction for internal use only. Attended the Annual General Council. Effective January 1, 2001 all new fees go into effect.

FEBRUARY 2001 sent memorandum to Financial to keep all line items current and correct. Updated and condensed the disabled forms to be placed on one sheet of paper for handicapped plates and cards. Director's meeting expanded to our departments to watch our spending and reduce cost, by showing our departments how to condensing paperwork on to one sheet to save money.

MARCH & APRIL 2001 sent memorandum to Financial to keep all line items current and correct. Wisconsin Department of Transportation was here to review our files and share information on Wisconsin Law's and Dealers responsibilities. The LP Department currently has their own copier and fax machine (both used) and was able to operated immediately, which makes our department even more efficient.

MAY 2001 meeting was held with the Financial Department to discuss the LP Departments budget for FY 2001. This was stressed within the Director's Meeting to have a meeting with Finance about your department budget and to see if there is enough monies to carry your staff throughout the year. This was a very critical time for departments, because some departments did not have enough money to carry their employees to the end of the fiscal year. Fortunately, the LP Department was within the **Save Zone**.

JUNE & JULY 2001 sent memorandum to Financial to keep all line items current and correct. Updated collector fees in database and on brochure. Posted Emergency Tribal Ordinance No 01-01 Boating Rules. Requested for the Food and ATV fees to be changed, both denied. Staff attended a File Management class.

AUGUST 2001 the Food and ATV fees have been resubmitted with a schedule. ATV registrations have been changed and can be printed off the same as vehicle registrations. It was approved that our computers be upgraded within the LP Department.

SEPTEMBER 2001 sent memorandum to Financial to keep all line items current and correct. The Tribal Budget completed and turned into the Administrative Department. Sent 5 applications to Madison for non-compliance. NSF Customer was given 30 days to comply, no action taken, paperwork completed.

STATISTIC DATA FOR FISCAL YEAR 2001

Permits Vehicles

Hunting Licenses	158	Personalized	224
Fishing Licenses	173	Car	1,397
H/F Identification	200	Truck	634
Tax Exempt	962	Motorcycle	21
Descendent-Identification	34	Mobile Home	17
Dog Tags	10	Trailer	16
Construction Permits	25	Municipal	94
Tobacco Permits	12	Veteran	81
Rafting Permits	2	Handicap	110

Minnowing Permits	2	Total	2,595
Firework Permits	6		

Of the total 2,595 the following services below were conducted:

Instant Bingo Winner Permits	0	Title	1,422
Bingo Operation Permit	1	Liens	314
All-Terrain Vehicle Registration	15	Disabled Card	92
Kayak Wrist Bands	178	County/State Tax Fee	7
Kayak Wrist Bands Returned	49	Plate Transfer	403
Sanitation Permit	11	Disabled Card	52
Department Identifications Cards	3	Duplicated plate	36
Total	1,843	Total	2,967

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages four lending programs; the Menominee Loan Fund, CD/BG HUD Revolving Loan Fund, Menominee Revolving Loan Fund, and the Housing Down payment 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 2001 fiscal year that ended September 30, 2001, 1,478 new loans were approved and processed through this fund to eligible members for a total amount of \$1,296,573.88. As of the end of the fiscal year there were 1,705 loans outstanding with a total principal balance of \$1,278,333.02.

Qualified applicants often question why they cannot be approved for larger loans by the Menominee Loan Committee. The answer is that in our efforts to treat each applicant equitably, while approving about 1,500 loans per year, the capital available cannot support larger loans.

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. 24 new loans were approved and processed through this fund during the fiscal year 2001 for a total amount of \$103,336.00. As of the close of the fiscal year there were 100 loans outstanding under this program for a total amount of \$262,966.15.

Menominee Revolving Loan Fund

This program provides a means for eligible members to obtain financing for business purposes. Applications for loans from this fund are restricted to businesses located within the boundaries of the Menominee Reservation. During the 2001 fiscal year, there were three new loan packages approved and processed through this fund for a total credit of \$87,400.45. As of the close of the fiscal year there were 27 business loans outstanding in the aggregate amount of \$593,311.13.

Housing Down Payment Loan Program

This program provides a means for eligible members to obtain financing for the down payment required by a permanent lender for the purpose of purchasing a single-family residence. During the fiscal year that ended September 30, 2001, there were three new loans approved and processed through this fund for a total amount of \$11,000.00. As of the close of the fiscal year there were 12 loans outstanding for a total amount of \$30,353.36.

As of the fiscal year end, assets under management of the Menominee Loan Department total \$2,530,454.49.

MAEHNOWESEKIYAH TREATMENT CENTER

Rose Hoffman, Director

This year has been a busy year for Maehnowesekiyah. Our Day Center construction was completed and we received our State licensing to begin operations on July 1, 2001. We also received funding for an Early Head Start Program and are currently in our planning year. We expect to begin admitting children to the Early Head Start Program in August of 2002. This will be a great resource for community members and help greatly with the cost of care for children, age birth to three. Both the Maehnowesekiyah Day Care and the Tribal Day Care will be providing services under this program. A second program being implemented this year is the Child Care Food

Program. This program will help to offset the costs in providing nutritious meals to the children enrolled in our Day Care Center.

A big disappointment this past year has been our inability to implement a "Wellness Court" in the community which would have diverted non-violent, alcohol/Drug-related individuals out of the criminal justice system into treatment. This project requires a lot of cooperation and hard work between several agencies and issues raised by the Tribal Court were unable to be resolved.

This was the first year of implementation for our Adolescent Treatment Services, which offers parents and youth an opportunity to receive intensive treatment.

A total of 340 referrals were made to Maehnowesekiyah during FY 2001. A total of 193 new referrals (56%) were provided assessments. The no-show rate for clients referred was at 46% for the year. Referrals are made from several sources: 49% were from the Criminal Justice System, 8% from Employee Assistance Programs, 43% self-referrals. The majority of referrals (82 %) are alcohol, drug, mental health, or a combination of the three treatment areas. Sixty percent of our clients are initially admitted with alcohol as a primary diagnosis, but present other significant issues once further assessed in the treatment process. Adolescents referred for treatment comprised 19% of our population this year, with the balance of clients being Domestic Violence victims and perpetrators. Roughly 50% of persons referred do not have insurance or an ability to pay for needed services.

Outpatient Programs

There were a total of 238 clients admitted to treatment during FY 2001. Of these, 31% had received treatment in the system during prior years. We continue to serve a fairly younger population. Statistical data reflects that 97% of clients were under the age of 54 compared to FY2000 data, which reflected 98% of clients in that age group. Seventy-three percent of clients admitted were under the age of 35 years compared to FY2000 data at 68%. Referral sources the percentage of males versus females, at 42% females and 58% males, remained consistent with statistical data for both FY1999 and FY2000. Unemployment, low income, lack of formal education, inadequate housing and multiple diagnosis remain pressing problems for a high number of clients admitted to treatment. Of the clients admitted to the outpatient units, 137 or 57% are referred from the Criminal Justice system.

This figure is slightly higher than that experienced in FY2000 at 54%. Client Satisfaction surveys indicate that a majority of clients completing the residential and treatment programs are satisfied with the care and services received while in the program. Exit and post-discharge surveys by clients served continue to rate staff performance and services provided as above average or excellent. Evaluation results also indicate that the clients have improved their life skills and that the program has made a positive impact on patterns of AODA use/abuse, i.e., the frequencies of consumption have decreased considerably compared to AODA use reported on admission. Evaluation results indicate that roughly 45% of clients are in recovery at six months after discharge.

Services continue to be provided to the Victims of Domestic Violence. Survivors Group sessions and one-one services continue to be provided by the DV Counselor. A 12-week program designed to educate and work with the perpetrators to recognize and accept responsibility for their abuse is also available. Referrals are made from the Tribal Courts, Probation and Parole, and the Menominee County Human Services Department.

During FY2000, Maehnowesekiyah began contracting with the Tribe to provide Random drug testing for tribal employees. The Random Drug Testing program will be expanded in FY 2001 to include the Menominee Casino-Hotel, and Menominee Tribal Enterprises, in addition to the Tribal Programs.

Thirty-nine adolescents were served in the treatment components during FY2001. Thirty percent of those admitted had received prior treatment, 70% are new admissions. In this individual program, the referrals from the Criminal Justice System are at 56% with 46% being made by self or family. Eight of the adolescents served were provided assessment only. Thirty-one were admitted and were provided treatment. The program had several positive outcomes during its first year of implementation.

The provision of Family Therapy services was added to our program in FY2000 and continues at the present time. Progress is noted in identifying generational patterns, both functional and dysfunctional. Specific areas in these patterns included AODA, parenting, communication, and resolution of conflict, expression of emotion, physical, verbal and sexual abuse, gender issues, and grief and loss issues. Couples issues are also addressed as a part of the Family Therapy Program. Significant others periodically join clients on an outpatient basis. With regard to AODA issues, progress is noted in discussing and understanding how an alcoholic family system will differ from a system based on sobriety. The service of a trained, competent family therapist has greatly increased our ability to provide quality services to the target population.

Residential Programs

The Women and Children Residential Program served 38 women and their 48 children during FY2001. Fifty-two percent of the women stayed in the program for 90 days or more and the average length of stay for the families overall was 86 days. The program was successful in reuniting 9 children with 6 mothers during FY2001. Independent evaluations done on the program were conducted each of the three years that the program was funded. Client responses indicate that positive factors about the program included having their children with them in treatment, the caring staff, group therapy, the variety of classes and services offered and the cultural/spiritual aspects of the program. They also had positive responses about support services provided such as day care, supportive health services and their ability to express their opinions and having the chance to suggest changes. What clients disliked the most were the rules and difficulty living together with several other families. This three-year program, based on independent evaluations, had a number of positive outcomes - improved daily living skills, parenting, reunification of mother/child, decreased substance use/abuse and increased knowledge about health and other issues facing them. The Co-ed Residential Facility served 39 individuals during FY2001. This exceeded the projected number expected to be admitted by seven individuals. Statistical data indicates that the percentage of clients completing the program remains consistent at 75% with 90% of those being admitted to outpatient aftercare. This program continues to offer a wide variety of treatment, support, educational, spiritual and cultural services. The length of stay in this program is 90 days. Females represent only 23% of admissions. Evaluation indicates that the clients in this program had positive responses similar to those expressed by clients in the Women & Children Residential Programs. Outcome indicators indicate that the program has made an impact on changing lifestyles for clients completing the program. This is seen in decreased AODA use/abuse on follow-up along with improved living and subsistence conditions.

Prevention

There were 426 youth served by the Prevention Department (T.R.A.I.L.S. and Adolescent Services). The T.R.A.I.L.S. Program held 568 group sessions throughout the year, which included education, support, leisure time activities and ADL skills. Intervention classes at the Menominee Indian Middle School continue to provide structured programming to students. A total of 287 unduplicated students participated in these activities and 117 groups were provided in FY2001. The classes have equal participation by male and female students. Special events that the Department participated in included AODA Awareness Week, Family Fun Day, Summer Youth Olympics, and the Menominee Community Picnic. A total of 508 community members registered during the events. The Prevention Department took the lead in organizing the Elder Christmas celebration, which registered 245 participants.

Parenting and In-Home Services

Continue to be a vital part of our programs. Both Parenting I and II sessions were offered during the program year. The curriculum is based on the Menominee Parenting and the Positive Indian Parenting Programs. Individual services are also available for parents in need of additional support. The In-Home Counselors continues to be a vital link between our program and the community. Support, Education, Counseling, referral, and collaboration with other providers to meet the needs of individuals are provided under this component.

While our programs have not been without problems and issues during the year, thanks to our competent staff, FY2001 has been a good year for Maehnowesekiyah and the clients we serve.

MAINTENANCE

Dick Dodge, Director

The Maintenance Department is responsible for the preservation and upkeep of several tribal buildings that include Headquarters, Gordon Dickie Center, 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 (2 part time), Heating/Cooling Technician, Maintenance/Housekeeper, 3 General Maintenance Workers, and 8 Housekeepers (part time).

The Law Enforcement maintenance budget is funded through the BIA. Indian Health Service provides maintenance funds for the clinic through 2 programs. All other buildings (Headquarters, FIC, Program Attorney, Recreation and Library) are funded through space rent, which is calculated by the square foot (sf). The headquarter, program attorney building and library occupants pay \$10 sf, FIC \$11.75 which will be reduced for the next fiscal year to \$10.25. The rec department pays \$7.00, which will increase to \$8.00 next year.

Headquarters and all other tribal building security monitoring agreements were awarded to A & A Fire and Security. A & A offered the lowest price for monitoring. Two interior doors and locks were replaced in the building. No

large-scale renovation occurred during the past year. The receptionist position was changed to two part time positions. This was done to reduce the fringe benefit cost. A portion of the sewer line was replaced.

FIC A hallway was created on the basement level to reduce the noise of the elevator. Treaty Rights increase their space slightly. The interior space utilized by insurance was enclosed. This did not increase their space rent. A dormer was constructed for the side entrance. The building a/c units were enclosed with fencing.

Program Attorney A dormer was constructed over the rear entrance to minimize safety concerns during the cold/wet season.

Law Enforcement Center The lighting change out was complete. An additional transformer was installed to handle the extra load from the cameras. A cell was renovated to accommodate handicapped prisoners. The BIA performed a safety inspection; as a result the cook stoves in the jail kitchen must be replaced. The BIA switched over to FMIS computer system. Several windows in the jail area were replaced. The air-handling units were cleaned; all PVC was replaced with copper tubing. All flooring in the police department was replaced

Clinic The Indian Health Service does periodic Building Assessment Studies, which generates a list of recommendations on building maintenance and repair. The flooring in the medical department was repaired. A new refrigerator was purchased and installed. All parking lots were restriped. The lighting replacement is complete.

Library The security system control box and touch pad were replaced. Routine maintenance and housekeeping were performed as scheduled.

Recreation Center Vandalism continues being a problem. Roof shingles were replaced as they were destroyed. Discussion was held with gaming staff on a camera upgrade. No action has been taken. The center experienced electrical problems during the summer cooling month. An electrical panel burned out and needed replacement.

The Maintenance department continues providing service to other tribal facilities including Historic Preservation, Tribal School, CBRF, Maehnowesekiyhah, and Headstart. Daycare, Senior centers, Conservation. Services provided include snow removal, maintenance of HVAC, plumbing and electrical systems. All parking lots were restriped at all buildings.

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.

MISSION STATEMENT

The MIS Department, consisting of the following Divisions: Programming, Training and Technical Services, provides overall computer services, assistance and consultation to all Departments and Agencies paying into the Indirect Cost Pool.

- The Programming Division shall research, recommend, and/or create programming solutions to automate Departmental and Tribal processes and shall also support those solutions along with upgrading and modifying as necessary to meet changing needs and standards; and
- The Training Division shall provide classroom instruction to educate, enhance and upgrade Tribal employees' knowledge in all facets of computer programs available throughout the Tribal structure; and
- The Technical Service Division shall install, maintain and support all computer-related hardware and software and shall assist employees' in resolving computer use issues to increase the productivity of employee's utilizing information technology within the Tribal structure.

PROGRAMMING DIVISION

Below is an analysis of the number of Programming Division service calls as well as incoming programming requests and program completions for the past three fiscal years. The percentage of change from the previous year indicates service call related work only. The statistics for 1999 are incomplete because the Department was not tracking this type of information before this timeframe.

9/30/01

9/30/00

9/30/99

Number of incoming programming requests	13	21	6
Number of programs completed	10	10	5
Number of program service calls	867	735	366
% change from previous year	+18%	+101%	n/a

WEB SITE TRAFFIC

The MIS Department began analyzing the traffic to the Menominee Indian Tribe Website during the course of the last fiscal year. Each page that received a hit or a visitor is tracked as well as if they come to our website via a link on another website. A hit indicates the total number of times a page was downloaded and viewed, a visitor is how many unique visitors arrived at the site and are only counted on the FIRST page they come in on.

ANNUAL NUMBER OF HITS	AVERAGE # OF MONTHLY HITS	ANNUAL NUMBER OF VISITORS	AVERAGE # OF MONTHLY VISITORS
93,600	13,371	27,046	3,864

Web site statistics are from March 1, 2001 through September 30, 2001

TRAINING DIVISION

Formal classroom instruction is provided to employees of the Menominee Indian Tribe in all Microsoft products such as Windows, Word, Excel, Outlook, Access, PowerPoint and Publisher. For those employees who find it difficult to get away from their hectic schedule to attend these sessions, the instructor will meet one-on-one and design a training session to meet the specific needs of the employee and/or department.

During fiscal year 2001, the Training Division began conducting classes for employees of the Menominee Casino/Bingo/Hotel. The Casino was then invoiced for the reimbursement of the Instructor's time spent on these particular classes. We hope to expand the number of classes that we hold for outside agencies in the upcoming fiscal year thereby generating a small amount of income for the Tribe.

The Instructor has taken classes and has passed the required examinations to become a Microsoft Certified Specialist in most of these different programs. In order to provide the employees of the Tribe with a more comprehensive and enhanced training programs, the Instructor will be taking courses during the upcoming fiscal year specifically geared towards assisting Instructors such as Training the Trainer and How to Conduct Training Sessions.

Below is an analysis of the number of Instructor contacts for the past three fiscal years as well as the percentage of change from the previous year. The statistics for 1999 are incomplete because the Department was not tracking this information before this timeframe.

	<u>9/30/01</u>	<u>9/30/00</u>	<u>9/30/99</u>
Number of Instructor contacts	480	392	351
Average monthly contacts	40	33	29
% change from previous year	+22%	+12%	n/a

TECHNICAL SERVICE DIVISION

A statistical analysis of Service Division work for fiscal year 2001 indicates a 22% decrease in the number of calls coming into the Help Desk. This decrease in service division work can be attributed to the fact that the Menominee Tribal School and the Menominee Tribal Clinic have hired full-time staff members to support and maintain their computer systems. These two sites have historically generated a great deal of service calls for this department. The MIS Department does however on occasion provide assistance to these sites if requested.

	<u>9/30/01</u>	<u>9/30/00</u>	<u>9/30/99</u>
Number of service calls	4038	5152	4896
Average monthly service calls	337	429	408
% change from previous year	-22%	+5%	+7%

MENOMINEE AUTO SERVICE CENTER

Tony Wegner, Manager

The Menominee Auto Service Center specializes in computerized analysis, air conditioning, alignments, fuel injection, carburetors, ignition, exhaust, brakes, oil changes and offer 24 hour towing. The Menominee Auto Service Center staff consists of the manger, one full-time mechanic and part-time bookkeeper. The manager and mechanic are both (ASE) Automobile Service Excellence certified. We are currently seeking to fill the position of one full-time mechanic with ASE credentials. The two present mechanics have a combined 20 years experience.

We service the majority of GSA vehicles on the reservation, along with a majority of tribal vehicles and our own clientele. We are always looking for new clients to serve and would be happy if consumers that have not utilized our services would give us the opportunity to serve their automotive repair needs.

For all Menominee Tribal, Menominee Casino, Bingo and Hotel, Menominee Tribal Enterprises and Menominee County employees we offer a wage assignment program, that with ½ down on the bill and a \$25 fee we will have the remaining amount taken out of the clients payroll check.

We are now self-sufficient, last year being the first year we were not included in the tribal budget. We are pleased with a 7% improvement of our total net income, even with the misfortune of one of our full-time mechanics on disability for 5 months, which came out of our operating cost with no return of productivity.

All of us at Menominee Auto Service Center would like to thank you for your patronage in the past year and look forward to serving you in the year to come.

MENOMINEE NATION NEWS

Devan Miller, Office Manager

MISSION STATEMENT

To become the leading provider in disseminating pertinent information that may affect our tribal membership, whether it is environmentally, economically, or socially. In addition, local news coverage of social events that take place with elders and youth in our community are focused on a regular basis.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a bi-monthly paper to inform tribal members of any changes and updates within our community. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason they are unable to provide coverage, they follow up with the coordinator of the event, or suggest that they take some pictures and submit information on the event, to provide some coverage in the Menominee Nation News. We are not informed many times of some of the events or situations that occur.

Menominee Nation News has been a bi-monthly publication since January 1, 1989. Twenty-four issues were published during FY'00-01. The First issue in November was mailed to each tribal member 18 years of age and older, informing them of the Annual General Council. This is in addition to our subscription mailing, not to include the papers sold at the distribution sites.

SUBSCRIPTION

The subscription income projection was set at \$11,340.00, with a total of \$9,834.00 received. The subscription income was below the projected revenue by \$1,506.00. The annual subscription rate from October 2000 to December 31, 2000 was \$18.00 3rd class individual rate, \$22.00 for Business/Organizations, and \$24.00 for 1st class individual rate. On January 1, 2001, our subscription rates increased to \$24.00 3rd class individual rate, \$28.00 Business/Organizations, and \$30.00 1st class individual rate. On October 1, 2001, our rates increased to \$28.00 individual 3rd class, \$34.00 Business/Organization, and \$38.00 individual 1st class rate. Included in the 3rd class mailings are the individual 3rd class and business/organizations. We have eliminated newspaper exchange with other Native publications to help eliminate some postage expenses.

SALES

The sales income projection was set at \$15,120.00 with a total of \$13,236.90 received. The sales revenue received was below the projected revenue by \$1,883.10. We currently have thirty-one (31) distribution sites. This includes eleven (11) sites in Keshena with one (1) being a complimentary site for the Elders, five (5) sites in Neopit with two (2) being complimentary sites for the Elders, one (1) site in Gresham, one (1) site in Bowler, three (3) in Stockbridge, nine (9) in Shawano, and one (1) in Milwaukee.

ADVERTISING

The advertising income projection was set at \$41,134.60, with a total of \$33,531.50 being received. The income was below the projected revenue by \$7,603.10. We have an established list of clientele with a variety of area businesses. Being a member of the Wisconsin Newspaper Association we are provided advertisements when businesses want to reach a certain demographic region in the state. If we are in the target area, representatives from WNA are in contact with us for ad placements. Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed and in an effort to decrease the number of

past-due accounts. The majority of our customers prefer to be billed on a monthly basis. This was the third full year the Menominee Nation News has operated under the current billing procedures with the individual tribal programs. There is still reluctance on tribal programs to advertise. As an added incentive to the tribal programs, we offer a 15% discount for advertising, provided the material is submitted by the established deadline. We still have some departments and businesses that insist on submitting advertisements late and free of charge by submitting ad information as articles.

OTHER

This is the second year Menominee Nation News has held this revenue listing. We began to offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We have had a positive response to this service. We also offer customers the opportunity to purchase photo reprints of the photos taken by Menominee Nation News staff that is published in the paper. We also receive money for NSF checks that are returned. Revenue generated through postage costs, photo reproduction, and NSF checks amounted to \$264.70. There was no revenue projection set for this listing.

The annual income goal for FY 00-01 was set at \$67,594.60 with \$56,867.10 being received. This is \$10,727.50 below the projected revenue.

DEPARTMENTAL STAFF CHANGES

There have been some staff changes since the last report. Ms. Bridget Miller left the reporter position on January 22, 2001. She was offered a position with the Menominee Tribal Gaming Commission. Mrs. Roxanna BigFire was hired to fill the open reporter position on July 23, 2001. Mrs. Yvonne Kaquatosh Matson resigned from the Director/Editor position effective August 17, 2001. She was offered a position with another native publication in the area. The secretary, Ms. Devan Miller, was elevated to Acting Director on August 20, 2001. Mr. Jonathan Wilson also resigned effective September 7, 2001 from the Layout/Design Technician position. He was offered a position at the Menominee Casino, Bingo, and Hotel as the Marketing Communications Specialist. On September 24, 2001, Mr. Steven Price started with Menominee Nation News as the Layout/Design Technician. Effective October 1, 2001 the Menominee Nation News Department will be under the supervision of the Communications Director, Mr. David Jonesy Miller, and the Acting Director will take on an Office Manager position.

We currently have five (5) full time employees on staff, they include: the Director of Communications, Office Manager, two (2) reporters, and one (1) Layout/Design Technician. The length of employment are as follows: Devan Miller, Office Manager, 32 months (2/19/99); Llona Tucker-May, Reporter, 31 months (03/08/99); Roxanna BigFire, Reporter, 3 months (07/23/01); and Steven Price, Layout/Design Technician, 1 month (09/24/01).

The monthly accounts payable breakdown of printing charges incurred for FY'01 are as follows:

<u>Monthly Print Dates</u>	<u># of pages</u>	<u># of copies</u>	<u>Charges</u>	<u>Sub-Total</u>
October 07, 2000	20	1,800	\$651.88	
October 21, 2000	20	1,800	\$651.88	\$1,303.76
November 04 2000	28	7,500	\$1,379.46	
November 18, 2000	20	1,800	\$651.88	\$2,031.34
December 09, 2000	20	1,800	\$651.88	
December 23, 2000	16	1,800	\$579.79	\$1,231.67
January 13, 2001	16	1,800	\$579.79	
January 27, 2001	16	1,800	\$462.02	\$1,041.81
February 15, 2001	16	1,800	\$462.02	
February 27, 2001	16	1,800	\$462.02	\$ 924.04
March 14, 2001	20	1,800	\$741.88	
March 24, 2001	16	1,800	\$579.79	\$1,321.67
April 07, 2001	20	1,800	\$651.88	
April 21, 2001	20	1,800	\$651.88	\$1,303.76
May 05, 2001	24	1,800	\$723.97	
May 19, 2001	24	1,800	\$813.97	\$1,537.94
June 09, 2001	32	1,800	\$958.15	
June 22, 2001	28	1,800	\$796.06	\$1,754.21
July 14, 2001	16	1,800	\$462.02	
July 28, 2001	24	1,800	\$606.20	\$1,068.22
August 11, 2001	20	1,800	\$534.11	
August 25, 2001	16	1,800	\$462.02	\$ 996.13
September 8, 2001	20	1,800	\$534.11	
September 27, 2001	<u>16</u>	<u>1,800</u>	<u>\$593.01</u>	<u>\$1,127.12</u>
TOTALS:	484	48,900		\$15,641.67

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.

MENOMINEE TRIBAL SCHOOL

Donna Powless, Ph.D.

The new improved Menominee Tribal School is providing a stimulating environment for all children, parents, and staff to learn in. The major change is that we provide many opportunities to encourage parents to participate in their child's education.

The parents from MTS are wonderful.

- They have been volunteering in classrooms, bringing treats, going on field trips, coming to dinners, playing games on game nights, and watching their children in plays.
- Parents are volunteering to organize pow-wows, and social gatherings.
- Parents watch their children participate in sports.
- Parents also come to school to see what they can do to help their children improve their grades or help the staff improve their teaching methods.

The students have been doing great.

- They have creative projects they are expected to complete in their classrooms that require daily attendance.
- The Kindergarten through 5th grades have a health class and are learning about their bodies, safety skills, babysitting skills, and taking care of yourself skills.
- The 6th through the 8th grade are learning about first aid and survival skills. They are working toward having a "disaster" to practice their new skills.
- All students are experiencing practical skills with safety in the Outdoor Education Program. This includes riding bikes, canoeing, snowshoeing, cross-country skiing, roller blading, and street hockey. The goal is to teach children life long abilities to keep them healthy and physically challenged.
- Language and culture come alive to the Present Day by practicing traditional values every day. The leaders of the school (8th graders) smudge all the students and the building every Monday morning. Fishing, gathering, traditional crafts, tanning, drum making, traditional outfit making, and doing random acts of kindness are an integral required part of this class. K-5 Language students saw a Kenew released.
- Academics are stronger and there is more homework at MTS. Children will be taught study skills, test taking skills, and have tutors available for them. We are preparing for state standardized tests and helping children believe in themselves.
- The Reading Program is strengthened by leadership, a well-organized modern library system, and assessment tools, which helps to identify needs of children early in the school year. Individual plans or consultations with classroom teachers are available to establish programs for students.

The teachers are dedicated.

- Teachers have been receiving Intel training on the computer to increase their skills.
- They are required to develop methods to integrate use of computers and the internet in their lesson plans for the computers in their classrooms.
- They are required to have 4 plays, presentations, or demonstrations.
- Middle school teachers must incorporate community service projects into schoolwork. K-5 teachers are encouraged to expose children to some projects.

The Menominee Tribal School is a dynamic atmosphere. We realize we all have a lot to learn. We are both willing and excited to meet the challenge!

OPERATION OF TRIBAL GOVERNMENT

Apesanahkwat, Chairman

It was the best of times, it was the worst of times. This year it was the same – business as usual.

The Tribe was working furiously to get the Kenosha Project up and running, but alas, the white buffalo turned black. This is old news to everyone here but we were so close. The Tribe did everything it could to push matters along but apparently there were questions about the investors of the project. We can be thankful that we were not more directly involved when it fell apart. We will just file the experience for future reference because this Tribe will always be open to investment and economic development opportunities. We learn by our mistakes, and this was a real learning experience for all of us. Remember the Special General Councils that were held on this issue and the questions that were asked and all the answers being given by different potential partners. We were all pulling for

this. But, on the positive side, we have gone through the process once, so we will know what to expect the next time, and this should save us time.

On the local front, by now, everyone who was entitled to a pay out of the Settlement monies has received it. The remainder of the monies was set up in special accounts to be used for various projects that the Tribe has determined. There have been planning sessions and meetings on a new court house facility for the past 6 months or so; and the wastewater treatment issue is still being worked on. As of now, there are no new projects up and running or under construction. You will see the new construction once it gets approved.

Our bread-and-butter project is still the Menominee Nation Casino. With the economic downturn that the entire country has been experiencing this year, our profits are also down. All tribal programs are very dependent on the income derived from the gaming revenues and many people have probably already been made aware of the austerity measures that are being taken. There may be additional measures that may have to happen before we get out of the difficulty that we are facing. There have been drastic measures taken this fiscal year trying to recover the losses that have happened. The Casino Ad Hoc Committee has been appointed to try to rectify the problems there, and while many problems have been looked at, much work still has to be done. But, we will keep trying, keep our eyes and ears open for new developments and persevere.

It is, thanks to the Great Spirit, always business as usual. We can say waewaenen that we live where we do and enjoy all the blessings we have – and we do have many- even though at times we may question our good fortune – because it could get massively worse. We have to pray for the people of New York and Washington, D.C. for their horrendous experience at this year's end. We cannot imagine what terrible losses they have suffered and will continue to have to reconcile for many months yet, so count your blessings and pray for all people. Be kind to one another while we are able and hold close those things that are really important – and let's roll!!

PROBATION/PAROLE

William Beauprey, Director

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.

We are still looking forward to the expansion at the Menominee Tribal Courts, as we will be moving there when it's completed.

STATISTICS

This past year we supervised at total of 144 probation clients and 2 parolees, each month the amount of clients we see has been between 52 - 81. As usual the main charges for our clients are Disorderly Conduct, Battery, and Assault. There were a total of 46 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 on its own. A total of 36 were released for successfully completing their court orders. We had a total of 17 clients that were court ordered to get their GED, so far only two have completed this. We had to extend probation for 20 of our clients due to all or part of their court order not being complete. There was a total of 25 Apprehension and Detentions issued this past year. This year we had a few Juveniles placed on Probation after being waved into adult court, the total number of them for this past year was 6.

Every Tuesday there are initial appearances at court and either my assistant or myself sit in on these. This past year the department staff completed 70 Pre-sentence Investigations for the Prosecutor's department. There were a total of 96 jail visits and 119 court appearances.

ACCOMPLISHMENTS

The director is a member of the American Correctional Association, American Probation & Parole Association, the Domestic Violence work groups and also is a BIA officer with full arrest powers.

This department along with other Tribal Judicial Services and Maehnowesekiyah were awarded a \$500,000.00 grant for the development of a Drug Court, this grant will help first time offenders receive the proper treatment and after successfully completing the Drug Court process, the individuals charges will be expunged. The Probation/Parole department staff will also monitor those individuals.

PROSECUTOR

Andy Pyatskowitz

The report of prosecutor usually contains some very general information on the procedural workings of the office. In this report we will continue to provide an overview of that information but it will not be as detailed as in past reports. Some emphasis is placed in this year's report on services that the prosecutor's office provides to victims in cases, which have been filed in Menominee Tribal Court, specifically in criminal actions, juvenile delinquency petitions and domestic violence related cases. In all three of these types of cases, restitution is a common issue because of property damage and bodily injury.

In adult criminal cases for which a defendant has been convicted of a crime in which the property of the victim has been damaged or stolen or the adult offender has caused bodily injury to a victim, the Menominee Tribal Rules of Criminal Procedure provides, "In addition to or in lieu of penalties ... the Court may require a convicted offender who has inflicted injury upon the person or property of another to make restitution or compensate the injured person by means of the surrender of property, payment of money damages, or the performance of any other act for the benefit of the injured party." Upon conviction, in a case where a defendant has caused property damage or bodily injury, the prosecutor's office or the probation and parole department is ordered by the Court to inform the victim of the right to claim damages. Notification is usually done in the form of a letter to the victim and also includes a deadline in which the claim can be made. The Court usually wants the victim to respond within 45 days. If the requested amount is not contested, the Court enters an order requiring the defendant to pay an amount certain. Thereafter, the Court monitors payment and enters appropriate orders to force the defendant to pay the ordered amount. The prosecutor's office represents the interests of the victim in these proceedings. The process is very similar in juvenile delinquency proceedings.

There is a different element in juvenile delinquency proceedings. The Menominee Tribe has adopted and incorporated Wisconsin Statute Sec. 938 as its juvenile code. Sec. 938.346(1) Wis. Stats. Provides as follows: "Each known victim of a juvenile's act shall receive timely notice of the following information: (a) The procedure under s. 938.396(1r) for obtaining the identity of the juvenile and the juvenile parents. (b) The procedure under 938.396(1r) for obtaining the juvenile's police records. (c) The potential liability of the juvenile's parents under s. 938.035." This type of information can be very helpful for a victim who may wish to attempt to seek other civil remedies against the juvenile and/or the juvenile's parents. The statute is a significant departure from the usual confidentiality nature of delinquency proceedings.

Finally, the prosecutor's office continues to be the contact for the domestic violence STOP Grant. Geradette Richmond is our grant coordinator. The S.T.O.P. Violence Against Indian Women Grant program resumed in April 2001 after the Coordinator returned from a lay-off of six and a half months. This lay-off was due to a delay in clearing the program budget from Department of Justice. The program has continued to offer victim/survivors of domestic violence several services. Criminal and civil case information is given on every domestic violence related case to the victim if requested or in some cases given when the crime is severe. The coordinator appears in court for every domestic violence related case and records case information. Support is given to the victim/survivor when they are subpoenaed to testify in court. An integral part of this service is notification to the victim when a perpetrator is released from the tribal jail for any reason (i.e. completion of jail sentence, Huber privileges, funerals, school attendance...). Although a condition of all domestic violence related Signature or Cash Bonds is a 'No contact' order, some victim/survivors obtain Injunctions for additional protection. The assistance in obtaining protection orders is a frequent request from the victim/survivors. Last year the tribal court had 35 petitions for domestic violence Temporary Restraining Orders. Advocacy services continued to be a big request from the victim/survivors in all areas of assistance. This is especially true in daily interaction with the Tribal Police Department and in the courtroom. Referrals to other agencies and programs are done with every person we serve. The biggest referral is always to counseling services at Maehnowesekiyah Treatment Center's domestic violence program, to the Menominee Tribal Clinic's Mental Health services and to Menominee County's Domestic Violence Program. If you have a question about these program components of the prosecutor's office, which provides services to victims, please contact the office.

2000-2001 Statistical Summary: There were a total of 467 adult criminal dispositions this past year, 140 were domestic violence related. The conviction rate in dv related cases was 91%, in all other adult criminal cases, the conviction rate was 92%. 140 juvenile cases went to disposition. The conviction rate in delinquency related cases

was 83%. In the civil ordinance area (traffic, hunting/fishing, solid waste, truancy, curfew, underage drinking, et.) there were 538 judgments. The judgment rate in favor of the Tribe was 79%.

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 and enacted by the Menominee Tribal Legislature. 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'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.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

Tonya Kitson –Procurement Officer, and Lisa Hauser – Central Supply Clerk, staffs 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 five area photocopy machines, internal billing system for supplies, photocopies, postage, telephone and propane gas, and obtaining Federal Excess Property for programs. During fiscal year 2001, to expand support and service to the programs, one central copier was added to the FIC building, and procurement approval authority was given to each of the department employees. Six Procurement training classes were held with a total of ninety-two employees attending.

The negotiation of the propane gas for the Tribe's programs was re-established at \$.86 per gallon for fiscal year 2002. This is the fourth year of a five year agreement with Menominee Gas, Incorporated. We pre-purchased 200,000 gallons of propane at \$172,000. The funds for this purchase were advanced from the Tribe's investment account. The programs will be repaying this account through the internal billing system at a rate of \$.87 per gallon.

Competitive Bid Negotiations were executed on the following projects: Community Development's Duquaine Road, HIP's Wilber and Grignon Sewer and Water Connections, Community Development's Solid Waste Recycling and Disposal, Tribal School's Bus Lease, Tribal Utilities Wastewater Facility Improvement Engineering, HIP's HIS Scattered Well and Septic Sites, Head Start's Bus Bid, Public Transportation's Bus Bids, Clinic's Re-roofing Project, Tribal School's Re-roofing Project, and HIP's 3 Bedroom Home Project.

During fiscal year 2001, The PMA Department has obtained \$184,948.25 worth of equipment free from the Federal Excess Property program. This included getting one fuel truck, one utility truck, one forklift, one sweeper, various tools and small supplies.

The Menominee Mobile Operation Headquarters vehicle (MMOH) has been remodeled and outfitted for remote emergency crisis management. The vehicle is ready for use and is currently being stored at the Keshena Fire Station. It is designed for use by the Police Departments, FBI, Fire Department, Conservation, and Hazmat, to provide a remote central meeting point for those officials for organizing efforts, viewing maps, telecommunications, eating, sleeping, etc during rural emergencies.

The fiscal year 2001 Indirect Cost budget for the department was established at \$178,275.00. Actual operating expenses for the year were \$129,209.63. The primary difference in the actual cost being less than budgeted can be attributed to the transfer of one staff person and duties from and to the Finance Department during the fiscal year and the reduction in supply usage.

The PMA Department generated \$4,290.00 in the sale of old equipment during fiscal year 2001.

RECREATION

Duane Waukau, Director

MENOMINEE PARK & RECREATION

The Menominee Tribal Recreation Department is committed to improve the quality of life among all residents of the Menominee Reservation. This is accomplished by providing and promoting in a responsive manner a leisure service system that includes well-maintained parks and public areas as well as well as a variety of recreational programs and special events.

Personnel:

Duane Waukau, Park & Recreation Director
 Lisa Caldwell, Youth Center/Activity Coordinator
 Jamie Corn, Secretary
 Kateri Waupochick, Youth Monitor-Weekends
 Pershing Frechette, On-Call

Total youth served for fiscal year 2001 was 11,909. Total adults served for fiscal year 2001 was 5,303.

Budget Allocation for F.Y. 2001

Youth Center	\$136,000	Park Maintenance	\$ 93,500
Keshena/Neopit Boxing Club	\$ 22,885		

The Youth Center is open from 6 a.m. through 9 p.m., Monday through Fridays. Saturday and Sunday we are open Noon till 8 p.m.

Youth Center Activities include:

Monthly Dances, Pool Tournaments, Dance Classes, Baking Cookies for the Elderly, Visiting homes of the elderly, Singing Christmas songs, Round Dance, High School Alternative School Fitness Room Classes, Ping Pong Tables, Nintendo 64 signouts & Foosball.

Program Activities include:

Community Halloween Parties at the Youth Center, South Branch and Zoar Communities. Nightly Open Gym at the Menominee High School and Menominee Tribal School. Community Christmas breakfast at Keshena Primary School, Neopit Community Center and South Branch Center. Swimming at the Shawano Recreation Center-every other Tuesday Neopit youth, every other Thursday Keshena and South Branch youth. Co-sponsored 3 on 3 tournament, Community Easter Egg Hunt at the Keshena Fairgrounds, Family Fun Day at the Keshena Primary School-Dunk Tank this year. Sponsored youth trip to Brown County Arena-Toy Story 2. Sponsored trip to Bradley Center for Milwaukee Bucks Game. Sponsored trip to Rainbow Falls, Plover, WI. Sponsored T.C.J. Baseball for ages 14-16 years old. Sponsored T.C.J. Team Double Elimination Baseball Tournament. Provided athletic equipment, insurance, league fees and van usage for Keshena and Neopit Little Leagues. Sponsored Summer Golf Programs-Beginners at the Shawano Lake Golf Course, Intermediate at Perry's Landing, Marion, WI. Youth Olympics at Menominee Nation Powwow. Co-sponsored Punt, Pass & Kick with Knights of Columbus. Conducted tryouts for Baseball North American Indigenous Games to be held on July 25-August 4, 2002, Winnipeg, Canada. Provided lighting for sliding area in Middle Village. Needs Assessment plan for Tribal Recreation was coordinated with UW-Extension-Menominee County's Teri Frendenberg to be implemented in the Fall/Winter of 2001.

The Menominee Park and Recreation Department maintains sixteen parks and athletic fields for the Tribe. They include: Neopit 1.) Little League Field 2.) Park Pavilion 3.) Middle School Athletic Field 4.) Dog Town Park - Zoar 5.) Downtown Field 6.) Firestation Playground - South Branch 7.) Sliding Hill across from Firestation 8.)Nacotee Addition Park Area 9.) Sliding Hill - Keshena 10.) Pavilion 11.) Recreation Baseball Field 12.) Recreation Field-Little League 13.) Fairgrounds 14.) Blacksmith Park 15.) Wa-toh-sa-Legend Lake 16.)Commot Lane-Sliding Hill.

Maintenance includes cleanup, cutting grass, grooming, preparing, electrical, porta pots, weeding, seeding from April to October each year.

#	Dept/Program/Activity	Est. Activity Cost	Grant/KT	Funded Tribal	In Kind	Target Group	Dates	Location	Funding Source	Partners
1	Youth Center: Activity Room	\$ 5,000	No	Yes	No	Grades K-6	M-F3:00-9:00; S&S 1:00-9:00	Recreation Center	Tribal	None
2	Pool Tournament	\$ 200	No	Yes	No	Grades 7-12	M-F 3:00-9:00; S&S 1:00-9:00	Recreation Center	Tribal	None
3	Open Gym	\$ 500	No	Yes	Yes	Grades 7-12	M,W,Th.6:00-9:00; Sun. 5:00-7:00	High School/ Tribal School	Tribal	MISD
4	Monthly Dances	\$ 500	No	Yes	No	Grades K-6	Holidays/Fridays 6:00-10:00	Recreation	Tribal	None
	" "	" "	No	Yes	" "	Grades 7-12	Holidays/Fridays 6:00-10:00	Recreation	Tribal	None
6	Swimming	\$ 500	No	Yes	No	Grades 4-8	Tues. & Thurs. 6:00-8:00	Shawano Recreation	Tribal	None
7	Free Throw Contest	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in	H.S. Field	Tribal	Knights of

							January			Columbus
8	Punt, Pass & Kick	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in September	H.S. Field	Tribal	Knights of Columbus
9	Fitness Center	\$ 2,000	No	Yes	No	Ages 12-18	Various times	Recreation	Tribal	None
10	Halloween	\$ 700	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
11	Pride Day	\$ 200	No	Yes	Yes	Community	October	KPS	Tribal	JOM & Clinic
12	Family Fun Day	\$ 200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth organizations
13	3 on 3 Tournament	\$ 500	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	" "
14	Youth Olympics	\$ 300	No	Yes	Yes	All Youth	August	" "	Tribal	JTPA & JOM
15	Santa Visit	\$ 1,200	No	Yes	Yes	Community	December	" "	Tribal	JOM & Housing
16	Easter Egg Hunt	\$ 600	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM
17	Trip: Rainbow Falls	\$ 500	No	Yes	No	Grades 4 to 8	June-August	Plover, WI	Tribal	None
18	Trip: Walt Disney Toy Story	\$ 1,000	No	Yes	No	Grades 2 to 6	February	Brown Co. Arena	Tribal	" "
19	Trip: Milwaukee Bucks	\$ 3,000	No	Yes	No	Grades 7 to 12	March	Milwaukee	Tribal	" "
20	TCJ Baseball	\$ 3,000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	" "
21	Legion Baseball	\$ 2,000	No	Yes	No	Ages 16 to 18	June-August	" "	Tribal	" "
22	T-Ball Program	\$ 1,000	No	Yes	No	Ages 6, 7 & 8	June-August	" "	Tribal	" "
23	Golf Program: Beginners	\$ 1,000	No	Yes	No	Grades 1 to 6	June-August	" "	Tribal	" "
24	Golf Program: Intermediate	\$ 1,000	No	Yes	No	Jr. High	June-August	S.B./Neopit/Keshena	Tribal	" "
25	Elders Cookie Baking	\$ 250	No	Yes	No	Grades 1 to 8	December	Elder Ctr./CBRF	Tribal	" "
26	Singing Christmas Songs	\$ 100	No	Yes	No	Grades 1 to 8	December, presumably	Rest Homes/CBRF	Tribal	" "
27	Little League	\$ 5,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
28	H.S. Wrestling	\$ 500	No	Yes	Yes	Youth 6-8	April	Varies	Tribal	MISD
29	Round Dance	\$ 100	No	Yes	Yes	Community	October	Recreation	Tribal	Culture Comm'n
30	Weight Lifting Contest	\$ -	No	Yes	Yes	Adults	September	Clinic	Tribal	Clinic
31	Tribal Police Testing	\$ -	No	Yes	Yes	Police Officers	Saturdays	Recreation	Tribal	Tribal Police
32	High School Alternative	\$ -	No	Yes	Yes	H.S. Students	School Year	" "	Tribal	MISD
33	Maehnowesekiyah	\$ -	No	Yes	Yes	Ages 9 to 12	Once per week	Recreation	Tribal	Maehnowesekiyah
34	Skiing Trip	\$ 200	No	Yes	Yes	Grade 7	February	Ski Brule	Tribal	MISD-Middle School
35	NAIG	\$ 200	No	Yes	No	Ages 12 to 21	July 28-August 4	Green Bay/Oshkosh	Tribal	Community
36	Camp: Basketball	\$ 100	No	Yes	No	Grades 4 to 12	June-August	" "	Tribal	None
37	Camp: Baseball	\$ 100	No	Yes	No	" "	" "	" "	Tribal	" "
38	Camp: Football	\$ 100	No	Yes	No	" "	" "	" "	Tribal	" "
39	Camp: Volleyball	\$ 100	No	Yes	No	" "	" "	" "	Tribal	" "
40	Safe & Sound	\$ 3,300	Yes	No	Yes	Comot Lane/Pine Ridge Youth	October-December	H.S. Gym	Tribal	" "

SOCIAL SERVICES

Mary Husby, Director

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$275,235.11 for FY'01 for its Social Services Department. Of this amount, \$73,666.03 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. \$18,338.00 of the budget was designated for indirect costs. \$49,633.00 of program funds was designated for activities under the Indian Child Welfare Act Program and \$133,598.08 was designated for Social Services administration. Except for a small amount of carry-over funds in Child Welfare Assistance, the majority of BIA funds were expended in FY'01. In fact, supplemental funding from the Tribe was required in order for us to continue operations from March through September 2001.

Staff funded under the BIA contract are the Director, Child Welfare Assistant, and three (3) Social Workers. A fourth Social Worker for Kinship Care 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 such as 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 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 10/01/2000 and ended on 09/30/2001.

During fiscal year 2001 Menominee Tribal Social Services provided services to one hundred thirty-one (131) new cases and eight-five (85) carry-over cases from FY'00 for a total of two hundred sixteen (216) cases. New cases for FY'01 included one hundred nine (109) ICWA cases and seven (7) enrollment assistance cases. Five (5) cases were child welfare assistance cases. Two (2) cases were information and referral cases and one (1) case was a guardianship study case. There were five (5) adoption study cases. One (1) case was a protective service case and one (1) was a delinquency case. One (1) adoption case was finalized in Tribal Court and three (3) guardianship cases were finalized in Tribal Court in FY'01.

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 and Shawano County 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 has a Cooperative Agreement with the Wisconsin Department of Workforce Development, which allows it to operate a Tribal Child Support Agency. All Child Support functions and activities have been performed by the Tribal Child Support Department since 01/01/00 when all cases from Menominee County Child Support Agency were transferred.

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 \$52,579.00. 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 \$271,462.00 was received by the department. An average of fifty-one (51) children per month received childcare assistance provided by the Child Care Development Funds.

Department staff was 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'01 the program assisted thirty-six (36) new families and sixty (60) carry-over families from FY'01 for a total of ninety-five (95) families. As of 09/30/01 we were providing services sixty-four (64) cases representing ninety-nine (99) children. A total of 69 families applied for Kinship Care in FY'01. However all were not eligible. Due to inadequate funding from the state we were forced to establish a waiting list. In April, 2001 we were notified that \$9,675 was appropriated by the State to assist us in serving families on the waiting list. Our contract for assessment/administrative costs totals \$27,761.00. This partially funds one social worker. Benefit assistance payments were funded at \$329,990.00. The Tribe funded the Social Worker for approximately six (6) months.

Tribal Social Services also provided enrollment assistance to seven (7) cases. These cases involved 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. Of that number three (3) adults were enrolled. Three (3) cases are pending. One (1) case failed to follow-through. We also assisted in the enrollment of three (3) children who are involved in Indian Child Welfare Act court proceedings.

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 efforts in securing the passage of the Sexual Offender Notification and Registration Ordinance.

The department also administered through tribal funding and donations, the Christmas Toy Project and the Emergency/Catastrophic Program. In addition, we processed 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. During the year, we were also assigned the task of managing the Judgment Funds Program, which included developing policies and procedures for processing applications, which are forwarded to the BIA and the Office of Trust Funds Management for their approval. During the year, sixteen (16) applications were received. Eight (8) were approved and two (2) denied. Three (3) applications are pending. In two (2) cases there was no response and in one (1) case funds were in the process of being distributed as the youth turned 18 years. This program is an unfunded mandate and is labor intensive.

One other highlight for the year included a training session on the Investigation of Sex Offenders and Forensic Interviews of Children. This event was funded by BIA and was planned and organized by Menominee Tribal Social Services staff for tribal Law Enforcement Officers and tribal Social Services staff located in the BIA Minneapolis Area Region. Thirty-two (32) individuals participated in the training.

INDIAN CHILD WELFARE ACT

The Menominee Indian Tribe through its Social Department received a contract for funding for social services, which includes the Indian Child Welfare Act Program. Internally, we designated \$49,633.00 for project activities. The work plan provided for counseling/intervention services to fifty-five (55) Menominee families who were involved in Court proceedings as identified under the Indian Child Welfare Act. The second component provided for the department to participate in fifty-five (55) court hearings. The third objective was to provide a parent education component. This was to be accomplished through a Parent Education seminar to be offered at the Day Care. The last objective for the program specified that we would provide legal assistance, with tribal funds, to ICWA cases as required. Legal services were provided to thirty-seven (37) cases.

During the course of the year, one hundred nine (109) new cases were noticed to the Tribe under the requirements of the ICWA. This was slightly less than the one hundred eleven (111) cases referred to the Tribe in FY'01 which was the highest number of cases noticed to the Tribe since ICWA passage in November, 1998. Counseling services were provided to sixty (60) of the one hundred nine (109) families. In the remaining forty-nine (49) cases, contact has been with the agencies involved as in most 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 made one hundred two (102) court appearances on behalf of cases.

Through BIA and state funding, Menominee Tribal Day Care Center provided respite day care services to ten (10) unduplicated cases. This represents 1460 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 Menominee County Human Services, Menominee Tribal Clinic and Tribal Social Services. Additionally, Menominee Tribal Day Care provided Day Care Services to two hundred ten (210) other children for a total 19,865 days of Day Care 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.

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 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 \$20,800.00.

The Emergency/Catastrophic Program was initially funded at \$10,000.00. Later, due to need, the Legislature appropriated an additional \$10,000 and authorized the department to take \$800 from the Endowment Program. One hundred thirty-six (136) applications were approved and forty-six (46) were denied. The majority of the applications approved came under the emphasized category of medical related emergencies, funeral, and other crisis related situations.

The Endowment Donation Program was funded at \$800.00. 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. No assistance was granted under this program, as funding was re-directed to support the Emergency/Catastrophic Program.

The annual Christmas Toy Drive for Needy Children assisted one hundred forty-four (144) families representing one hundred eighty-six (186) boys and one hundred seventy-six (176) girls. A total of three hundred sixty-two

(362) children received new toys and gifts. \$1,500.00 was budgeted for the FY'2001 Christmas Toys for Needy Children. The total \$1,500.00 was spent.

For the second year gift certificates were mailed to the families selected for this program. Gift merchandise cards were purchased from Wal-Mart and this allowed us to serve a majority of families. However, we still received donations of toys and money from the community including the Methodist Church in Shawano, which provided gifts and platters of cookies to an additional nineteen (19) families representing eighty (80) children, forty-seven (47) boys and thirty-three (33) girls. We also received assistance from the students of the College of the Menominee Nation. They provided gifts to three (3) families which included twelve (12) children. Many thanks to all of you for your cooperation, generous donations and support which made all of this possible.

MENOMINEE TRIBAL DAY CARE

The purpose of Menominee Tribal Day Care is to provide a safe, stable environment where a child can learn, explore, create and play with the supervision of trained childcare workers. Our goal is to help children develop positive self-images while growing physically, emotionally and intellectually in a positive direction.

Menominee Tribal Day Care (MTDC) applied for and received several grants during FY2001. The "Centers for Excellence" grant, through the state of Wisconsin Governor's Office, awarded MTDC \$390,000. This grant has allowed our center to provide training to our staff, other area day care staff, and to our community. Some of these trainings include CPR, First Aid, Creative Activities, Sign Language, and Menominee Parenting classes.

MTDC hosted several in-service training for staff and community members on the following topics:

- Abuse and Neglect (November 2000)
- Sexually Transmitted Disease (November 2000)
- Fire Extinguisher, Blood Born Pathogens & Hazardous Material (January 2001)
- Adolescent Health and Natural Family Planning (February 2001)
- Menominee Parenting (March, April, & May 2001)
- Biting & Aggression in Toddlers (May 2001)
- "Lego's are more than just for the block area" (August 2001)
- Fetal Alcohol Syndrome (September 2001)

In February 2001, First Aid training was held here at MTDC with instructors from the College of Menominee Nation. Those who attended this training received certification good for three years. CPR training was offered at the college in September 2001. Participants will receive certification good for two years.

Basic Sign Language classes (October 2000-May 2001, August 2001 & September 2001) were held once a month with the intention to help enable staff and community workers to communicate with the hearing impaired. Teachers at the center are teaching the toddlers basic signs like eat, drink, more, and please to help them communicate their needs while they are learning to speak. We have found that this does help lessen the incidents of biting among this age group.

In October 2000, MTDC hosted a Halloween Family Fun Bash. Each classroom had an activity for family and community members to participate in. Some of the activities included frosting pumpkin cookies, beanbag toss, and face painting. We served a light dinner of BBQ, chips, and Witch's brew. Each child or family completed a checklist initiated by a teacher in each classroom. Completed checklists were handed in to receive a prize. Over 300 people attended our Fun Bash.

We have added a musical component to our center by contracting with Skip Jones, a local folk song musician. Once a month Skip comes into classrooms and plays music and sings folk songs. Occasionally he has an assistant who uses sign language to accompany his songs. He exposed the children and teachers to different musical instruments, songs and dance, which have carried over into the daily routine at the center. In November 2000, Skip Jones and Tom Pease, a national recording artist of children's music, had two performances for the community. The first concert, held in Shawano at the St. James School gymnasium, had 600 in attendance. The second concert, at the Menominee High School, had 50 people attend.

In December 2000 we hosted a car safety clinic for our families. The Menominee Police Department came to the center to check for proper installation of car seats. In June 2001 the Tribal Police, MTDC, and the Stockbridge-Munsee "Honoring our Children" program collaborated to provide a car safety clinic. In this clinic car seats were checked for adequate size for each child. Twelve car seats were given to various community members. Many parents were surprised to find they were not correctly installing their child's car seat and were grateful for the information.

The Daycare is involved in the development and implementation of a childcare Director's support group. We had our first meeting in September 2000 and have hosted meetings at various daycare centers this past year. We provide in-services on topics such as stress relief and how to handle parent concerns. We have found this group to be an excellent resource for networking and trading ideas with each other.

In May 2001 our teaching staff was the first group of people to complete their Infant/Toddler Credential offered by CMN. The college worked with the Registry, which is Wisconsin's recognition system for childcare providers. The Infant/Toddler Credential is a 12 credit-training course which is very specific to the young population we serve at the Daycare.

MTDC hosted a Family Fun Day in May 2001. The Tribal Police photographed and fingerprinted the children. McGruff the Crime Dog handed out summer safety tips, and the Tribal Clinic handed out playground safety tips. We had a moon bounce, dunk tank, and horse drawn wagon rides for pure enjoyment. Over 200 community member participated in this event.

In June 2001 we hosted the first annual "Honoring our Parents Powwow" at the Daycare Center. We had two drums and approximately 100 family members participate. We had a traditional feast for lunch and the weather cooperated.

MTDC has contracted with the Portage Project to develop a child assessment tool for children 0-5 years of age. This assessment will evaluate each child's individual social, emotional and cognitive development. June 2001 we implemented this tool and are now in the process of using the assessments to develop individualized lesson plans so teaching staff can better meet the needs of the children and families we serve.

MTDC also received a Locally Match Grant from the State for \$217,000 that allowed the center to add two new playgrounds and revamp our existing playgrounds. We now have a playground for each age group; infants, toddlers, preschoolers, and school-age children.

We have purchased classroom equipment, age appropriate furniture, and learning materials for all 14 rooms. The school-age classroom was the neediest of age appropriate equipment. They now have two classrooms of new furniture and materials. They have a computer station with 2 new computers and a game room complete with Nintendo, air hockey and foosball. All the toddler rooms have new downsized tables, chairs and shelves. We have noticed a drop in accidents due, in part, to the new age appropriate environments.

The most exciting new element to our program is the development of a Resource Room for our community. We are in the process of purchasing equipment and resources that pertain to Early Childhood development which will be available to parents and staff to check out and use at home. We are currently collaborating with the Oneida tribe to incorporate a tribal component to the library. We will continue to work with the Wisconsin Intertribal Early Childhood Council to gather information and resources relative to the customs and traditions of the eleven Wisconsin Tribes. In addition, the Menominee Preservation Department will play a critical role in this initiative as it relates to the Menominee Tribe. It is our intention to add these materials to the library and to allow all Tribal Early Childhood agencies to check out these resource materials. This project will be ongoing throughout the next fiscal year.

In September of 2001 the Locally Match Grant paid the tuition for 28 people to enroll in 6 credits of the Infant/Toddler Credential offered at CMN. They are scheduled to complete the remaining 6 credits in the spring of 2002, to graduate and receive the Infant/Toddler Credential through the Registry.

In July 2001, the Menominee Tribe received a grant for development and implementation of an Early Head Start program. The program will be developed at Menominee Tribal Day Care and Maehnowsekiyah Day Care Center. Administrative staff are currently working with the Head Start program to develop this component over the next year. Each entity will begin serving children in August 2002.

It is the goal of MTDC to continue to provide high quality child care services to the community with highly qualified teaching staff and state of the art day care facilities.

MENOMINEE TRIBAL CHILD SUPPORT AGENCY

The Menominee Tribal Child Support Agency (MTCSA) is currently staffed with a Child Support Manager, part-time Attorney, full time Clerk, and three (3) full time Child Support Specialists. The agency was funded under a cooperative agreement with the WI Department of Workforce Development-Child Support and the Tribe for the period of October 1, 2000 – September 30, 2001. At this time, the Tribe is in the process of negotiating another cooperative agreement with the WI Department of Workforce Development-Child Support, which will cover the period of October 1, 2001 – September 30, 2002. The Menominee Tribal Child Support agency is currently in the

process of completing and submitting a Federal Grant application for direct federal funding for the Child Support Agency. The Child Support Agency anticipates submitting the application to the Federal Government for approval by October 31, 2001. When the Tribe's application is approved, the Cooperative Agreement with the WI Department of Workforce Development will be voided.

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, all Menominee County Child Support cases 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 Trust fund for disbursement. This duty used to be the responsibility of the Menominee Tribal Court. However, the Tribal Court has no connection with the State process. The cases in the 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 continues to receive 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 MTCSA along with MITW-MIS Department, continue to develop and tweak the Tribal Computer system, which is named Menominee Indian Nation Data System (MINDS). The goal for Tribes is to develop their own computer database in the future to link with each other for non-custodial parent information and case information.

The current status of the Menominee Tribal Child Support Agency is as follows: we have approximately 1356 child support cases. Court actions for enforcement/establishment from October 1, 2000 to September 30, 2001 consist of order for support – 297, orders for contempt – 102, warrants - 47, commitments – 52, paternity (genetic test) - 36, foreign child support orders enforcement - 8, acceptance of change of venue - 11, new cases – 21, stipulations – 129, foreign income withholding orders – 111, and cases out to other jurisdictions for enforcement - 8.

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. We have a desperate need to have increased availability of court time in order to handle the backlog of cases, which is developing.

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. This schedule was developed after 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.

SOUTH BRANCH COMMUNITY

Tony Warrington

As a community we have come together

J.O.M. employees one aide, Clare Corn's responsibility is to oversee the following services: Library Aide and Study Center Aide

Maehnowesekiyah:

The Trails program utilizes the center monthly; they help teach our community youth about the ill effects of drug and alcohol use. The program also has an arts and crafts coordinator in which many of the children enjoy. The youth made cards for Mother's Day and Father's Day as a group project.

U.W. Extension, 4-H Youth Report

Jean Connors with the help of Barbara Wescott, and the 4-H kids planted a garden in which the children maintained, planted, and harvested the vegetables for the season. The garden consisted of numerous flowers and vegetables; the sunflowers grew over 10 feet tall. Since we had a large crop this year we donated a lot of the vegetables to elders throughout the reservation.

Community Garden

Laurel Otradovec and Lloyd Pecore assisted, no one else participated with this project.

Elderly Meal Program

Coordinated with the Menominee Aging Division, and the Neopit Senior Center they provide a nutritious noon meal. Two Title V workers assist with the distribution of the meals, they also provide activities with our elderly people.

Community Services

A grant writer was hired to help the center with locating, setting up, and writing new grants which will help to make our center more self sufficient. We are still waiting to here from our possible funding sources.

Rent

The Community Building was currently rented out for the following services:

- Two funerals
- One wedding reception
- Two meetings

TAX COMMISSIONER

Roberta Reiter, Director

The position of the Tax Commissioner was first held by one employee in 1983. After 1992 the Tax Commissioner's Office was staffed with fulltime positions i.e., Tax Commissioner and Secretary. The office monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes and is responsible for the refunds:

CIGARETTE REFUNDS

Indian Tribe's Claim for Wisconsin Cigarette Tax Refund Claim CT-001 is completed monthly with total number of tax-paid single cigarettes sold on the Menominee Reservation.

Cigarette Tax

Claim for refund pursuant to section 139.325 of the Wisconsin Statutes is completed quarterly.

TOBACCO REFUNDS

Indian Tribe's Claim for Wisconsin Tobacco Products Tax Refund Claim TT-001 is completed quarterly with the total tobacco products taxes paid on products purchased on Menominee Reservation.

Tobacco Products Tax

Claim for Refund Pursuant to section 139.805 of the Wisconsin Statutes is completed quarterly.

GAS TAX REFUND

All Tribal departments are required to submit gas usage monthly for all Tribal vehicles. The refund is completed on a yearly basis.

The Ordinances that are enforce include:

- No. 79-04 Cigarette
- No. 80-13 Rafting
- No. 82-10 Tribal Preference

No. 82-19 Use Tax on Construction Material
 No. 82-22 Construction Material Purchased from MTE
 No. 83-03 Fireworks
 No. 94-15 Hotel Room Tax

The amount budgeted for the Tax Commissioner's Office operation was \$75,000.
 Total Expenditures were \$54,501.97.
 The Tax Commissioner's Tax Revenue projection for the 2001 fiscal year was estimated at \$456,540.00.

Lodging Tax	\$ 63,902.37
Gas Tax Refund	\$ 8,273.36
Fireworks	\$ 450.00
Construction Tax Income	\$ 37,109.71
Cigarette Income	<u>\$263,715.79</u>
Total	\$373,451.23

On August 29, 2000 the selling of pull-tabs were discontinued.

TRIBAL JUDICIARY

Joseph. 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 roll of the court is to provide judicial services on the Menominee Indian Reservation through the adjudication of criminal, civil, juvenile, family, probate and other matters within the jurisdiction of the court.

The Menominee Tribal Court continues to coordinate with all service agencies on the Menominee Reservation along with the State and Federal government agencies. The Court works closely with the Tribal Prosecutor, Tribal Police and Probation & Parole Department. Children, family and guardianship matters are handled through Tribal Social Services and Menominee County Health & Human Services Department.

Court personnel follow: Chief Justice, Tribal Judges (2), Associate Justice (one vacancy), Deputy Clerks of Court (3), Administrative Assistant and Bailiff

STATISTICS

<u>Case Type</u>	<u>Filed</u>	<u>Heard</u>
Motor Vehicle	1,044	1,222
Curfew & Underage Drinking	609	701
Conservation/Adult Ord.	89	94
Truancy	198	496
Juvenile Motor Vehicle	31	31
Restraining Orders	78	78
Order To Show Causes	789	789
Adult Criminal	257	1,413
Civil Cases	697	265
Juvenile/JIPS	115	305
Custody	25	38
Adoptions / TPR'S	2	2
Child Support / Paternity	246	395

(Civil cases includes Small Claims, Civil, Divorce, Probate, Relinquishments, Name Changes and Guardianships).

Problems: High caseloads continue in the areas of delinquency and juvenile ordinances, violations (underage drinking), curfew and truancy.

Staff shortage continues due to abundant workload and other unexpected duties.

Lack of space has been identified consistently. Plans are underway to construct a new building which will house the court staff, election and probation & parole. Construction may begin in April/May 2002.

Major Accomplishments: An ongoing cooperative agreement, which provides child support services has provided monetary assistance to the family unit. The volume of work continues but the court staff has been accommodating this demand.

A vigorous campaign has been launched to collect past due fines and fees.

Night Court: Tuesday evenings consist of the juvenile docket so it does not conflict with school attendance.

Judicial Services has fulfilled all compliance 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. The current owner is a foreign company and the Crandon deposit has changed hands five (5) times 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. Citizens of Wisconsin are also at risk because Mining will change the State to a potentially Mining District over time.

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. We and other 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 for the whole state.

Menominee Treaty Rights and Mining Impacts Office has been in existence for six (6) years and together with the Tribe and Legislature has been one of the leaders and one of the most credible organization recognized by organizations, and citizens politically, legally, and technically in the fight against the Crandon Mine. 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. At present, the Army Corps of Engineers (ACOE) and Wisconsin Department of Natural Resources (WDNR) are currently on a fast track schedule to completing a Draft Environmental Impacts Statement (DEIS) and Environmental Impact Statement (EIS) statement to public master hearing.

The Crandon mine state permitting process continues to move forward, despite the state's passage of a moratorium law four 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. Four (4) Tribes, eight (8) Counties, twenty-four (24) Townships and thirty-eight (38) Organizations have voted to Ban Cyanide in Wisconsin Mines as of the end of October 2001.

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; and BHP 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.

Tribes and other mine opponents continue to review, analyze, and point out deficiency in the Crandon Mine permitting process. Because of the budget constraints of the Tribe the Office staffing compared to two (2) years ago has experienced discontinuance of: 1) Technical Mining Data Projects Coordinator; 2) Office Secretary; 3) Research Analyst; and now 4) Environmental Attorney. Therefore; creating a situation making us work harder in attempting to accomplish the goals and objectives of the Office and Menominee Indian Tribe.

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 Menominee 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

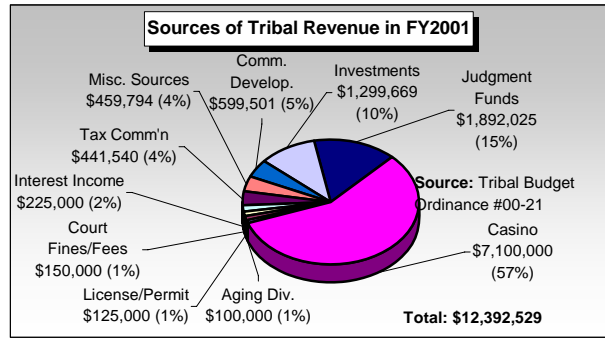
Betty Jo Wozniak

Tribal Administration advances the interests of the Tribe by coordinating many of the Tribe's various activities, working collaboratively with available resources to help gauge the demands and desires of the public, and by promoting those resources that are responsible for designing solutions to the problems that face the public. The office employs one lead administrator, two assistant administrators, one administrative assistant, one receptionist, one budget specialist, and one grant writer. Collectively, these seven dedicated individuals possess over 79 years of diverse public service experience. Furthermore, they are committed to promoting productive relations between labor and management, providing practical direction and advice, and meeting a standard of excellence through the use of cooperation and teamwork.

Tribal Administration principally only provides direct services to, and is funded directly by, federal, state, tribal, and privately funded programs. Accordingly, the greater part of this office's efforts are concentrated on ensuring that obligations borne out of funding contracts and grants are properly put into practice. Obligations such as the proper performance of goals and objectives, meeting of deadlines and other important timelines, submittal of reports and other forms of correspondence, and management of staff and resources are often key elements of any contract or grant, and therefore receive special attention by office staff. With the hard work of the Tribe's directors, Administration's oversight, and the support of the Legislature and Chairman's Office, the Tribe is without question one of the most effective, progressive, and proactive contract and grant administrators in Indian Country.

Tribal Administration's days-to-day activities frequently involve (a) providing direct supervision to 29 of the Tribe's 41 departments; (b) establishing and maintaining positive and productive contacts with outside funding agencies; (c) reviewing, recording, and monitoring activities to ensure compliance with federal, state, and local mandates; (d) receiving, reposting, and distributing federal, state, and local contract and grant related information; (e) providing technical assistance and advice to all departments of the Tribe; (f) providing intermediate communication and direction between the Legislature and other departments; and (g) performing such other tasks as are periodically assigned by the Chairman's Office and the Legislature. The following are a few highlights of Administration's accomplishments over the past year—

- Administration continued to help the Legislature in the preparation of the 2002 annual Tribal budget. This is a monumental task that requires the close cooperation of all departments, the assistance of various outside agencies, such as the Casino and the County, input from the Legislature and, ultimately, the Legislature's approval. Planning for the upcoming budget was made that much more unpredictable this year by the dramatic declines we saw in the stock market, for investments that were to be utilized as revenue in the budget lost much of their value. The sluggish economy, fears of recession, and increasing national unemployment are likely to dampen vital and once robust revenue sources, particularly the Tribe's gaming revenues. As such, Tribal programs will have to continue curbing their expenditures and scaling back on their plans in FY2002. The following graph illustrates just how dependent the Tribe was on its gaming revenues in FY2001, and will continue to be in FY2002 since the interest from the judgment funds will no longer be available. Please note that the attached chart is based on projected revenue, and that the actual revenue generated by individual departments may be higher or lower.

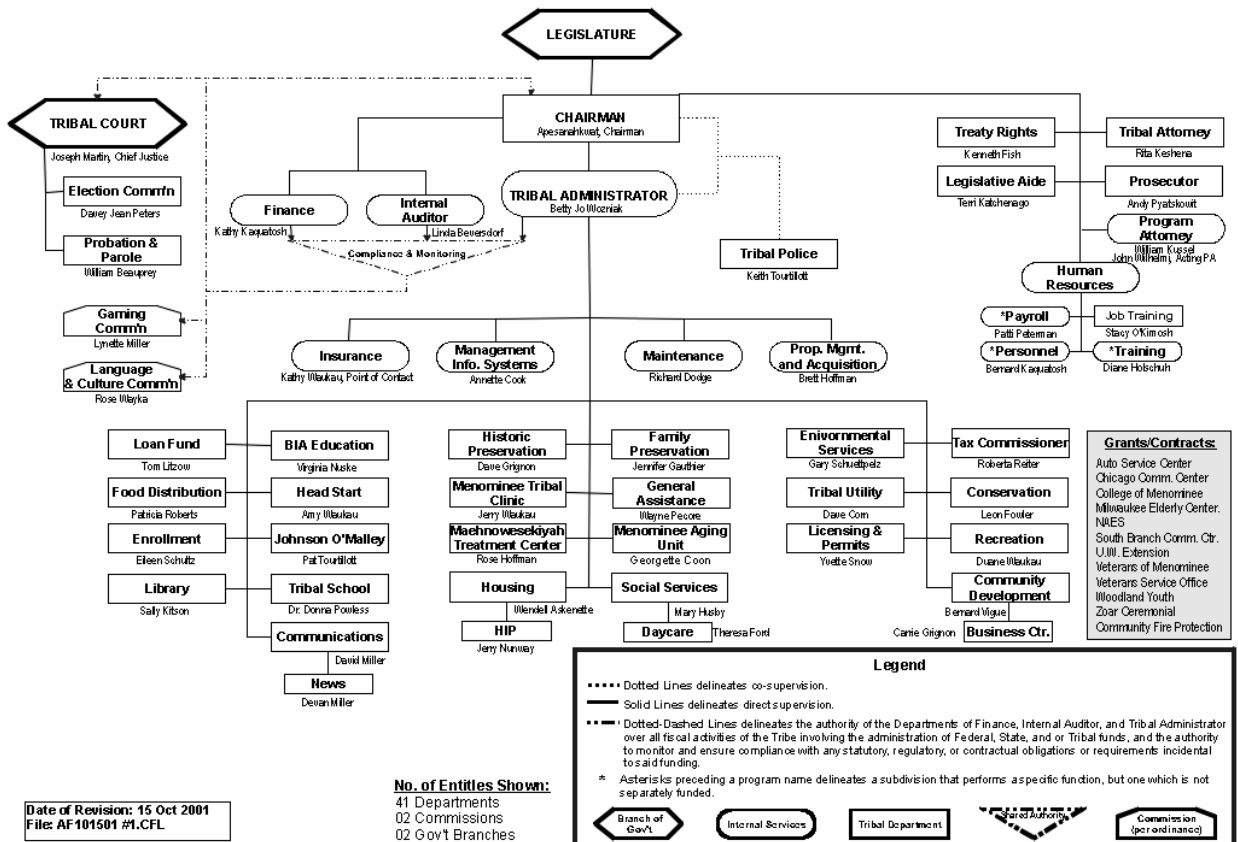


- This year Administration welcomed three new directors to the organization: Jennifer Gauthier, Family Preservation and Support, Dr. Donna Powless, Menominee Tribal School, and John R. Wilhelmi, Acting Program Attorney. All of the new directors were working or had worked for the Tribe in various other capacities. These directors are doing an outstanding job and are a welcome addition to management. Administration also said goodbye to 4 directors this past year: Yvette Hartman-Wilber, Insurance; Thomas Kenote, Family Preservation; Yvonne Matson, Menominee Nation News; and Royal Warrington, Legislative Staff. Jennifer Gauthier filled the vacancy left behind after Thomas Kenote's departure, while the Insurance manager and News director positions were phased out with the departure of Yvette Hartman-Wilber and Yvonne Matson, respectively. Sadly, the organization and the entire Tribe were forced to say goodbye to Royal Warrington on 09/23/2001, after he passed away from an unexpected illness. Royal was a fine director and a strong advocate for every cause he championed. His absence is evident and sure to be felt for a long time to come.

A copy of the Tribe's administrative structure appears as follows:

MITW ADMINISTRATIVE STRUCTURE

ADMINISTRATIVE FLOWCHART (Ordinance No. 95-04)



- Administration, through its grant writer, contributed significantly to the preparation and submission of numerous contract and grant applications. It assisted in or was directly responsible for the preparation, submission, and award of 32 contracts and grants totaling \$3,657,241. In addition to these contracts and grants, this office was waiting for word on 22 other contracts and grants totaling \$4,349,967. This is a remarkable achievement considering the small size of the Grant Writer's Office and testament to our Grant Writer's ability. It is also demonstrates just how committed many of our director's are at easing the financial burden on the Tribe.
- The funds awarded to the Tribe under Section 3 of the Act of August 17, 1999, Pub. L. 106-54, popularly known as the "judgment funds," were dispersed by the Tribe as provided for in the "Plan for the Use and Distribution of the Menominee Indian Tribe of Wisconsin Judgment Funds," (the "Plan"). On Friday, October 13, 2000, approximately \$16,026,000 (or 58.8%) of the award, or \$2,000 per tribal member, was distributed to all tribal members or placed into trust accounts for their future use and benefit. The remainder of the funds were placed into short and long term investments for use as follows: (1) renovation and expansion of the Tribal Courthouse, \$1,500,000; (2) education endowment, \$4,000,000; (3) burial fund endowment, \$2,000,000; (4) health care endowment, \$2,000,000; (5) utilities capital improvement fund, \$1,500,000; (6) alternative and additional projects, \$218,665; and (7) tribal budget appropriations, \$1,892,025.

The \$2,000 per capita distributions for minor, legal incompetents, incarcerated individuals, and individuals whose whereabouts are unknown were placed into special interest-bearing accounts known as Individual Indian Money (IIM) accounts. These accounts are setup and maintained by the U.S. Department of the Interior – Office of Trust Funds Management and are supervised by the Bureau of Indian Affairs. Various federal statutes, regulations, and tribal policies govern the manner in which these accounts are to be maintained, and specify the process and purposes under which the funds may be accessed and utilized. The federal statutes and regulations governing IIM accounts generally appear at 25 USC §4001 et seq. and 25 CFR Part 115, respectively. Local tribal policies on IIM accounts may be obtained from the Tribe's Social Services department.

Some tribal members experienced significant delays while trying to access their IIM accounts. The majority of these delays were caused by the enactment of sweeping new federal regulations that went into effect on March 23, 2001. These regulations entirely revised the regulations governing IIM accounts, and so it took the Bureau

of Indian Affairs and Office of Trust Funds Management time to develop or refine the processes necessary to effectuate the purposes of the regulations. These problems have since been resolved. On behalf of Administration, I'd like to thank every employee and member of the Tribe for his or her patience and understanding during the Tribe's financial dilemma. Legislative and administrative officials are doing their very best to mitigate the impacts that the stagnating national economy is having on the services that the Tribe delivers, and they continue to aggressively pursue available federal, state and local solutions, like seeking additional grant opportunities and implementing program innovations. Although uncertainty looms, especially in light of the recent terrorist attacks, what is certain is that the Tribe is no stranger to adversity. Make no mistake about it: The Tribe will persevere just as it always has

TRIBAL UTILITY

Dave Corn, Director

The Menominee Tribal Utility Department provides sewer and water services and septic service to all people within the reservation boundaries. We also provide and service the electrical in Middle Village.

The number of customers and location:

<p>MIDDLE VILLAGE: 64 residential sewer, water and electric 5 commercial sewer, water and electric</p>	<p>NEOPIT 210 residential sewer and water 21 commercial sewer and water</p>
<p>KESHENA 305 residential sewer and water 54 commercial sewer and water</p>	<p>ZOAR 23 residential water 4 commercial water</p>
<p>TRAILER COURT 17 residential water</p>	<p>REDWING 21 residential water</p>

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

The Neopit Lagoon project is scheduled to start in the spring of 2002. This project will include cleaning, relining and upgrading the present lagoon system. Indian Health Service (I.H.S.) will do this with funding provided by I.H.S., Menominee Tribal Utility, and E.P.A.

PROJECTS

The Utility and Community Development are doing the planning and design of a new Wastewater Treatment Plant in Keshena. This project is a \$3.8 million dollar facility.

The Utility, I.H.S., and E.P.A. are working on a water loss program. This will consist of a water meter being installed in each customer's home.

ZOAR CEREMONIAL

The Tribe maintains the Zoar Ceremonial Building. The building is used for "Big Drum" ceremonies, seasonal services, funerals and spiritual healing.

The Zoar Ceremonial building is also used for AODA awareness, Youth Trails meetings, JOM youth arts & crafts, community meeting site with Tribal Legislators and Emergency site.

This year the budget was in the amount of \$6,281.00. The budget covered expenses for the Insurance of the building and the utilities and fuel for the building.

We were recently able to transfer some beds from Maehnowesekiyah to the Zoar Ceremonial building for use of families during funerals. These replace beds that were old and in need of replacement. There is also a need for repairs and upkeep of the building and we are working with the Chairman's office on a solution to this.