

MENOMINEE INDIAN TRIBE
OF WISCONSIN



ANNUAL REPORT
2004

Welcome and Happy New Year!

This marks the last year in my three-year term as a Menominee Tribal Legislator. It is very hard to believe that those years have flown by so quickly. I must state that it has been an honor to serve as your representative on the Menominee Tribal Legislature. I shall never forget the opportunity and privilege that was entrusted upon me on February 9, 2002.

A great deal has occurred within the last year, so let's get started, Please keep in mind that you will get more detailed information within this annual report. In addition, you will receive more information from the other Legislative members as they present their committee reports and time on task accomplishments. As usual, I will briefly hit on some topics and present more in my State of the Menominee address.

FISCAL: Once again the Tribe adopted a very prudent budget for FY-04. It was important that the budget expenditures come in line within conservative revenue projections. Also, the Tribe would not take any funds from the reserves or 3rd. party health funds. This marks the second year in a row that actual revenue exceeded projections and programs stayed within appropriations. This is the best fiscal position the Tribe should continue in order to be fiscally secure. Again, a lot of credit goes to the Menominee Casino Bingo and Hotel for exceeding their revenue projects in a big way.

KENOSHA: There were a number of accomplishments to note for Project Eagle. Some of these might seem old news to you, but they did occur in this fiscal year. The Tribe secured Developers. They are Mr. Dennis Troha and the Mohegan Tribe of Indians of Connecticut; they both bring a great deal to the project. The Option Agreement was executed on the Dairyland Greyhound Park. This agreement secured a fabulous location for the Tribe's plans. There were a number of designs and massing diagrams created for the property. The Architectural Firm has met with some elders and Staff from Historic Preservation in order to incorporate aspects of Menominee culture into the drawings. These drawings are awesome and add another element of excitement as to what "Project Eagle" will mean to the Menominee and Kenosha Communities.

GAMING COMPACT: The Menominee Indian Tribe of Wisconsin executed a compact amendment with the State of Wisconsin in 2003. The specific amendments focused on four major points; Scope of Games, Perpetuity, Expanded hours, and increased betting limits. All of which have created a positive financial impact to the Casino's revenues. Some members in the Wisconsin Legislature did not agree with the terms of the compact amendments and filed suit against the Governor. To make a long story short, the Panzer v. Doyle decision placed some of these points in jeopardy. Currently, the Tribe's approach is that we have a valid federally recognized compact and subsequently have made our projected payment to the state. If and when any new compact amendments are executed, you will be informed as soon as possible.

STRATEGIC PLANNING: Hopefully many of you will recall that discussion we had regarding a strategic plan for the Tribe. The great news is that an ANA grant was secured in order to complete the next phases. Securing the funding was critical in order for the work to be continued and a plan to be developed. Please watch for the next phases to be developed with Administration, including Directors and the Community. This will be a very ambitious project that will have a deep and lasting impact on the Tribe. Please become actively involved with this very worthwhile project.

In closing, I look forward to seeing you at the Annual General Council. As my term comes to an end, **! THANK YOU for allowing me to serve you.**

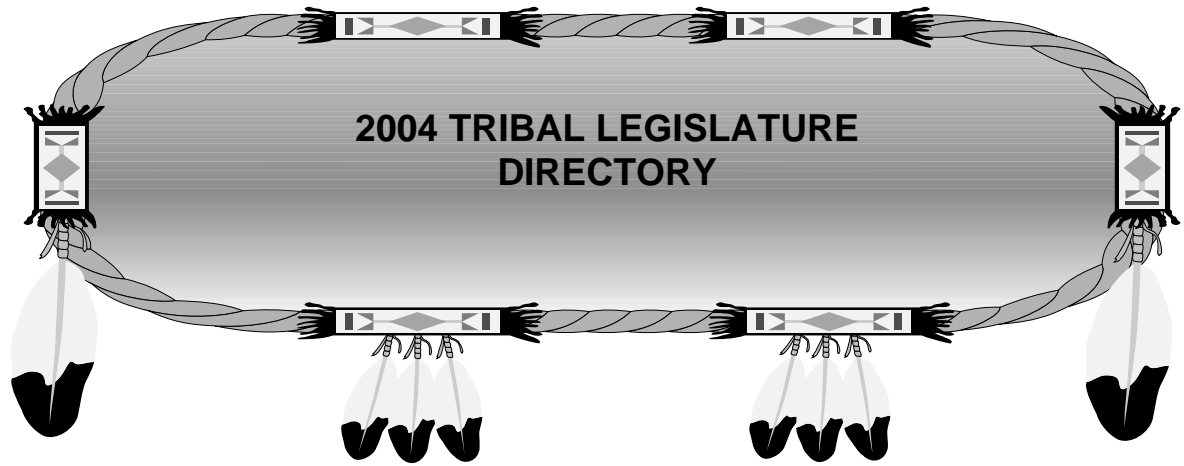
Respectfully,

Joan R. Delabreau, Chairperson

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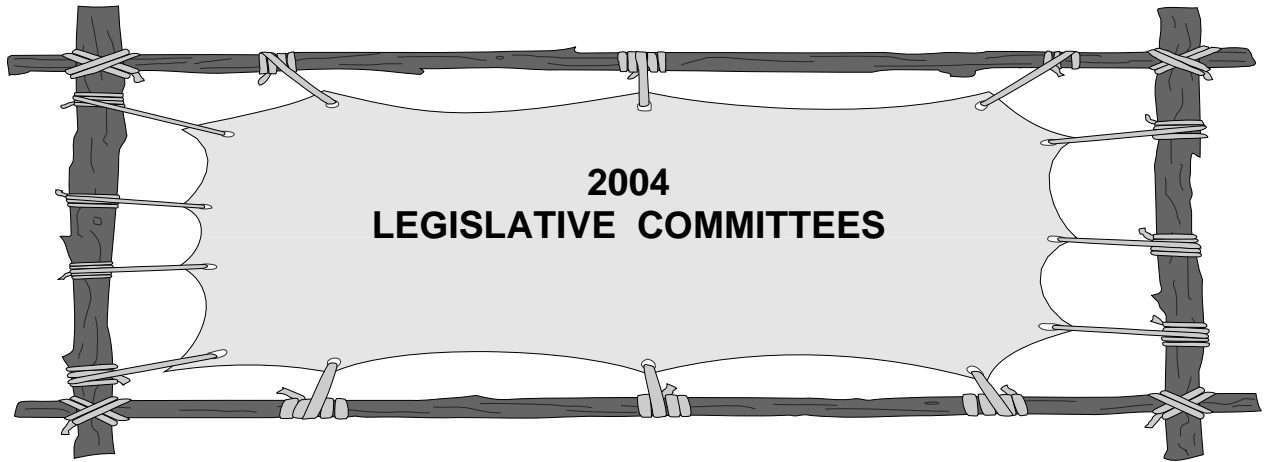
TERM-07

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TERM-07

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**2004
LEGISLATIVE COMMITTEES**

BUDGET & FINANCE COMMITTEE

CHAIR: Laurie Reiter

Michael Chapman
Tony Waupochick, Sr.
Ann Marie Johnson
Kathy Kaquatosh – Finance
Dan Maine - Insurance
Randy Chevalier

COMMUNITY DEVELOPMENT

CHAIR: Annmarie Johnson

Dave Corn
Bernard Vigue
Jim Horton
Pat Corn
Dave Grignon
Susan T. Waukau
Robert Lyons

ENFORCEMENT & RESOURCE PROTECTION

CHAIR: Gary Besaw

Theodore Warrington
Mark Waukau
Bill Kussel
Al Fowler
Brian Lepscier
Barbara Nelson
Gary Schuettpelz
Lynette Miller
Lew Boyd

GOVERNMENTAL AFFAIRS

CHAIR: Michael Chapman

Laurie Boivin
Annmarie Johnson
Kathy Kaquatosh
Ben Kaquatosh
MIS
Lisa Waukau

HEALTH & FAMILY COMMITTEE

CHAIR: Stephanie Awonohopay

Mary Husby
Duane Waukau
Shannon Wilber
Betty Jo Wozniak
Jerry Waukau
Gaynelle Hawpetoss

HOUSING COMMITTEE

CHAIR: Theodore Warrington

Jim Horton.
Dave Corn
Kim Komanekin
Gerry Sparks
Lloyd Pecore

LABOR, EDUCATION & TRAINING

CHAIR: Tony Waupochick, Sr.

Dr. Verna Fowler
Amy Waukau
Dr. Donna Powless
Karen Washinawatok

Virginia Nuske
Rose Wauka
MISD SCHOOL Board Rep
CMN Student
Treva Chupco



TRIBAL AD HOC, TASK FORCES & COMMUNITY COMMITTEES

MTL/MISD TASK FORCE

CHAIR:

MTL/MTE TASK FORCE

CHAIR: Anthony Waupochick
Gary Besaw
Laurie Reiter

KESHENA COMMUNITY

CHAIR: Annmarie Johnson
Michael Chapman
Gary Besaw

SOUTH BRANCH COMMUNITY

CHAIR: Theodore Warrington
Laurie Boivin
Stephanie Awonohopay

ZOAR COMMUNITY

CHAIR: Stephanie Awonohopay
Anthony Waupochick
Laurie Reiter

MTL/MEN. CO. TASK FORCE

CHAIR: Laurie Boivin
Joan Delabreau
Theodore Warrington

CASINO AD HOC

CHAIR: Laurie Boivin
Anthony Waupochick
Laurie Reiter
Stephanie Awonohopay

NEOPIT COMMUNITY

CHAIR: Laurie Reiter
Joan Delabreau
Anthony Waupochick

MIDDLE VILLAGE COMMUNITY

CHAIR: Gary Besaw
Annmarie Johnson
Joan Delabreau

CHICAGO COMMUNITY

CHAIR: Michael Chapman
Laurie Boivin
Theodore Warrington

AGING DIVISION

Betty Jo Wozniak, Acting Director

This division provides a variety of services funded by federal, state, county and tribal funds to enhance and enrich the lives of senior citizens and, in some cases, the disabled of Menominee County/Reservation. Its activities are guided by the Commission on Aging and the Tribal Health and Family Committee.

Title III – Funding provided through the state allows us to provide center-based activities including noon meals, five days a week; meals for home bound individuals; and act as a resource center providing information and a facility to interact with peers. An average of 90 meals per day are prepared and served daily at the Keshena Center for an annual total of over 22,000 meals a year. These funds also pay for the services of caregivers, helpers that check on the elderly, take them to medical appointments, take their blood pressure, do simple home chores, and provide assistance to families with respite care so that they may get a break in caring for their family members. Funds provide for a benefit specialist whose job it is to assist seniors in accessing the services they need like social security, transportation and legal advice. In 2004 a total of 121 individuals were served. These men and women ranged in age from 50 to 93 years old.

Title VI – This funding is available through the federal government via the Older Americans Act, the same source as the Title III funds. It provides the same services as the Title III funds. The Neopit Center serves an average 50 meals per day for an annual total of approximately 12,400. In addition to serving the needs of Neopit residents, those who live in South Branch are also provided with meals. This grant also provides for caregiver services.

The Older Americans Act funds meal programs not only for obvious nutritional reasons but also to encourage seniors to continue to be active in their communities and benefit from the social opportunities offered at meal sites. The mission of assisting elders to be able to remain independent for as long as possible is carried out also with the provision of in-home respite care. In thirteen instances we were able to provide family caregivers with an opportunity to get respite from their duties. The personal care portion of the Caregivers services that provides help primarily to those living alone provided assistance to 30 elders.

Community Services Block Grant (CSBG) – The purpose of this state grant is to assist seniors in obtaining those services, including assistance with medical equipment, home appliances, and when needed, utility bills to enable them to remain in their homes and as independent as possible. Current policy allows assistance one time per year due to limited funds. In 2004, 44 individuals were assisted.

Federal Emergency Management Assistance (FEMA) - This is a program of very limited funding, \$2,500 annually. It provides assistance in paying utility bills, food and emergency shelter. The maximum amount allowed per fiscal year currently is \$100. In FY 2004 we helped 23 seniors.

Senior Companions and Foster Grandparents – This program is funded Great Lakes Inter-Tribal Consortium. Seniors are hired and paid by GLITC to work with other elders, providing them with companionship, doing minor home chores and providing transportation. Foster grandparents are matched with children and act as mentors and surrogate grandparents. We have a total of 16 seniors providing services to 42 other seniors and 226 children.

Community Based Residential Facility – This part of the division provides primarily assisted living residential services to seniors and the disabled who are ambulatory and in fair health but are in need of a minimal amount of assistance with their everyday living needs. We monitor their health needs, make sure they take their medications, make sure they eat nutritional meals, transport them to medical appointments and provide them with a comfortable and safe living environment. We currently have 5 residents in our 13 bed facility.

We also provide respite services and adult day care. This service allows family members an opportunity to get a break from the stress that comes with caring for family members who are unable to care for themselves and cannot be left alone for even short periods of time but prefer not to live in a residential facility. We provide services to those needing assistance, short of nursing home care, during recuperation periods. These are generally short term arrangements, approximately two weeks or less in duration.

Nurse Supervisor – This is a key staff position. The nurse, Michelle Hoffman, supervises the CBRF staff in their provision of services to the residents. She is responsible for working with all of the division's cooks and the clinic's nutrition staff to assure that the meals served meets the nutritional needs of those we feed. She supervises the Community Caregiver Coordinator, Candy Figgins, who in turn provides the day to day supervision of all caregivers

(except those working in the CBRF.) Michelle Hoffman also is responsible for providing monthly blood pressure screenings at the senior centers. Hired in August, Michelle is working diligently to promote the CBRF to increase the number of residents. Experienced in training nurse's aides, she will also provide the necessary training to meet annual requirements.

Maintenance – In addition to maintaining the Division's three facilities, staff provides grass cutting, snowplowing and firewood to eligible seniors. This service is available to those who meet the criteria established by the Commission on Aging. Limited assistance is also available to seniors with minor home maintenance within the funding and skill levels of staff. We have air conditioners and durable medical equipment to loan. In FY 2004, seniors were served as follows: 107 snowplowing, 9 grass cutting, 7 minor home repairs, 35 air conditioners, and 25 durable medical equipment loans.

In addition to the services identified, the Aging Division provides recreational opportunities for the seniors. Annual events include attendance the Four Nations Picnic, field trips to shows (when funding allows), and the Elders' Christmas Party. The CBRF provides space for seniors to gather to do crafts, most recently quilting, and is available for other types of activities, if they choose. Elders are transported to meetings intended to give them information about subjects that concern them.

Fiscal year 2004 was one of change. The former director resigned and a reorganization of staff assignments to promote efficiency was instituted. This reorganization requires staff to be more responsible for related duties. For instance, the Community Caregiver Coordinator now supervises all home caregivers, senior companions, and foster grandparents. Previously, she only supervised 6 caregivers funded under Title VI. She now supervises a total of 24 full and part time workers.

Michelle Hoffman is taking the lead in preparing the CBRF for state licensing. She is reviewing existing policies for compliance with regulatory requirements. She and the acting director (and the new director, when hired) will work with other staff to determine when must be completed in order be licensed by the state. Licensure will allow us to access other sources of revenue to help fund the living expenses of more eligible potential residents.

It is an exciting and challenging time in the operation of services intended to assist seniors and the disabled in maintaining their independence and health for as long as possible. These programs are not intended to take away their responsibility for their own needs or make them dependent upon the Tribe and other funding sources. Supportive Services are provided so that they maintain their independence and dignity.

Despite the uncertainty of the past fiscal year, the staff has pulled together, worked hard and continued to provide service to the best of their ability. They are coping with a different way of carrying the mission of the Aging Division and are doing their best work. They are to be commended for their effort and dedication and I want to thank them for their cooperation.

ATTORNEY, PROGRAM

Rita Keshena, Tribal Attorney

The Attorneys' Office is responsible for serving in the capacity of staff attorney for the Tribe, and, as such provides legal assistance to not only the Tribal Programs and administrative staff relative to their scope of work but also to the Tribal Chairman and the Legislature. The office is funded through the indirect cost pool.

The office provides legal representation in many ways, including issuing legal opinions, drafting contracts, advising on personnel matters and grievances, negotiating with federal, state and local governments and representing the Tribe in various courts including Menominee Tribal Court, Wisconsin Circuit Courts and the United States Court of Appeals for the Seventh Circuit.

The office experienced a personnel change within the past year, namely the previous assistant attorney was reassigned and later appointed as assistant prosecutor.

It is the goal of the Attorneys' Office to organize, build, and develop the Office into a high-quality law office meeting the daily legal needs of the Menominee Tribe.

CHILD CARE SERVICES

Brenda Wilber, Acting Director

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

We provide full time child care services for children ages 6 weeks through 5 years, all year round. We also offer wraparound services for Early Headstart, Headstart, and School-age children during the school year. During the summer we have a School-age program and the children go on numerous field trips.

We have expanded our licensing capacity by 50 children with the revision of basement space into a school-age classroom, putting our capacity at 186 children. This room has its own kitchen area, complete with stove, refrigerator, cupboards, and sink, and two bathrooms to meet the needs of the school-age children, ages 5-12.

We are now using the Brigance screening, the same tool used at Headstart, for the children at the daycare. The Brigance system will allow us to input scores from the screening tool to get the results we need ourselves. This will mean not having to contract out.

We had the Early Headstart program (16 children and 6 staff) in our center until the end of July. They are now at the DKB center (Headstart). This move will make it easier for staff to have time to complete lesson plans, home visits, and mandatory trainings. It will make it easier for some families, only having to drop off their children at one site rather than two. The final benefit will be easier transitioning from the Early Headstart to Headstart. Even though the Early Headstart children no longer reside at the daycare, we still plan to collaborate with the Headstart/Early Headstart staff.

This summer we had Jason Puliatchk, owner of a ceramic shop in Shawano, come in and do ceramics with the School age and Headstart age children. He had them work on simple pieces and some advanced to more complex techniques, according to their interest and skill. We are planning on having him back throughout the next year. Skip Jones, the folk singer, continues to come into the classrooms bi-weekly. The staff and children know him and enjoy the music.

Our Menominee Language teacher, Rebecca Hawpetoss, works with the children on Menominee words and culture. You may see some of the artwork she has the children do on display at the Post Office. She works with Family Preservation Support and holds Menominee Parenting classes. These classes are not only for daycare families, but also are available to community members. Meals and incentives are provided.

The BabyFace program, a program for early literacy with a home visit component, is busy recruiting families. They provide monthly trainings (meals and incentives provided) at the daycare as well as weekly home visits. Pre-natal mothers and families with children 0-5 are welcome to apply for the program.

In May 2004 we hosted our annual Pow Wow at the Daycare Center. We had two drums and approximately 400 family members, community members, and area Headstart and daycares participate. The daycare had their princess and little brave there, as well as the veterans' princess. We had a traditional feast for lunch and the weather cooperated.

The "Centers for Excellence" grant, through the state of Wisconsin Governor's Office, awarded DCCS \$90,000 this year. 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, and Menominee Parenting classes.

DCCS again received a Locally Match Grant from the State, for \$56,000, which allowed the center to revamp our basement for the School-age children. We also used this money to employ three temporary summer staff to assist in our classroom.

In May 2004 we had two of our staff receive their Associate Degree in Early Childhood Education. We have another 3 who are working on completing their Associate Degree by next year. We have new staff members working towards their Infant/Toddler Credential. The Excellence grant and the Locally matched grant make this education possible for our staff.

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

- Strategies for Children with Disabilities (November 2003)
- IEP's & Parents Rights (November 2003)
- Food Handling & Safety Workshop (December 2003)
- Finger Plays & Songs (Make and Take) (December 2003)
- Universal Precautions, Blood Born Pathogens, & Fire Safety (January 2004)
- Beginning Sign Language (January 2004)
- SIDS (February)
- CPR Renewal (February)
- Child Abuse & Neglect (March)
- Early Literacy (Make & Take) (March)
- The Process of Transitions (April)
- Week of the Young Child (April)
- Menominee Language Presentation (May)
- Managing Aggressive Behavior (June)
- Music, Dance & Gross Motor Skills (Make & Take) (June)
- Inside/Outside Home Safety (July)
- Biting (August)
- Potty Training (September)
- 1st Aid (September)

These trainings were held at the daycare from 5-7 pm and meals were provided (except for CPR and 1st Aid which was held at the college). A needs assessment will be going out to determine next years training schedule.

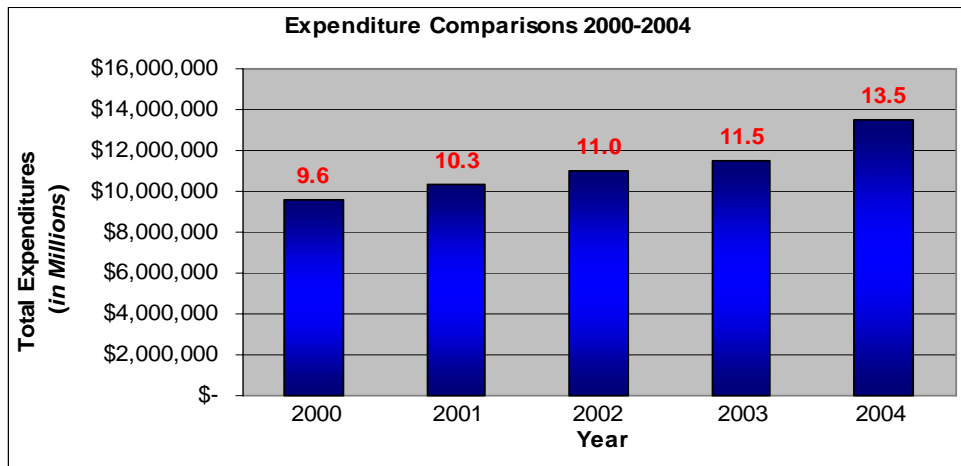
We are continually purchasing new classroom equipment, age appropriate furniture, and learning materials for all rooms as the need arises. The school-age classroom was the neediest of age appropriate equipment. They needed new cubbies, games, manipulative toys, and age appropriate art and craft activities.

It is the goal of DCCS 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.

CLINIC

Jerry Waukau, Health Administrator

The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health services in the area of medical, dental, and community health services. We serve 4,000 eligible Native Americans residing within our service delivery area. In Fiscal Year 2004 we spent approximately \$13,540,203 on health services and this compares to \$11,459,863 in 2003 and \$11 million in 2002.



The Menominee Tribal Clinic has continued to face many challenges in the health care environment. Escalating contract health service cost and increased Tribal Health Plan utilization has made this year one of the most difficult years to maintain comprehensive health care services for our people. The existence of the Business Plan has

helped us maintain an adequate reserve fund to cover shortfalls in the CHS program in the area of approximately one million dollars. Without these funds we would have been forced to decrease services and possibly lay off staff. We must continue to watch our cash flow over the next two to three years if we are to remain financially stable.

To enhance the overall health of our patients and employees, the clinic has adopted a no-smoking policy within 100-150 feet of any entrance to the building.

2004 Financial Summary Report

	Ledger #	Contract Title	Total Expenditure
1	151	2004 3 rd Party Budget	\$ 5,386,187
2	312	Indian Health Service Contract	\$ 7,148,826
3	315	IHS Special Diabetes Project	\$ 554,038
4	343	Office of Rural Health Policy	\$ 73,850
5	701	Women Infant & Children	\$ 80,233
6	702	MCH Reproductive Health	\$ 75,328
7	704	WIC Farmer's Market	\$ 1,305
8	705	WIC Immunization	\$ 1,384
9	710-041	Adolescent Parent Self Sufficiency	\$ 37,812
10	710-042	Adolescent Pregnancy Prevention	\$ 33,342
11	710-043	CHOICES	\$ 4,342
12	714	WI Well Women Program – HIPPA	\$ 2,955
13	715	IAP-LHD Immunization	\$ 7,433
14	716	TCB-DPH Community Coalition	\$ 19,887
15	717	Cooperative American Indian Health	\$ 10,000
16	722	WI Well Women's Program	\$ 14,334
17	729	MCH Perinatal Health	\$ 6,174
18	732	Medicaid Eligibility Outreach	\$ 40,475
19	736	EMS Funding Assistance	\$ 1,163
20	737	CDC Tobacco	\$ 654
21	738	Tobacco Control	\$ 7,861
22	739	Child Lead Poisoning	\$ 929
23	741	Preventive Health & Health Service Block Grant	\$ 8,094
24	742	Fluoride Mouth Rinsing Program	\$ 2,031
25	746	WI Well Women's Program Expanded	\$ 7,819
26	911	Rural Infant Health Project	\$ 11,000
27	914	MATEC HIV/AIDS	\$ 837
28	917	GLITC/WENC Tobacco Mini Grant	\$ 2,000
		TOTAL	\$13,540,293

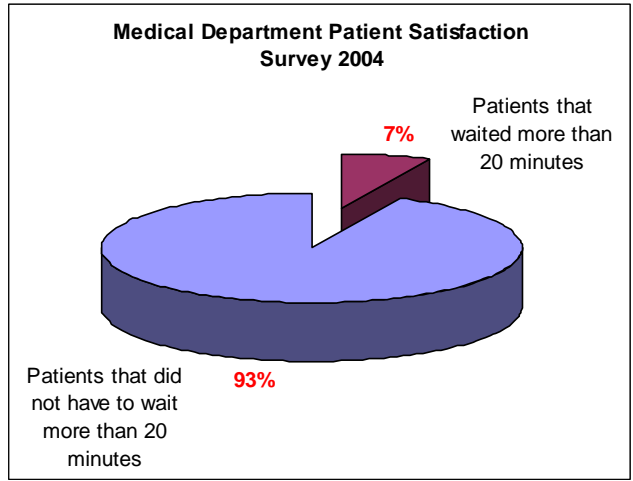
MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment to the greater Menominee Tribal Community. The department consists of six (6) Family Practice Medical providers, and two (2) Nurse Practitioners. Each Medical Provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The Tribal Clinic also provides an acute care Triage system. The department provides service Monday through Friday from 8:00 AM to 12:00PM and 1:00 PM to 4:30 PM.

The physicians delivered 118 babies this year. The nursing staff managed approximately 11,043 patient requests such as medication refills, messages to providers from patients, answering client health questions, and notification of lab and test results. This represents an 5% increase from 2003. An average of 390 patients are seen monthly through the walk-in system.

The Physical Therapy department continues to operate three days per week. The no-show rate is 24%. The Therapists see approximately 150 patients per month.

The department continues to utilize the services of Dr. Fletcher, cardiologist, two (2) half days per month. This eliminates the need for patients to travel to Appleton for those services.



The six (6) Physicians rotate on call and hospital rounds. They continue to provide support and continuity of care to area Nursing Home patients. The current census is 27 patients in local Nursing Homes.

Dr. Guenther serves on the Tribal Child Protection Committee.

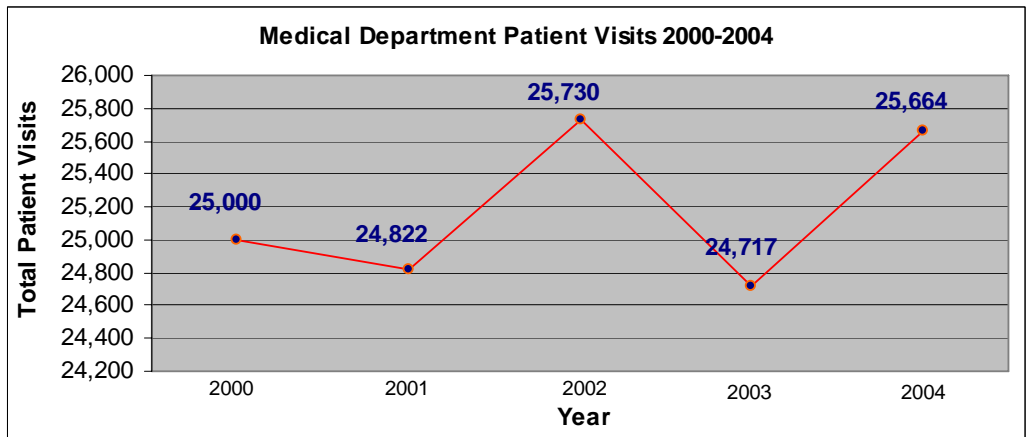
Dr. Slagle is the Medical Director of the Community Based Residential Facility (CBRF), and also serves as the Medical Advisor to the Infection Control Committee.

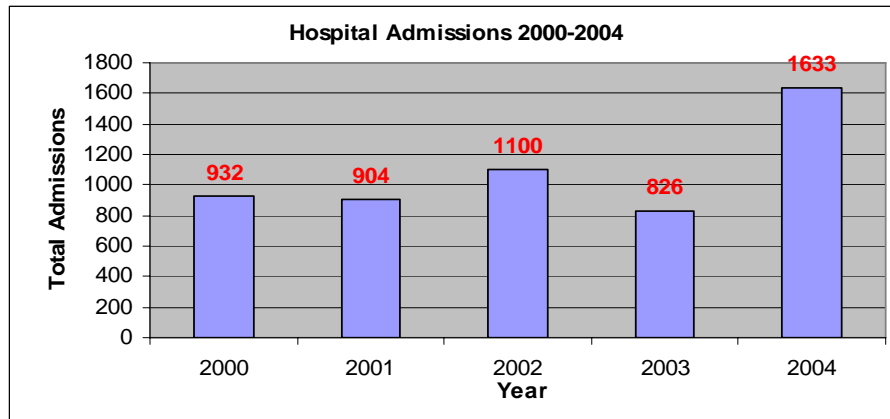
Dr. Keenan serves as the Medical Advisor to the EMS (Emergency Medical Services) Department.

Dr. Bivins serves as Medical Advisor for the Diabetic Program.

Dr. Hiltgen serves as Preceptor for Med Students and Residents. Two residents and 6 med students completed rotations at the clinic.

Dr. Culhane serves as Medical Director for Laboratory and is the Clinical Director of the Medical Staff.





MEDICAL RECORDS

The health records department provides accessible, accurate, complete patient/client records to facilitate continuing care; to provide legal documentation of care provided; to maintain statistical data as required for administrative and management objectives, patient care, and performance improvement activities; and to meet surveying agencies requirements as they apply to medical records.

Medical Records department staff attended a patient privacy law seminar offered by the Wisconsin Medical Society. The training included information on patient rights and confidentiality and disclosure under both HIPAA and Wisconsin Law.

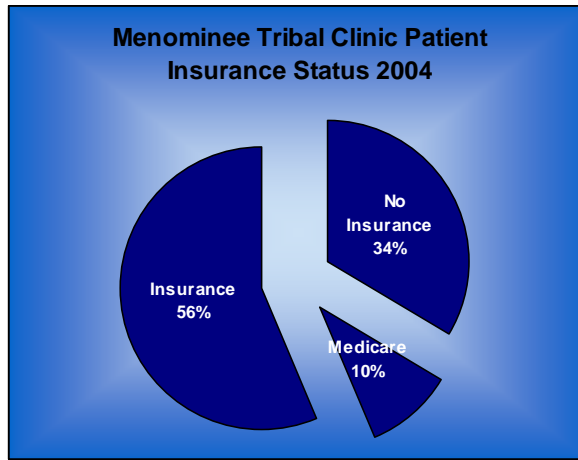
Health Information Management (HIM) Committee meetings were held and the committee discussed unsafe abbreviations under National Patient Safety Goals, safeguarding patient information, and HIPAA compliant consent/authorization forms and other issues. The committee also reviewed new, revised, and trial patient care forms. HIM Committee members agreed the MTC Approved Abbreviations and Symbols List should be continued with the addition of the dangerous abbreviations as recommended by JCAHO.

The print date is now being added to the close of transcribed progress notes to facilitate locating patient records. With the help of the Clinic Administrator the department has come up with a plan to keep up with transcribing patient information during times of staff shortage as this problem seems to occur one or twice a year. Whenever transcription of patient information is more than four days past the date of the visit, medical records clerks adjust their time and work exclusively on transcribing until it is considered up to date which is within two days of the visit. Filing of patient information is current and file clerks continue to keep the filing basket from accumulating more than one half day's filing. Patient information in the form paper materials received in the department averages two inches of filing a day. File clerks are providing more assistance in disclosure of patient information

CONTRACT HEALTH SERVICE

The Mission of the Menominee Tribal Clinic is to "provide quality, accessible and comprehensive health services." The Contract Health Services (CHS) program supports this mission by assisting eligible patients in obtaining necessary emergency, diagnostic, or specialty care not available at the Tribal Clinic.

Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one. The Menominee Indian Tribe requires individuals to participate in employee health insurance, if available. The Contract Health Program has 2,182 active patients. 732 patients or 34% are not covered by any type of insurance, 218 have Medicare and 1,232 are covered by health insurance.



Each year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Payment is approved only when the care is medically necessary, falls within the established Medical Priority and the individual meets all other eligibility requirements. The Medical Priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority Levels are:

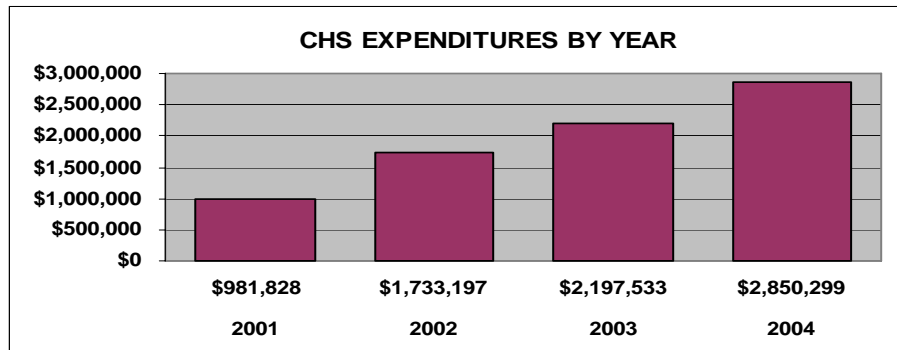
- PRIORITY I: EMERGENT; LIFE THREATENING:** Treatment required to prevent immediate Death. Treatment of conditions, if left untreated, would result in grave outcome.
- PRIORITY II: SERIOUS AND PREVENTION SERVICES:** Treatment/diagnosis of serious conditions which have a high potential, if left untreated, to become life-threatening. Preventative services which would improve the consequences of a condition/ illness.
- PRIORITY III: PRIMARY AND SECONDARY CARE:** Treatment of non-emergent conditions that would have a significant impact on morbidity and mortality.
- PRIORITY IV: CHRONIC TERTIARY CARE SERVICES:** Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost.
- PRIORITY V: EXCLUDED SERVICES:** Services that are considered cosmetic, experimental, or have no proven medical benefit.

In FY2004, as in past years, Contract Health operates on a Priority I and Limited Priority II level of service. Patients who meet the eligibility criteria, but the referral is not within the current CHS Medical Priority, can have referral placed on Deferred Care Waiting List or elect to proceed and assume responsibility for payment. Managed Care activities are conducted on a monthly basis through the Physicians QI Committee. 95 referrals were reviewed by the PQI committee; 23 referrals were approved for CHS payment, 72 referrals were placed on the Deferred Care list.

A total of 1,127 referrals were approved for payment for 2004. In 2003, 1234 referrals were approved by CHS.

	2004 REFERRALS BY PRIORITY		TOTAL
	PRIORITY I	PRIORITY II	
NO INSURANCE	68	176	244
MEDICARE	43	149	192
INSURANCE	117	574	691
TOTAL	228	899	1127

Even on limited Priorities, CHS was continually faced with funding shortages. Contract Health expenses in 2001 were \$981,828. Over the next 3 years, the expenses had increased 190% to \$2,850,299 in 2004.



This year, Contract Health had a total of (20) patients with Priority I (Emergent, Life Threatening) expenses above \$20,000 in the amount of \$794,547 which was 28% of our total expenditures.

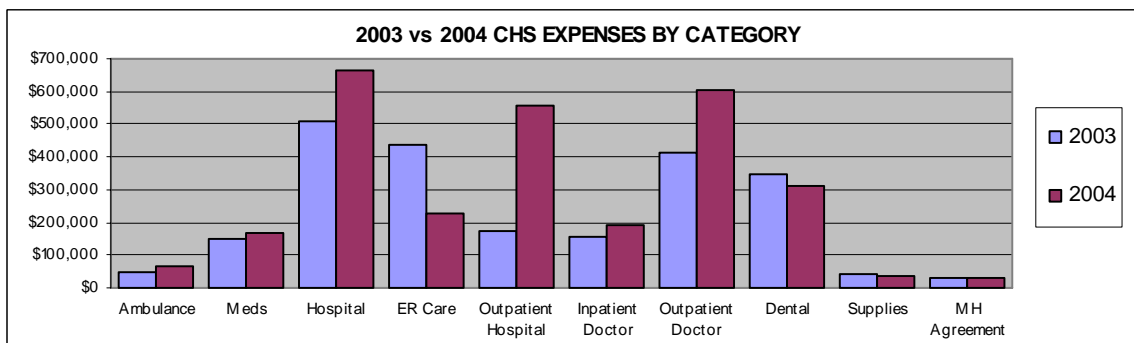
HIGH COST CASES ABOVE \$20,000

NO.	CATEGORY	AMOUNT
1	Lung Disorder	\$ 33,804
2	Cardiac	\$ 64,307
2	Organ Failure	\$ 93,101
4	Trauma	\$ 108,659
3	Cancer	\$ 136,356
5	Stomach Disorders	\$ 174,212
3	Stroke	\$ 187,108
20		\$ 797,547

In May, 2004, the Tribal Legislature approved \$250,000 for Deferred Care Services (Priority II and III referrals which were placed on the Waiting List). Unfortunately, we were not able to approve Deferred Care referrals for 2004, because of the large CHS deficit. By August, Budget Projections showed a \$662,396 shortfall.

Planned adaptations to address the CHS shortfall included: (1) Notify Health Committee, Legislature and Clinic Providers of CHS deficit; (2) Review Priority II referrals for adherence to the funding level; (3) No approval of Deferred Care Referrals; and as last resort, (4) Limit to Priority I Services only.

The 2004 highest expense categories are Hospitalizations \$666,441; Outpatient Doctor expenses \$602,997 which includes Doctor fees for outpatient surgery, anesthesia, x-ray readings, specialists visits, lab and pathology. Outpatient Hospital charges \$556,296 includes outpatient surgery, cardiac/stroke rehab, x-rays MRI's, CAT scans, ultrasounds. Dental Expenses \$309,671 comes in fourth, which includes all oral surgery, dental restorations for children.

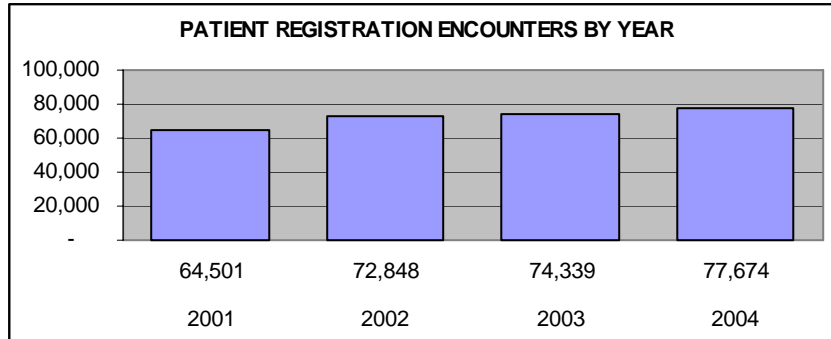


PATIENT REGISTRATION

The Patient Registration department is responsible for registering all patients accessing clinic services. Patient Registration Clerks update patient information such as address, phone number and health insurance coverage at each visit.

Patient Registration determines IHS eligibility for direct care services on all new patients. Patient Registration supports the third party collection efforts by directing patients, with insurance related issues on their accounts, to the Billing Department. They also coordinate with the Benefit Specialists in Contract Health by referring patients for Senior Care, Medical Assistance Applications and applying for Medicare and Insurance.

The Patient Registration department had 74,339 encounters this year which was an average 313 patients per day. We registered 432 new patients.



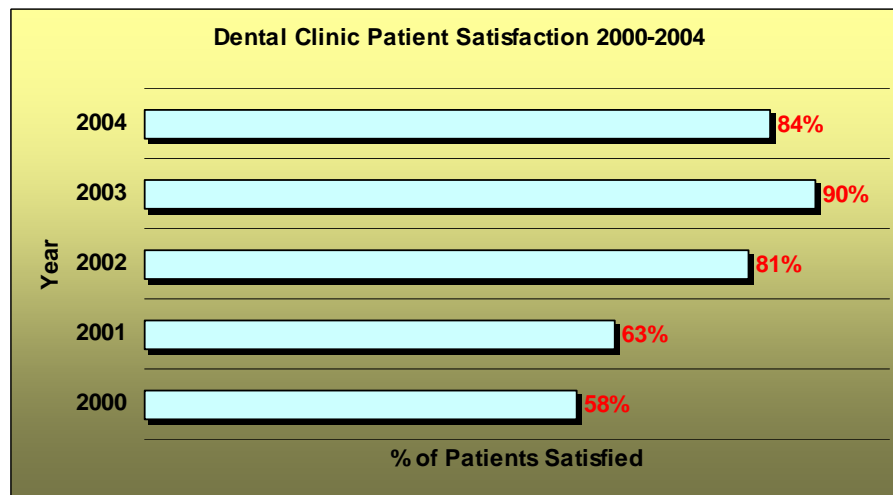
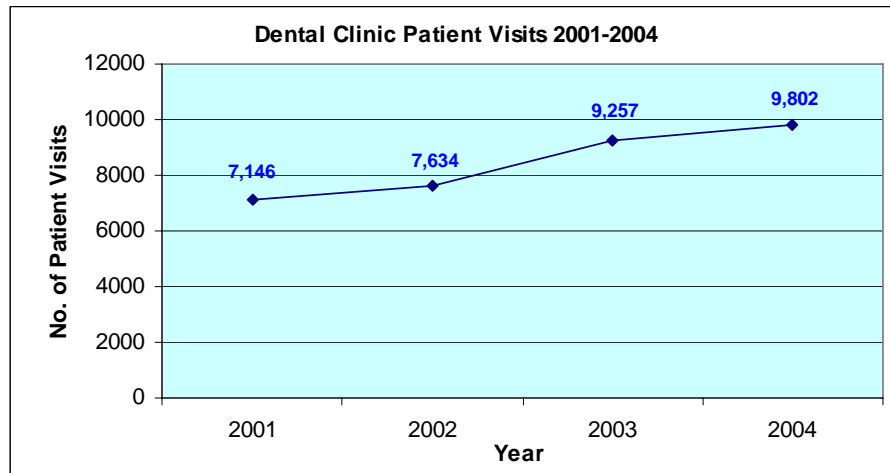
DENTAL CLINIC

GRANTS IN 2004: (1) Fluoride Mouth Rinsing Grant- \$2031 awarded in 2004 for school fluoride programs.

COMMUNITY PREVENTIVE PROGRAMS: (1) The effort to increase the clinic availability to diabetic patients increased another 9% in 2004. This is up 29% since 2001. (2) 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. (3) A weekly fluoride rinse program is performed for children in grades K-6. The program covers about 700 students. (4) Information and counseling is provided to people concerning the dangers of smokeless tobacco. Referrals to the Tobacco Cessation Program are made when appropriate. (5) Approximately 190 children were seen through the Headstart program. (6) Presentations on oral health were given at the Keshena Primary and Neopit Tribal Schools.

CLINICAL PREVENTIVE PROGRAMS: (1) Tammy Keller, RDH has been working with the well baby program and WIC to provide oral screenings and fluoride varnish to the children in those programs. (2) Pit and fissure sealants are placed on permanent posterior teeth when indicated and a sealant clinic is held every summer. (3) Oral hygiene instructions are provided to the patients by the hygienist primarily. (4) Topical fluorides are used when needed. (5) Systemic fluoride supplementation is used when needed. (6) 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: Projected totals for 2004: Patient visits: 9802 (9394 in 2003), Walk in visits: 2149 (2169 in 2003), Gross billings were \$1,448,678 in 2003 (up 42% from 2002) and are projected to be \$1,766,020 in 2004 (up 22% from 2003).



BILLING

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, three coding specialists and one office clerk. The following are some highlights that occurred during the reporting period:

Throughout the year completed staff competencies, performance evaluations and reported to the P.I. Committee as required. In addition, completed revisions to department policy and procedure manual and updated the Clinic fee schedule for the Rate Review committee. Conducted orientation for new providers and residents throughout the year as well as certification paperwork as needed. Wrote numerous reports for various clinic departments utilizing the InfoPoint report writer from Medical Manager.

Throughout the reporting period various staff attended department specific seminars/training on the following topics: Coding Symposium, Preparing for Medicare and Medicaid in 2004, Medical Records and the Law, Legalities of Implementing and Maintaining Electronic Medical Records/HIPAA Security Regulations, Consolidated Billing for SNF Services, Occupational Therapy and Physical Therapy, Establishing and Managing Successful Records Management Programs, Medicare/Medicaid Coding for Mental Health, HIPAA Security Rule, and Advanced Outpatient Coding. Billing staff also attended all mandatory clinic in-service training throughout the year.

For the reporting period October 2003 through September 2004, the Billing department processed \$9,826,550 in charges, an increase of \$1,272,863 over the previous fiscal year. Of this amount, \$2,563,187 is considered to be non-billable or non-revenue producing charges, leaving a billable amount of \$7,263,363. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments was \$3,023,123. Payments received from insurance and patient payments for the period was \$4,218,453 an increase of \$487,122. The

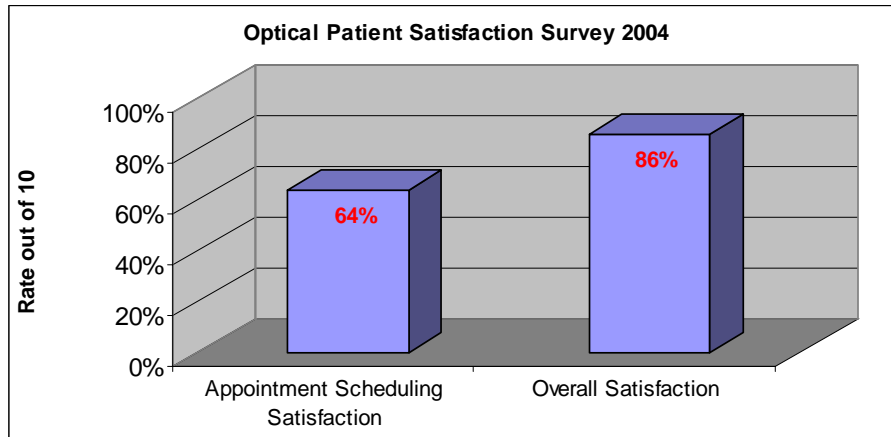
beginning accounts receivable was \$1,222,471 with a period ending balance of \$1,244,258. The table below summarizes the above data:

DESCRIPTION	FY 04	FY 03	Increase (Decrease)
Accounts Receivable			
10/01/03 Beginning Balance		\$1,222,471.00	
9/30/04 Ending Balance	\$1,244,258.00		\$21,787.00
Total Charges Posted in System	\$9,826,550.00	\$8,553,687.00	\$1,272,863.00
Total Payments Posted in System	\$4,218,453.00	\$3,731,331.00	\$ 487,122.00
Total Non-Billable Charges	\$2,563,187.00	\$2,225,065.00	\$ 338,122.00
Total Adjustments	\$3,023,123.00	\$2,513,455.00	\$ 509,668.00

OPTOMETRY

The Optometry Clinic consists of one full time Optometrist, one part time Optometrist and two Optometry technicians. The Clinic is open five days a week from 8:00 AM to 4:30 PM. Services provided include comprehensive eye examinations, chronic eye disease care, acute/emergency care, contact lens services, pre and post-surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

The department saw 1,680 patients in 2004, 72% were comprehensive exams and the other 28% were “other professional services”. “Other services” includes acute care, contact lens services and other special testing. 1,680 patient encounters is down from last years 2,005, however; there was a three month period where a full time Optometrist was not on staff as Dr. Chelberg was replaced in July by Dr. Keszo. Dr. Roger Wilson retired in September after nine years of dedicated patient care. He was a valued clinician and helped to build the Optometry department. Dr. Wilson’s position has been filled by Dr. Steve Drake.



Diabetic eye care continues to be a major point of emphasis at the clinic. The Native American population is increasingly affected by diabetic eye disease and this reservation is no exception. Due the significant number of diabetics on the reservation, special attention is given to these patients. Diabetics are given priority for scheduling, as many of the complications associated with diabetic retinopathy can be diagnosed and treated. The clinic continues to perform dilated eye exams on all diabetics and monitors all pathology with a state-of-the-art posterior segment camera. If a diabetic eye problem is determined to have progressed to a significant stage, the department will refer the patient to a specialist in Green Bay, Appleton or Wausau. The diabetic no-show rate continues to be significantly high. The no-show rate for diabetics alarmingly continues to outpace the no-show rate of non-diabetic patients. Diabetics are thoroughly educated at each visit and informed why it is important to follow-up for their next scheduled appointment.

Other chronic illnesses treated in the Optometry department include Glaucoma, Cataracts, Macular Degeneration, Hypertensive Retinopathy, numerous inflammatory conditions and many more. The department was able to purchase a pachymeter this year. This instrument aides in the diagnosis of glaucoma, allowing the clinician to calculate the exact intra-ocular pressure by compensating for the variability in corneal thickness.

The walk-in clinic was re-introduced on October 5 of this year. The clinic began in September of 2003 but was on a four month hiatus with the departure of Dr. Chelberg in March. Patients are encouraged to sign in at patient registration at 8:00 AM and then proceed to the Optometry department. The first five patients are given a complete exam. The clinic has proven to be a great success, making the department more accessible for those patients in need of immediate eye care.

Dr. Keszo participated in several pediatric eye screenings this year, including Menominee Early Childhood centers in Keshena and Middle Village and the Menominee Tribal School in Neopit. Those children who failed the screening were followed up with either by a community health nurse or the school nurse. Parents are then encouraged to bring the child in for an eye examination.

ADOLESCENT HEALTH

The Adolescent Health program has one person on staff. It is funded mostly by two grants through the Department of Health and Family Services. The goals of these two grants are to provide education on the prevention of teen pregnancy (APP), and to provide education to teenage parents on pregnancy, child care and self-sufficiency (APSS). Our funding also includes one small grant (Choices) whose goal is to provide activities to young girls ages 10-18.

Services

There were 12 Choices presentations/activities provided this year. Information on self-esteem, making goals, careers, and culture was provided. The activities the girls worked on included Making Mothers Day Cards, Fathers Day gifts, Christmas Cards for Elders, Stamping and Scrap booking.

A service provided this year that received a lot of positive feedback is a new class called "Girls Night Out". Classes on hair care, basic hygiene, and skin care were provided. A hair stylist came and gave each participant a cut or trim. Young girls were taught how to care for their hair, body, and clothes. We found that many of these girls did not have the basic necessities that most people take for granted. Bags were made up for the girls that included a comb, brush, rubber bands, mirror, soap, etc. Several positive comments were received from parents and teachers. The girls were very thankful to get these supplies.

Services for prenatal teens included transportation to appointments when needed. All teens are invited to two different workshops. In early pregnancy the Prenatal workshop covers having a healthy pregnancy. A workshop for teens at the end of their pregnancy is also provided, this covers labor, delivery and how to care for a newborn. If the teen does not attend the workshop, the information can be given to them during a visit. An attempt at an office visit is made, then a home visit, then the information is mailed to them.

Information on teen pregnancy and prevention was provided through display tables in office waiting areas, school newsletters, and a display table at school functions. Several youth participated in a 6-week program, "Positive Encounters" a teen pregnancy prevention program. Teen Health issues were covered in the 7th and 8th grade classes. The topics covered were Anatomy & Puberty, Abstinence, Dating Violence, STD's, Contraceptives, and Life goals. One on one office visits were provided on a variety of topics such as puberty, menstruation, contraceptives, sexual harassment, and dating violence.

Collaboration

The Adolescent Health program along with several other youth service providers in the community are combining our time, effort, and program dollars to increase the number of youth activities provided. Programs that Adolescent Health collaborated on in FY 2004 include: Toys for Tots, the Breakfast with Santa programs, Winter Fun Festival, Valentine Dance, 3-on-3 youth basketball tournament, Family Day, and the Annual Youth Olympics. The Annual Youth Fishing Derby was cancelled last minute due to bad ice.

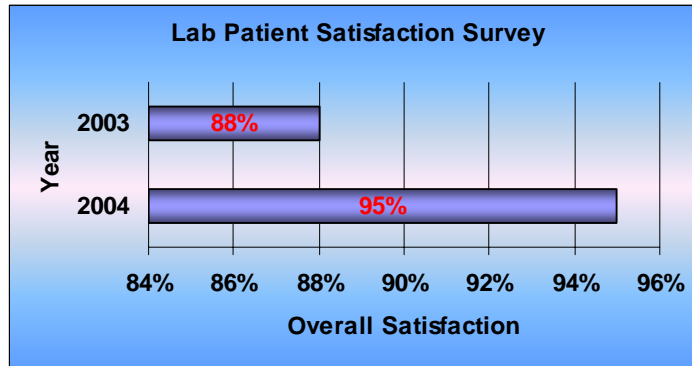
HOUSEKEEPING

The Housekeeping department is staffed by 4 full-time housekeepers and 1 full-time Housekeeper/ Supervisor. Department purchased a wet vac to prevent wear and tear on the regular vacuums from cleaning the entryways in the winter months of the excess water and salt brought into the building. Also purchased new vacuums to replace the old ones. We always have an extra one in case of break down, whereas before we had four machines that were constantly breaking down.

As of this year there have been changes to the housekeeping schedule in order to make it more efficient and better sanitizing in cleaning area. We have added the medical department to the noon time schedule with one housekeeper assigned to clean bathrooms, check exam rooms, run dust mop or wet mop as needed.

LABORATORY

Laboratory averaged 921 patient encounters per month. Year end total is estimated to be 11,052, which is similar to 2003 levels. The average number of tests performed in-house has been 3,386 tests per month. The year end total for 2004 is projected to be 40,632, a projected 7% increase over 2003. Tests referred averaged 522 per month. Projected 2004 totals are estimated to be 6,264 which are similar to 2003 levels. The number of drug screen clients continues to fluctuate from year to year. So far in 2004 the laboratory averaged 9 clients per month with a projected year end total of 108. This again is down from the previous year.



Staffing for the laboratory remains at three employees.

As in 2003 we participated in the phlebotomy training program through NWTC in Green Bay. In 2004 one student used our laboratory as their training site.

Quantitative Microalbumin Assay being added to the in-house test menu. Method is currently being validated. Expect to be available in-house by early October. Test currently referred to Marshfield Laboratory. Test is recommended for diabetic patients at least annually. Performing the assay in-house will improve test result turn-around-time.

The laboratory was surveyed by JCAHO as required under CLIA legislation. Several "Requirements for Improvement" were noted. Currently addressing the findings and should have completed before the required 90 days. The laboratory was also notified of a second inspection. The State of Wisconsin will be conducting a CLIA Validation Survey on October 20, 2004.

Laboratory did not obtain any new equipment in 2004. However, the Hematology analyzer is being considered for replacement. The manufacturer will be no longer supporting the instrument after December 31, 2004 which may make the availability of replacement parts difficult in 2005.

MENTAL HEALTH SERVICES

Mental Health Services continue to offer outpatient 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 a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Masters Degree in Psychology, one (1) Ph.D., Clinical Psychologist, and a Consulting Psychiatrist who provides psychiatric evaluation, consultation, medications, and clinical supervision to the mental health staff. At this time, the Ph.D. Psychologist will be leaving Mental Health Services on October 15, 2004. This position is being recruited for without significant success. It is very important for the Ph.D. position to be filled since the variety of Mental Health Services offered is less extensive without a Ph.D. Psychologist on staff. All full-time

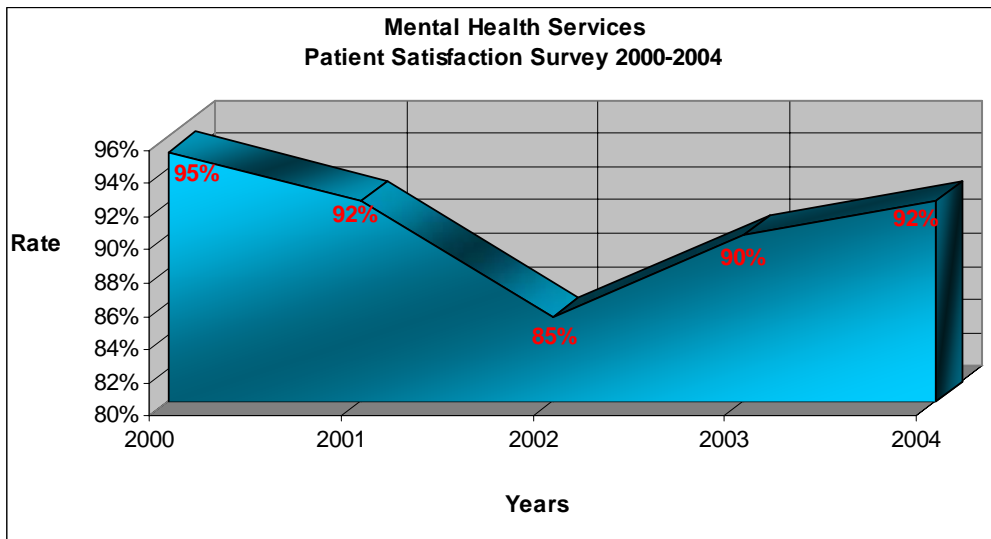
providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

The total contacts have increased over the past year by twenty-five percent (25%). This is due to having three (3) full-time providers and one (1) consultant working over the entire year. The overall no-show rate continues to be unacceptable. The no-show rate results in a loss of services provided and a loss of income to the Tribal Clinic.

MONTH	PATIENTS SCHEDULED	PATIENT CONTACTS	CONSULTS	COLLATERAL CONTACTS	TOTAL CONTACTS	NO-SHOW
JAN	224	143	33	22	198	40
FEB	226	129	25	25	179	60
MAR	292	170	34	35	239	72
APR	235	144	34	35	213	56
MAY	203	115	25	25	165	52
JUNE	235	140	36	32	208	56
JULY	186	108	24	23	155	53
AUG	239	149	29	32	210	53
SEPT	225	129	45	33	207	59
*OCT	229	136	32	29	197	56
*NOV	229	136	32	29	197	56
*DEC	229	136	32	29	197	56
TOTAL	2752	1635	381	349	2365	**669

** 669 is a 29% no-show rate.

The patient satisfaction survey, which is conducted annually, indicates that the services received at Mental Health Services were satisfactory, helpful, received in a timely manner and provided by knowledgeable and competent individuals.



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.

NUTRITION

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. We continue to spend more time and energy in meeting the outpatient needs on the clinic's diabetes and cardiac patients. 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.

Highlighting this year's activities was the 4th Annual Relay for Diabetes held in August. There was a record number of participants this year with well over 200 registered for the event. Teams of family and friends exercised around the high school track and there were several activities for the kids this year.

The overall eating and cooking habits of the community were addressed in the past year. The Nutrition Services Department provided technical assistance to the MISD and Tribal School with their foodservice program. The Department worked diligently in the implementation of the "1% or Less" milk program which has dramatically reduced the saturated fat intake of Menominee youth at the schools, and Head Start Centers. Nutrition In-services to Head Start Staff, Food Distribution, and Community Food Service staff were offered.

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.

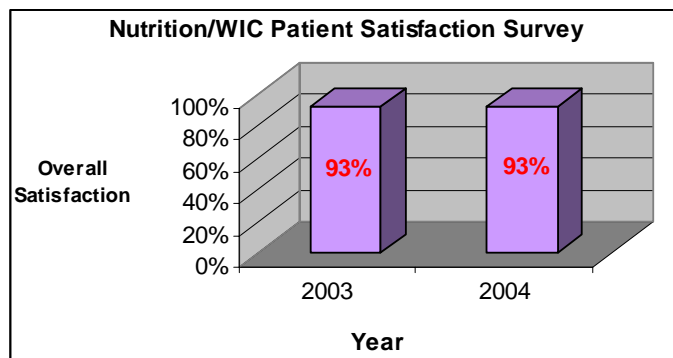
Wellness Screenings were offered throughout the community in collaboration with the Diabetes and Wellness departments. The Nutrition Director was recently appointed to on the national review board of food packages for Food Distribution Program on Indian Reservations. This will further address the availability of healthy foods to the Menominee. The Nutrition Services Department also collaborated with other clinic departments in writing for a diabetes prevention grant through the Indian Heath Service. This grant would address pre-diabetes, screening for risk factors, and the early management and diagnosis of pre-diabetes.

Statistical Information (YTD)

- Individual Client Visits: 306
- Diabetes 196
- Obesity 82
- Agency Contacts 1280

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. With the addition of a second dietitian, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished



WOMEN INFANT CHILDREN

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.

Previous additional staffing has produced statistical health improvements including the ever increasing breastfeeding rates, and the continued decline in smoking reported during pregnancy. As the caseload statistics below reveal, the WIC population is increasing at a dramatic rate.

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 18 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 has collaborated with the UW-Madison Health System in the Childhood Obesity Prevention Study that is specifically aimed at Native American Populations. Chart audits were performed and we are looking at risk factors in our Menominee Youth that may predispose them to Diabetes and Obesity. Since intervention strategies need to be initiated in the home setting, the WIC Program will be a vital component in establishing parent education sessions to help decrease childhood risk factors.

Statistical Information (YTD)

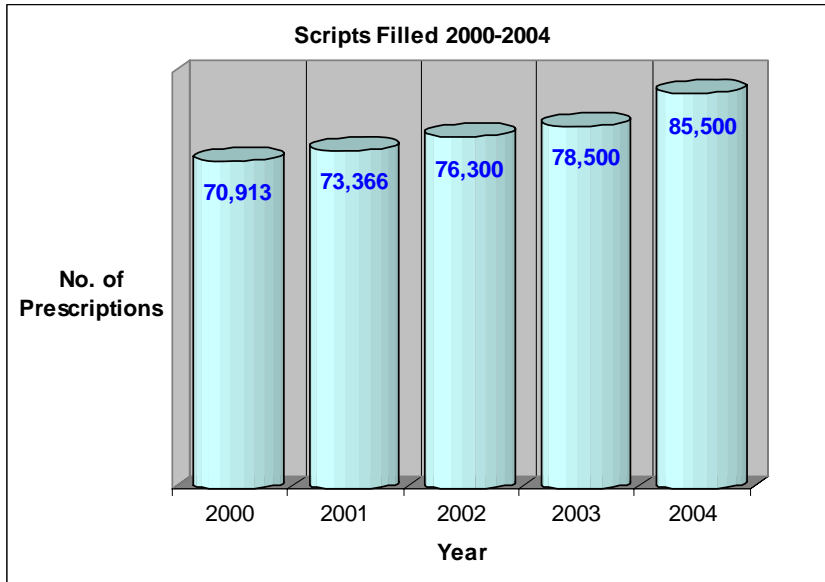
➤ Caseload FY03	513
➤ Caseload FY04	524
➤ Approved Caseload FY05	545
➤ Education Contacts	1932
➤ Breastfeeding Incidence	63%

Financial Section

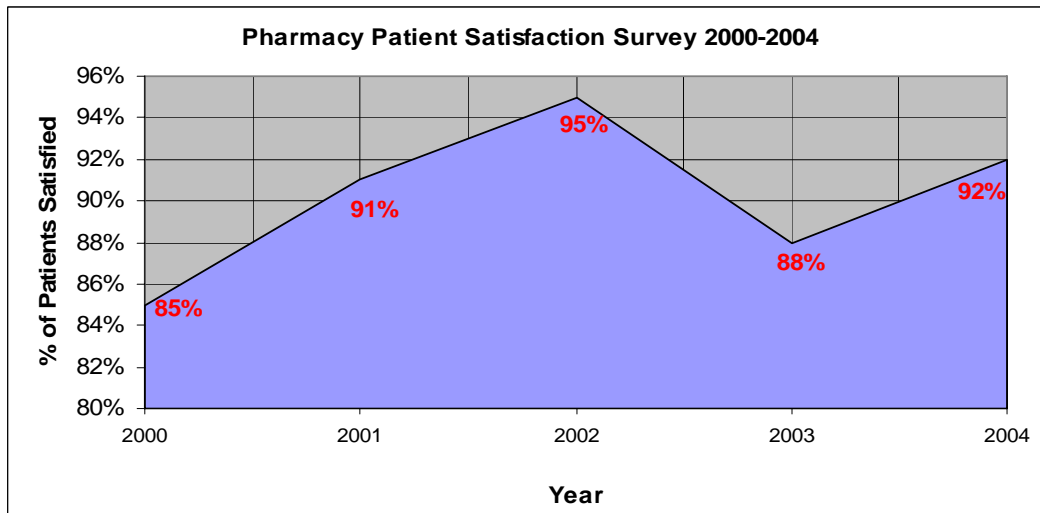
Government reports still showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. With the increase in 1 FTE Dietitian, though, we have stretched the dollars that we receive from the State WIC Program to its furthest level. Additional local funding is vital to our program's existence. 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.

PHARMACY

The Pharmacy provides the Menominee patients with medications and appropriate information about these medications. Our current formulary includes approximately 611. The Pharmacy & Therapeutics Committee added the following drugs to our formulary: Famotidine 40mg, Hydroxyzine Pamoate 25mg, Protonix 40mg, Calcium 600mg + D.



This year, 2004, the Pharmacy will dispense approximately 85,500 prescriptions. This is up from last year by about 20 prescriptions per day. The busiest month was March when we filled 7,951 prescriptions. The busiest day was Jan. 20th, when we filled 581 prescriptions. Average cost per prescription was \$11.01.



The Patient Satisfaction Survey results were very good with an overall rating of 9.2 out of 10.

Collette Probasco was hired as a pharmacist, Kyla Fernandez and Sunni Turney were hired as Pharmacy Assistants.

Staff has continued to be involved with the pain management committee, P & T Committee, QI, MCH and Medical Records committees, setting up policies and guidelines.

Again this year there continues to be a lot of drug shortages, and insurance drug problems which continue to be a challenge to deal with.

We have had to purchase some very costly medication for a couple of patients which costs the pharmacy about \$8,000/month for each patient. This was unplanned for and has had an adverse impact on the drug budget.

RADIOLOGY

Total Patient Encounters for 2004 were 4,616 compared to 3,816 in 2003. Total x-ray exam and interpretations were at 3,735.

The projected annual increase in radiology exams is 21.2% over 2003 statistics.

In February, Joan Wearing started working six (6) hours on Mondays.

In January, with the help of Jeff Mathias and Gary Lewandowski, all the data of the radiology department was organized on computer to make reporting and information retrieval easier.

Added a Sensitometer and Densitometer to the radiology equipment. These help meet JCAHO darkroom quality control standards.

In addition to completion of x-ray examinations, this department also does pulmonary function testing, casting and EKG's. The department orders supplies for all of the stated procedures and keeps records on each patient it serves.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide a variety of services to the Menominee Community. These services include one-on-one and group diabetes education that cover diet and exercise instruction, home visits, screenings and assisting with clinic related events. The Diabetes Program is continually working to raise awareness of the disease with educational efforts in a variety of settings for all ages.

Screenings are held at most worksites and schools throughout the year. These screenings include blood sugar, blood pressure, cholesterol, HDL, body fat composition, lung volume, skin fold, carbon monoxide, strength, height, weight, and waist circumference. The people that are found to have abnormal findings are then referred to their physician for additional testing.

Physical activity is important to the Diabetes Program. The program has sponsored the Tuesday night Summer Walking Program, Weightloss/Wellness Programs, Diabetes Relay, after school physical activity programs for 3rd grade students at both the Tribal School and Keshena Primary School. PACE exercise classes are held at the Senior Centers for the elderly. Pedometers have been purchased and are given to anyone interested in using them. The Diabetes Program assists with the Tribal School Summer School Program, the Triathlon, the Pow-Wow Walk/Run and Heart of Menominee Poker Walk/Run.

There were two educational conferences held this year for community members, one during the day and one held in the evening. Speakers present information on a wide variety of topics that pertain to Diabetes.

Staged Diabetes Management Training by the International Diabetes Center was provided for clinic staff by the Diabetes Program. This training improves patient care by having a universal treatment plan that all the providers agree on.

The Diabetes Committee meets on the third Friday of every other month. The committee consists of the Diabetes Educator/Coordinator, a Registered Dietitian, an Optometrist, a Lab Technician, a M.D., and his nurse, the Medical Records Supervisor, a Fitness Instructor, a Dental Hygienist, the Wellness/Diabetes Assistant and a representative from Administration. The Diabetes Program has three Certified Diabetes Educators on Staff.

There are currently 600 patients on the Diabetes Registry; five of these patients are under the age of eighteen. Chart Audits are done on these patients and the results help identify areas that need improvement. The goals of the program will continue to be the primary, secondary, and tertiary prevention objectives stated in the Special Diabetes Program for Indians Grant. We will continue to focus on the youth and their health for they are our future.

WELLNESS

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

Continue Menominee Smoke Free Homes and Vehicle programs head start through 2nd grade all schools presentations and "Trickle Up" program kids teaching parents about dangers of second hand smoke.

Asthma awareness and prevention program tribe received grant will continue in Menominee Schools. Shawano Hospital respiratory therapist do more programs target 3-5th grade.

Coordinator of the "Menominee WINGS Obesity Prevention Project." Completed baseline prevalence of obesity, cardiovascular, and diabetic risk factors in Menominee Children K-2. Starting intervention phase: fitness director ran three after school fitness programs for 3rd graders at Tribal School and K.P.S. Pedometer walking programs 3rd through 6th grade. Continue changing school menu, this year all schools 1% milk. Community Focus groups facilitated by UW Madison staff on Menominee Family and environment to promote physical activity. Tribal School Summer School had an obesity prevention focus.

Good example of clinic wellness team, schools, and families working together.

Sixth Grade Weekly Wellness Classes 11th year. Life time Wellness curriculum. Topics include optimism, attitude, anger and stress management, values, humor, prejudice, sex education, communication, etc.

Coordinated 4th year of 6th grade Tobacco retreat. 50 Menominee 6th graders 4 hours of presentations on proper use of tobacco, scope of problem, addiction, health effects, costs, etc.

Menominee High School Smoking Cessation Classes as alternative to suspension eight classes held school year 2003-2004.

Coordinated 2004 Menominee High School Youth Behavior Risk Factor Survey. Reported results to school board and youth providers.

Nine (9) Worksite Fitness Centers equipped and started programs with employees.

Coordinate Worksite Health and Fitness Screening

Diabetic Prevention Grant writing committee.

Donated some financial resources, staff, and time, to community garden project, youth Olympics, youth roller hockey, indigenous games, South Branch playground, country line dancing, etc.

Community Poker Walk, Triathlon, Pow-Wow Walk /Run, Strongest Menominee, Family Swim, all events had more participants than previous years.

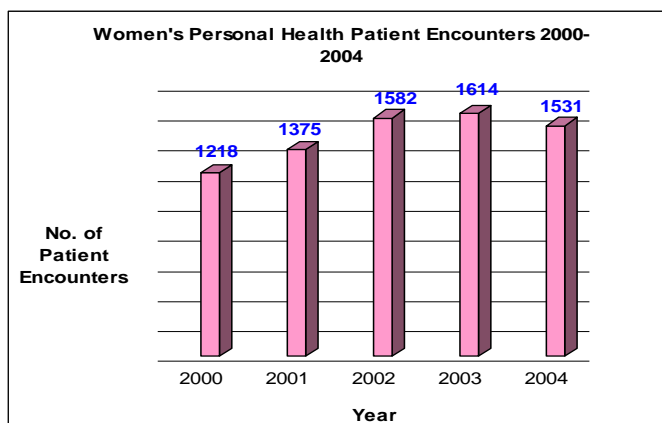
Many Wellness Presentations local and state agencies.

Member of Wisconsin Native American Tobacco Network, Great Lakes Epidemiology Committee

We work with Menominee Diabetes, Nutrition, and Health Promotion Disease Prevention Committee, as a team sharing resources, staff, equipment, and funding.

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 counseling and prescribing, mammogram referrals, prenatal visits, transportation to appointments, prenatal classes.



Prepared childbirth classes are held every other month/1 night /week for 4 weeks. The prenatal nurse has become certified this year as a childbirth instructor.

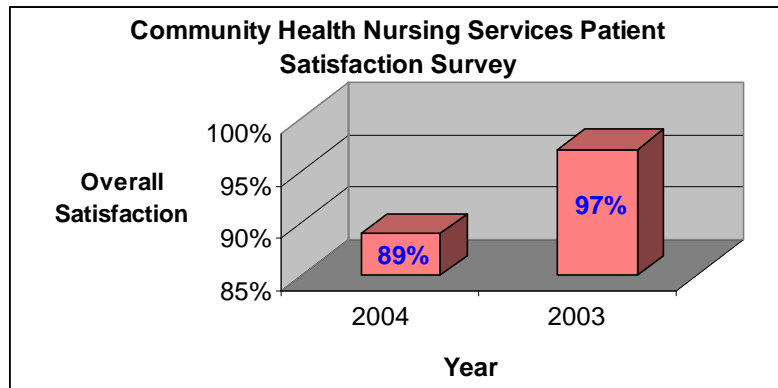
Another aspect of our program is the Wisconsin Women's Wellness Program. This provides mammogram referrals and follow up for women over 40.

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

Due to increase in grant funding this year we were able to hire a part time secretary. This position being only 12 hours a week it has been a hard position to fill. We have had someone in this position only for a few months this year but we have again hired someone who will be starting next month.

COMMUNITY HEALTH NURSING SERVICE

The community health Nursing Department continues to provide a variety of services within the clinic and in the community. The Immunization program receives almost all the vaccine given from the State of Wisconsin through the Vaccine for Children program. This year 1789 people were immunized. This does not include Influenza vaccines which were given between Oct 2003 into January 2004.



We continue to provide Public health services for MCCHS. This includes communicable disease surveillance and follow up from October 2003 thru September 2004. There were 66 cases of Chlamydia reported, 1 case of Gonorrhea, 3 cases of Herpes, 6 cases of Hepatitis C, 2 cases of Campylobacter, 3 cases of Blastomycosis, and 1 case of Giardia reported. Medication injections are given to MCHHS clients as ordered by Dr. Chandra Bommakanti.

We have a program assistant who takes care of the purchasing for the department as well as the AIDS, Health Promotion/Disease Prevention and Immunization program. She also assists with the Health check and keeps track of cars seats and who is eligible. She also takes care of the transportation scheduling patients rides to different clinics if they have been referred out from here.

Skilled nursing services are provided in patient homes as needed. From last year October 2003 3,469 home visits have been made. Nursing Services include medication review and management, wound care, central live care, diabetes teaching, and assessments. The nurses work cooperatively with community programs and outside agencies to ensure their needs are met.

Transportation is provided by two transporters to outside facilities and to the MTC on a first come first serve basis. Transportation was provided for 604 since October 2003.

Skilled Nursing Service is provided to the Tribal jail two times a week. 283 patient contacts were made over the past year.

Health checks are provided every Tuesday and Thursday in Community Health department. 160 children were screened over the past year.

All CHNS staff assists in some way with health promotion/ disease prevention activities that take place at the clinic and in the community. We help with the family fun day at the KPS which was a huge turnout this year. HP/DP

provided various Menominee Tribal Clinic Departments with health and educational materials such as pamphlets, posters, crayons and coloring books to use in the course of patients education.

The rural infant health care worker is also a Certified Child Passenger Safety Technician. We give out car seats to mothers of new born babies and she gives them info on how to install them safely.

One of our nurses serves as an AIDS coordinator planning education activities and help promoting and prevention. She orders condoms which we give out regularly.

We continue to stress HIV testing for all pre-natal patients and the world AIDS day walk is an annual event.

DIABETIC CLINIC	YEAR TO DATE
DM Clinic Patients Seen	135
Regular Patient Contacts	228
DM Home Visits	87
Coordinator Hours	1,793
AUDIOLOGY	
Patients Seen	269
No-Shows	94
School Screenings	443
HEALTHCHECK	
Patients Seen	196
No-Shows	64
COMMUNITY HEALTH	
CHN Home Visits	3,766
Blood Pressures	1,893
MCH Hours	1,381.5
MCH Home Visits	279
Immunizations Given	1,731
PPD's Given	294
School Health Hours	28
Jail Health Patient Contacts	304
Education Hours Received	188.5
AIDS Coordinator Hours	262
Patient Transport Miles	55,923
Total Patients Transported	788
Total Patients Unable to Transport	83
Flu Shots Given	1,510

EMERGENCY MEDICAL SERVICE

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 other public places, and by 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.

Since February of 2002 we have been using the new Medications approved by the State of Wisconsin for use at the EMT-Basic level. This consists of the following skills / Medications.

- (1) Emergency Medical Treatment of Hypoglycemia With Glucose Monitoring and Administration of Glucagon,
- (2) Administration of Aspirin for Chest Pain Believed to be of Cardiac Origin, and
- (3) Administration of Nebulized Albuterol for the Emergency Medical Care of Severe Asthma.

Since August 11th 2003 we have been operating at the EMT-Basic-IV-Technician Level. At this level of service we can supplement the above skills with the following skills. By starting intravenous fluid administration per standing orders enroute to the hospital when the patients condition warrants it or on any other patient that medical control gives an order for intravenous fluid administration. We can administer Narcan for suspected narcotic overdose, and Dextrose for diabetic patients with low blood sugar and Nitoglycerin for chest pain of a suspected cardiac

origin. Administration of any medications or an IV bolus requires medical control from the hospital physician. We obtain this permission by phone or ambulance radio.

We also provided first aid services as time permitted for area events such as school sports and Pow-Wows, and fitness events. 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 928 calls, encountering 913 patients of which 572 were transported to a medical facility for definitive care. The remaining 341 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.

We currently have 20 EMTs of which 3 are full time and 18 are part time "on – call".
2 are EMT-Basic and 18 are EMT Basic IV-Technicians.

The goal is to have all new Basic EMT's be at the IV-Technician level within 1 year of employment.

We continue the process of recruiting persons from the community for the EMT basic class as needed and when classes are available.

COLLEGE OF THE MENOMINEE NATION

S. Verna Fowler, Ph.D, President

Mission

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

Guiding Principles

Consistent with its Mission, the College of Menominee Nation will provide quality learning experiences that foster responsibility and excellence drawn from the traditions of the Menominee and other American Indian nations.

To this end, CMN will foster within students the abilities to:

- Develop effective communications skills; verbal, written, interpersonal, and technical;
- Develop effective analytical skills, including numeric, statistical, and interpretive operations;
- Maintain technological literacy commensurate with knowledge across the curriculum;
- Think critically and analyze problems systematically;
- Synthesize knowledge from the humanities with the social, natural, and environmental sciences;
- Develop a sense of ethical and social responsibility;
- Develop interpersonal skills for constructive, effective, and ethical social interaction;
- Demonstrate an understanding of the function and value of diversity within and among cultures;
- Develop career competencies;
- Demonstrate an understanding of the history and traditions of the Menominee and neighboring communities;
- Acknowledge the contribution of indigenous people to the global body of knowledge.

To this end, College of Menominee Nation will create a learning community that:

- Values the growth of individuals to their fullest potential;
- Validates individual progress through formal self-assessment;
- Challenges individuals to set high expectations for their community and themselves;
- Supports professional development opportunities for faculty, staff, and administrators;
- Promotes the development of leadership skills by students, faculty, staff, administrators, and the community at-large.

To this end, College of Menominee Nation will be accountable to the communities served by:

- Utilizing sound management and financial practices in the allocation of resources;
- Promoting a spirit of mutual respect and cooperation which transcends social, cultural, political, and economic differences;
- Serving as an open forum for discussion, discourse, and debate to allow informed decision-making;
- Collaborating and forming partnerships dedicated to the growth and stability of the institutional infrastructure of rural and reservation communities;
- Networking with collegial and disciplinary associations to bring best practices to the campus, constituents, and communities.

College Description

College of Menominee Nation is a two-year tribal college offering associate and certificate degrees in over 17 programs.

Accreditation

The College of Menominee Nation is accredited by the North Central Association of Colleges and Schools (NCA).

**STUDENTS
2003 GRADUATES**

Business Resources

Carla A. Al-Jame
Louella Rose loupe
Sanapaw
Linda S. Kaquatish
Sassy L. Klein
Kristin L. LaTender
Wollenhaupt
Destiny Lepscier
Lee Anna Schreiber
Lela J. Schqitzer

Natural

Cheri Bowman
Taneil Dixon-
Rory Griffin
Diana L. Lyons
Randall

Liberal Studies

Diana L. Lyons

**Early Childhood/
Elementary Education**

Nathalie L. Benton
Michelle L. Boyd
Laura L. Corn
Penny L. Escalante
Jennifer Green
Valerie Groleau
Lisa M. Haffelfinger
Jennifer L. Kurowski-Hill
Jennifer J. Hodkiewicz
Paula Hoffman
Dawn J. Krings
Wandsnider
Lois Dawn Miller
Christine M. Sjolholm
Sharon M. Skenandore
Shelly A. Skenandore
JoAnne Thundercloud
Wilber
Llona Tucker-May
Elizabeth Jo Walter
Kathy L. Waupoose
Boivin
June M. Wommack
O'Kimosh

Certificate of Mastery

Police Science

Sassy L. Klein

Early Childhood Specialist

Katie L. Collins
Leslie Ann Howen
Kerry Jean Kerner
Jelane L. Miller
Mary Phalen
Angel Kay Sears
Beth Marie

Microcomputer Specialist

Jessy Damveld
Renita Louise

Pre-Nursing

Jennie Tzystuck

Courney Ann

Rebecca A. Young

Human Services

Michelle L. Bailey
Barbara J. Caldwell
Connie M. Long
Delores M. Meek

FINANCIAL AID DISBURSED 2003-2004

Number of Students Receiving Aid 464
Dollar amounts Issued
\$2,077,757.40

Sources: Federal Work Study, Pell, FSEOG, BIA, WIG, TIP, JTPA, Minority Retention Grant, Tribal WHEG, AICF, Johnson Scholarship, Other Scholarships

STUDENT SCHOLARSHIPS

American Indian College Fund 104 Scholarships
\$98,317.38

Johnson Scholarships
30 Scholarships
\$21,000.00

Other Scholarships
31 Scholarships
\$40,274.66

**Student Enrollment
Spring 2004**

Non-Degree Seeking	74
Administrative Assistant	3
Accounting	30
AODA Counseling	14
Business Administration	107
Computer Science	7
Elementary/Early Childhood	64
Early Childhood Specialist	5
Human Services	18
Liberal Studies	50
Microcomputer Specialist	23
Natural Resources	16
Pre-Nursing	50
Pre-Apprenticeship/Carpentry	9
Police Science	22
Sustainable Development	5
Unknown Major	10
Total Students	507

ACADEMIC SUCCESS CENTER

The center is serving students with both professional tutors (math and science) and peer tutors (advanced math, computers, accounting, English). The peer tutors have completed the courses they tutor with a grade of "B" or better. This service is funded through the Student Support Services—STAY grant. A total of 45 students participated in the program this year. We anticipate more students will use these services next year as information is shared about the benefits of the program.

PROGRAMS

The College of Menominee Nation offers nine Associate of Arts and Science degrees, four Associate of Applied Science degrees, and two Certificate degree programs.

Associate of Arts and Science programs developed as transfer programs include:

- ◆ Business Administration
- ◆ Computer Science
- ◆ Early Childhood/Elementary Education
- ◆ Family Service Worker
- ◆ Human Services-Social Work
- ◆ Liberal Studies
- ◆ Natural Resources
- ◆ Nutrition and Food Science
- ◆ Pre-Nursing
- ◆ Sustainable Development
- ◆ Tribal Legal Studies

Associates of Applied Science degree programs developed as technical programs include:

- ◆ Accounting Specialist
- ◆ Early Childhood Specialist
- ◆ Human Services-AODA Counselor
- ◆ Microcomputer Specialist

Certificate programs developed as one-year technical programs include:

- ◆ Police Science
- ◆ Pre-Apprenticeship Carpentry

ASSESSMENT OF STUDENT LEARNING (ASL)

The Assessment of Student Learning activities have expanded this year to include an ASL Committee made up of ASL staff, faculty, administrators and a student representative. Over the past year, the efforts of the ASL Committee have resulted in several activities including:

- ◆ Reception to Honor Scholarship
- ◆ Recipients Education Open House - Fun Learning Activities
- ◆ CAAP Test Administration to Graduating Students
- ◆ Oversight Portfolio Presentation Process
- ◆ ASL Loop to create plans, collect results
- ◆ Work with faculty to report ASL results
- ◆ Candy Assessment Activities
- ◆ Faculty In-Service Sessions to further develop ASL instruments and processes

- ◆ Staff attended seven conferences including topic areas on assessment, AIHEC and HLC-NCA Annual Meeting.

ACCREDITATION

On August 18, 2003 CMN received notification of action taken by the Higher Learning Commission that the college's continued accreditation is awarded through 2013. Initially, CMN was awarded its five year accreditation status in 1998.

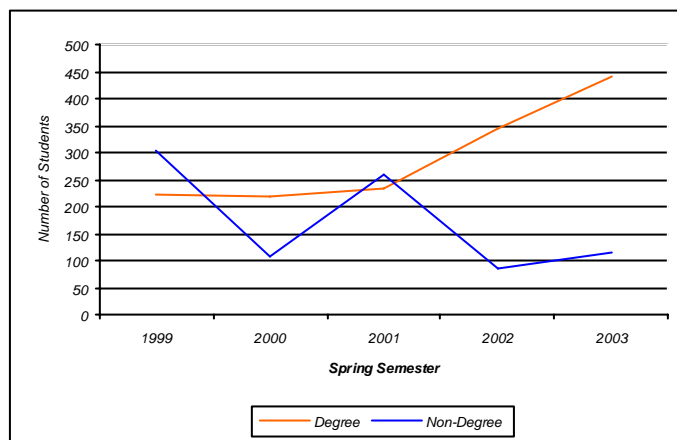
In 2001, CMN undertook an extensive self evaluation process to prepare for the Higher Learning Commission's accreditation site visit held in March 2003. Upon the completion of the week long site visit, CMN was recommended for 10 year continued accreditation to the HLC-Institutional Actions Council.

STUDENT TRACKING ACADEMIC YEAR (S.T.A.Y.)

Enrollment increased to 150 students during the 2003-04 academic year. Brown bag workshops were sponsored by the program including a presentation on wild rice, test anxiety, financial aid and sturgeon feast. Students also participated in campus visits to UW-Green Bay, UW-Oshkosh, UW-Stevens Point, Bellin College of Nursing and UW-Madison. Students also participated in the AIHEC spring conference.

DEGREE SEEKING TRENDS

The number of degree seeking students at CMN has increased significantly over the last five years. In 2003 over 442 CMN students were enrolled as "degree seeking" compared to 221 students in 1999. This number reflects a 50% increase in the number of students seeking to graduate and transfer to a four year college to complete a baccalaureate and/or enter the workforce in several areas.



BOOK STORE

This year, the bookstore added food snacks, CMN logo items and school supplies to its inventory. The bookstore has also acquired a larger office supply inventory to accommodate the needs of CMN staff, thus becoming the Central Supply Department for the College of Menominee Nation. Annual Gross Sales in the bookstore have reached \$219,235.00 and there is an anticipated increase in the coming year. As the CMN Bookstore becomes a significant business venture within the College of Menominee Nation, it seemed fitting that it should further establish its identity by acquiring a more distinctive moniker. A "Name the Bookstore Contest" was held and CMN students had an opportunity to submit suggestions for naming the bookstore. On December 12, the CMN President announced the winner of the contest and the bookstore acquired its new name; "Paw Prints". The "Paw Prints Bookstore" will continue to expand its inventory so that it can provide a greater variety of merchandise to students. It will also expand services that are relevant to students' educational needs. The Paw Prints Bookstore will continue to provide convenient textbook sales and purchasing services to the college community.

STUDENT SERVICES

This year the student services division added several key personnel to serve the needs of CMN students. An administrative assistant professional tutor was hired to serve the needs of students. An academic advisor for the STAY program was hired, as well as a financial aid director. The office suite located on the first floor provides one-stop service for students as they make arrangements to enter college. Current student services include: admissions, recruitment, financial aid, advising, career services, services for students with disabilities, registration and STAY personnel.

Major highlights for the academic year:

- ◆ Development of 2004CMN calendar.
- ◆ Redesign of billboard advertisement on highway 29.
- ◆ Increased enrollment in the STAY program
- ◆ Participated in national and regional HLC-NCA sessions.
- ◆ Dean selected as member of the consultant/evaluator corps for HLC-NCA.
- ◆ Increased services in career/disability/tutoring.
- ◆ Professional Development for staff: national, regional, an TCU TRIO training programs in Denver, the Abbey WI, Washington D.C., Madison; Nole Levitz retention/recruitment meeting in Madison; AAHE/HLC-NCA meeting in Lisle, IL
- ◆ Sponsored activities: Open House, brown bag sessions; campus visits.

**Celebrate
Learning**

INFORMATION TECHNOLOGY

The IT department is testing web based course management software called Educator from Ucompass. We have three instructors (including 2 IT Dept staff) currently testing the software. Dave Heup has used it for sending email to the entire class, giving online tests and tracking homework. Lisa Marchel has used the live chat and the discussion boards extensively. Joan Sousek has used the calendar and anonymous survey capabilities of the system. All three of the instructors agree that this system helps facilitate communication, and while some of the students have had trouble forgetting their login, for the most part they have no troubles with the system.

In the fall of 2003 the IT Department implemented a Mobile Wireless Computer Lab at the Keshena Campus. This lab can be wheeled into any classroom and hooked up to the network for access to student files and for Internet access. The lab consists of a self contained storage unit for 30 laptop PCs with charging ports, a wireless hub and a printer. It was purchased with Title III funds. It has been a popular addition to the technology on campus with almost daily usage. A second cart is being purchased with grant funds for use the new science classroom addition.

Control of the massive amounts of spam was identified last year as one of the department's major challenges. In November of 2003, GFI Mail Essentials was purchased as a solution. The College is now able to intercept unwanted emails and prevent delivery to the users, thereby saving staff time spent reading and deleting messages and space on the email server. IT Department staff are still fine tuning this system to ensure that acceptable email is not being blocked.

ARTICULATION AGREEMENTS

College of Menominee Nation has articulation agreements with eight colleges/universities. These agreements allow students to transfer after completion of an Associate of Arts & Science degree to a baccalaureate degree granting institution.

Articulation Agreements include:

- ◆ Business Administration - University of Wisconsin - GB
- ◆ Business Administration - University of Wisconsin-SL
- ◆ Early Childhood Administration - University of Wisconsin-GB
- ◆ Human Services/Social Work - University of Wisconsin-GB
- ◆ Liberal Studies - University of Wisconsin-GB
- ◆ Natural Resources - University of Wisconsin-Stevens Point
- ◆ Pre-Nursing with Bellin College of Nursing
- ◆ Pre-Nursing with University of Wisconsin-Eau Claire
- ◆ Pre-Nursing with University of Wisconsin-Oshkosh
- ◆ Police Science - Fox Valley Technical College
- ◆ Sustainable Development with University of Wisconsin-Madison

CMN is currently working on articulation agreements with the University of Wisconsin-Green Bay in Computer Science and Nutrition and Food Science with University of Minnesota-St. Paul.

LIBRARY

Our main focus this year was to continue to offer quality services and keep students coming back to use the library. Increasingly, students are using the library throughout the day and into the evening. In addition, faculty have increased using the library for their classroom research. We have found that students who are taking advantage of the library services are using CMN's interlibrary loan program. Students are also learning how to manage their time on the internet when conducting research. Another event that has gone well for the library has been National Library Week in April. Students and faculty were encouraged to come into the library and enter daily drawings for prizes. It has been so successful that we plan to keep this as an annual event.

2003-04 CAMPUS EVENTS

- ◆ Community Economic Development Luncheon, Visit
Department of Commerce Secretary, Cory Nettles.
- ◆ MBA Scholarship Presentation - For Peck Community College.
- ◆ Recognition Luncheon for Lawrence Wauka, Founding Chairperson for CMN.
- ◆ Grand Opening Celebration for Campus Commons Building.
- ◆ Menominee Tribal Legislature Candidate Forum.
- ◆ Luncheon Honoring CMN's Founding Board of Directors & Celebrating CMN's 11th Anniversary.
- ◆ American Indian College Fund Visit - Richard Williams, Executive Director.
- ◆ Groundbreaking Ceremony for Shirley Daly Extension & Campus Commons Extension.
- ◆ Celebration of Learning Day.

MENOMINEE CULTURE INSTITUTE

The Omaeqnomenewak Pematosenewak Center at College of Menominee Nation is the place of learning and teaching about the Menominee people. This cultural learning center is the focal point of the college's mission to provide instruction and information on the historical, cultural, linguistic and contemporary ways of life of the Menominee Indian Tribe.

During 2003, the Menominee Culture Institute completed the seventh annual American Indian Studies Summer Teacher Institute. We had the largest group of participants registered for the program in the six years it has been held here on the campus of CMN. The success of the program is the planning done between the Culture Institute staff and the staff of the American Indian Studies Program at the Wisconsin Department of Public Instruction. Also contributing to the success of the program is the excellent facilitators. These facilitators, who are American Indian and non-Indian, are here to provide assistance and share their cultural and educational knowledge with their peers and students who register for the summer institute.

Also in 2003, the Culture Institute continued to provide training, research and assistance to CMN faculty, other tribal education programs and programs at CMN on aspects of Menominee history, culture, language and values. Culture Institute staff have been involved in the ASL training for all CMN staff and faculty. At the beginning of the 2003-04 academic year, the Institute provided to each faculty member and department an audiotape of "Fifteen Menominee Words that can be Used Daily". The Institute also printed and disseminated a four poster series of the Menominee vowel system. The poster sets were given to other schools, libraries, community and elderly centers, youth centers and tribal offices on the Menominee Reservation. The Culture Institute director made over twenty classroom and workshop presentations to schools, CMN classes, educational and professional organizations around the State of Wisconsin. Most were presentations on Menominee history, culture and language.

Lastly, the Culture Institute through the Training for All Teachers (TAT) project provided training opportunities for teachers in the Menominee Indian School District (MISD), Menominee Tribal School, Menominee Indian Headstart and College of Menominee Nation. A total of 39 teachers and support staff from these institutions took course work from several post-secondary institutions as they worked toward their bachelor, master's and teacher add-on certifications in reading, mathematics, science, technology and bilingual education.

Oh-mah-no-meh-neh-wuk Peh-mah-the-sen-ee-wuk
'The Menominee Way of Life'

SUSTAINABLE DEVELOPMENT INSTITUTE

Academics: SDI established successful collaborations and linkages to forward academic programming at CMN. SDI/CMN entered into an MOU with five units of the USDA Forest Service to cooperate in establishing a Center at CMN to conduct research and development, disseminate knowledge, facilitate information exchange, and develop education programs on sustainable forestry and sustainable development. A position funded by the Forest Service will be detailed to CMN to advance this Center and activities. Secured funding from the Forest Service that developed a SDI/Forest Service partnership website. Continued to build the Sustainable Development Degree Program and Nutrition & Food Science Degree Program. Secured funding from USDA CSREES to establish student scholarships and internships for Sustainable Development and Nutrition & Food Science majors, along with offering a Sustainable Design Course in May. Explored international partnerships in Sustainable Development with Galen University in Belize, in which funding was applied for through USDA to initiate this international collaboration. Linkages were established with key institutions and agencies to develop the College's capacity in material science and environmental public health. Institute staff and faculty received funding that is developing a partnership with the Newberry Library to identify material on Menominee to utilize to enhance the humanities and sustainable development courses.

Outreach: SDI provided a variety of outreach activities to local, regional, national, and international communities of interest. The Institute held a summer leadership seminar for high school students on Sustainable Development and held a Woodlands Wisdom Seeker Day Camp for 2nd graders on diabetes education and prevention. SDI secured funding for a variety of diabetes prevention activities, including a Walking Program, Menominee Youth Cooking Club, and mobile diabetes education classroom. The Institute continued involvement in the Woodlands Wisdom Confederation to educate, disseminate, and address the needs regarding diabetes. The Confederation, with CMN as lead, received a USDA grant to develop a full proposal for Community Foods Assessment in the members' communities. Institute provided technical assistance and facilitation to the Menominee Legislative Body in strategic planning. Institute sponsored various events including Satellite Videoconference on Overweight Issues in Childhood, World Food Day International Teleconference, celebration of the USDA Forest Service and CMN, and Brown Bag luncheons related to sustainable development. Institute has been engaged in planning for an International Conference on Sustainable Development, scheduled for June 2004. A Conference Coordinator has been contracted with to lead the planning and organizing the conference.

Support: SDI provided a variety of support to advance the College. Technology support, sponsored program support, advancement support, administrative support, campus planning, and representation on local, tribal, regional, national, federal, and international committees or groups were provided by Institute staff and faculty. SDI personnel participated in federal and foundation conference, initiatives, and training, resulting in over \$3 million in sponsored programs. Sponsored programs support was provided to SDI personnel and College faculty and staff in the preparation, submittal, and management of sponsored programs. SDI provided technology support to various Institute and College initiatives that ranged from website development and management, database development and management, and multi-media presentations. Administrative support was provided to various Institute faculty and College faculty in management of sponsored programs to insure project success for first time principal investigators. Advancement support was provided throughout the College, as this past year Institutional Advancement was located within the Institute. Advancement support included annual campaign, coordination of various campus events, and institutional research/assessment. Campus planning support was provided throughout the College, as this past year Campus Planning was assigned to SDI, and has since been reassigned to the VP of Operations. SDI provided assistance in proposal development and coordination of funded capital projects. SDI personnel and faculty represented the College on numerous federal, private, and tribal committees to guide in federal, national, international, and local initiatives. Representation and participation included on the National Council for Science and the Environment, USDA CSREES Water Resource Coalition, NASA Sustaining Engineering Studies at TCU's Working Group, USGS and EROS Data Center Geospatial Technology Tribal College Forum, CSKT Indian Land Working Group, and Menominee Tribal Strategic Planning.

ANNUAL CAMPAIGN

The CMN annual donations campaign was successfully administered in November, 2003. Approximately 2,500 campaign solicitations were developed and mailed to prospective donors. Additionally, a campus campaign was administered offering faculty and staff an opportunity to contribute to CMN and receive a commemorative lapel pin. To date CMN has received donations from over 70 individual and corporate donors as a result of the campaigns.

COMMUNITY EDUCATION/OUTREACH EXTENSION

This year, the Education/Outreach/Extension department registered 867 training participants in several outreach endeavors. Currently, the department is able to sustain large scale community involvement by strengthening the capacity of community members through the development of programs and services designed to meet their specific needs. The department brings additional dollars, resources, and potential students to the College. Educational programs are community focused and stem directly from the mission of the College, encouraging community residents to live the concept of "lifelong learning." The department continues to seek additional grant funds that benefit surrounding communities.

2004 Training Programs

In 2003-04 the department has had a tremendous response to the training sessions offered. Our goal was to train 300 participants over the course of the year. From January 2003 to May 2004, we registered 867 training participants, exceeding our goal nearly threefold. Overall, 71% of participants completed economic development coursework, 21% of participants completed coursework related to child care, and 8% completed classes in youth development. Specific project areas include:

Training and Workshop Sessions

- ◆ Held 60 Separate Sessions
- ◆ 908 participants this calendar year

Child Care Training Initiative: This year EOED developed a year long child care training initiative focused on Tribal Daycare, Head Start, private sector childcare providers, as well as parents and community members. Training curriculum was developed to strengthen the capacity of teachers thereby providing a higher level of service to Menominee children and families. To date, 90% of participants have been child care providers/teachers and 10% of participants are local parents and community members.

Youth Development: Two programs are currently being offered in this area: (1) The **Summer Transportation Institute** at CMN served as a 2003 STI host site for a fourth year. The STI program promotes academic improvement and introduces middle school students to careers in the transportation field. Parental feedback indicates that students some students have improved academic performance after attending the institute; (2) The **Junior Achievement** program focuses on teaching middle school students the economic value of education. Three EOED staff members have joined the Junior Achievement Program and team-teach in MISD.

Economic Development: Four programs have been developed in the economic development area: (1) The **Transportation Alliance for New Solutions (TrANS)** funded by the Wis-DOT is designed to encourage women and minorities to seek employment in transportation related construction fields. In 2003, seven of eight participants were placed in jobs. In partnership with the Menominee Job Training program TrANS graduates are eligible to receive funding for additional training opportunities. Six Menominee participants have received their over-the-road Commercial driver's License; (2) The **Disadvantaged Business Enterprise** program targets Menominee owned businesses eligible for certification with the Wis-DOT to include eligibility to bid for state funds, receive free training opportunities and small business loans; (3) The **CSREES Native American Outreach Grant** is designed to increase Native American participation in USDA programs and services. Community members are eligible to receive economic benefits for purchasing homes, small businesses, agricultural endeavors, and conservation practices on private land. Tribal Government participation increases eligibility for economic benefits for rural development, conservation, agriculture; (4) The **Tribal Summit** assists agencies to build stronger partnerships with Wisconsin's 11 tribal communities in order to increase funding opportunities to enhance the availability of technical services, provide for work based training opportunities and improve tribal infrastructures.

Computer Basics: Fifteen clients registered with six receiving a "Certificate of Completion". The classes consisted of: Introduction to Windows, Word Level 1 and 2, Excel Level 1 and 2 and PowerPoint Level 1. Participants had no prior knowledge of computer use. Upon completion, the participants had improved their skills and employment options.

CPR/First Aid: The EOED department responds to all requests for individuals required to maintain CPR and First Aid certification in their specific job duties. Sessions are flexible and set up as needed. Agencies receiving training and certification are: Tribal School, Tribal Day Care, Tribal Transportation, Tribal Conservation, Tribal Historic Preservation, Menominee Casino, Menominee Tribal Enterprises, Menominee Indian School District and CMN staff.

Early Childhood: Menominee Tribal Day Care has received funding to provide teachers, staff and families the opportunity to receive extended training in this field. An MOU has been signed to set up a yearly training schedule to provide at least two trainings per month. To date, 20 trainings have been provided to a total of 536 participants.

Sign Language: Forest County Potawatomi residents requested a workshop in basic sign language. A beginning sign language class provided 40 participants 56 hours of training. Feedback indicates that a higher level of service is available to residents requiring sign language. A proposal has been set up for an eight week session offering Intermediate Sign Language to 40 participants this fall.

Effective Communication: An Effective Communication training was completed in June, 2004 with a total of 15 participants completing the class. Stockbridge-Munsee Head Start, Menominee Highway Department, Family Preservation, Neopit Tribal School and Menominee Tribal MIT Department participated.

TRANSITION SERVICES

The success of many students depends on the quality of services available to assist them as they transition into the college environment. At College of Menominee Nation, integral programs are available to help students succeed. Program activities for the past year included:

High School Youth Options Program

The Youth Options program is available to high school juniors and seniors who are in good academic standing. They may elect to take college courses at a local college during the school day and the school district will pay for tuition and books. During the fall 2003 and spring 2004 semesters 24 students took one or more of the following courses: Elementary Functions: Algebra and Trigonometry, Introduction to Computer Science and Information Technology, Student Success Strategies, Fundamentals of English, Introduction to Environmental Science, Introduction to College English, Introduction to Business, and College Algebra.

Youth Work Base

This year 56 high school students from Gresham, Bowler, Menominee Indian, Oneida, and Green Bay South West High Schools enrolled in the Learn and Earn program. They took classes after school at the Green Bay, Bowler and Keshena campus sites. These high school students took classes along side the regular adult students. The classes that the students took included the following: College English, Introduction to Sociology, Introduction to Economics, Student Success Strategies, Introduction to Environmental Science, College Algebra, Fundamentals of Math and Introduction to Oral Communications.

Community Compact

In 2003, the Native American Vocational and Technical Education Grant provided for tuition and books for over 60 students. The intent of the grant was to encourage students to enroll in courses that will increase job skills in two primary programs including Police Science/ Security and Business Administration/Supervisory Management. Overall, 13 employees from the Menominee Nation Casino took English courses while another 19 employees took a course in Employee Relations. Beginning supervisors also took courses at CMN. Fifteen students from the Gresham, Bowler and Stockbridge-Munsee communities also took supervisory management courses. In addition, 19 students from the Menominee area took the small business management course. Most of the students are interested in starting their own businesses. The course explores the role of the manager and entrepreneur in the small business environment. Special problems in the areas of marketing, finance, record-keeping, taxes, decision-making, risk taking and business law are covered. All students complete a business plan.

CAPITAL DEVELOPMENT PROJECTS AT CMN: 2003-2004

Campus Commons

Phase One Construction of the new Campus Commons was completed with funding support from the US Department of Housing and Urban Development under its Tribal Colleges and Universities Program. A multi-purpose addition to the Campus Commons building has also been completed.

Labs and Classrooms

A new Labs and Classrooms addition to Shirley Daly Hall was completed with funding from the US Department of Education-Title III and including Lab Instrumentation funding by the US Department of Defense. The American Indian College fund also provided financial support for parking lot and pathway lighting.

Campus Drive

Our new campus roadway, "Campus Drive" was constructed as a result of cooperative funding by the Bureau of Indian Affairs and the Menominee Tribe. Lighting and sidewalk improvements were included in the project as well as street lighting.

Carpentry Shop

USDA-Rural Development funds made possible a new Carpentry Shop serving the pre-Apprenticeship Carpentry Program at CMN. The building shell was contracted out with CMN students completing the building.

**COLLEGE OF MENOMINEE NATION
BOARD OF DIRECTORS**

Georgianna Ignace, B.S.
Chairperson
Communications/Public Relations

Jeremy Pyatskowitz, B.S.
Vice-Chairperson
Menominee Environmental Services

Virginia Nuske
Education Director
Menominee Indian Tribe of Wisconsin

Betty Jo Wozniak, B.S.
Director
Maehnowesekiyah Treatment Center

Lorene Pocan
Retired Social Services Counselor

Bernard Kaquatosh
Human Resource Director
Menominee Indian Tribe of Wisconsin

Elaine Peters, B.S.
Social/Cultural
Education Department
Menominee Indian Tribe of Wisconsin

Ada Deer, M.S.
Honoree Member
Lecturer

**JOINING OUR CAMPUS COMMUNITY 2003-
2004**

Julie Buntrock
Administrative Assistant
Student Success Strategies

Dorothy Neosh
Maintenance Aide

Renita Wilber
Technical Support Specialist

George Frechette
Maintenance Aide

Beverly Moeser
Academic Advising Coord. SDI Assistant

Dale Kakkak

Phyllis Bickford

Darla Korol

SDI Asst. Administrator

Portfolio Coordinator

Financials

College of Menominee Nation		
Financial Statements*		
Year Ended June 30, 2003		
Statement of Financial Position		
Assets		
Cash		\$28,322
Long term investments		742,608
Accounts Receivable		98,744
Grants Receivable		577,907
Fixed Assets (Property, Plant & Equipment)		\$2,121,639
Total Assets		\$3,569,220
Liabilities		
Liabilities		\$834,469
Net Assets		\$2,734,751
Statement of Financial Activities		
Revenue and Other Support		
Educational and general		
Student Tuition and fees		\$1,168,143
Government grants and contracts		2,629,795
Private grants, contracts and donations		1,811,693
All other revenue		208,476
Total revenue and Other Support		\$5,818,107
Expenses		
Educational and general		
Instruction		\$2,524,954
Academic support		1,249,581
Public service		220,615
Student services		540,201
Institutional support		727,847
Auxiliary Enterprises		182,488
Operation and maintenance of plant		242,834
Depreciation**		140,000
Total Expenses		\$5,828,520
*unaudited		
**estimated		

COMMUNITY DEVELOPMENT

Bernard Vigue, Director

The Community Development Department is composed of the following: Public Transit, Solid Waste & Recycling, Land Use, Economic Development, Menominee Business Center, Roads, and Facilities. Our total budget is approximately \$4,700,000 with the Tribe contributing approximately \$450,000.

FY04 projects:

- Obtained funding and began design for improvements to the Keshena Water System (new water tower, new well and piping improvements) at a total cost of \$2,800,000
- Completed the design to replace the Fairgrounds and Keshena Falls bridges
- Major Roads construction projects were LaMotte Lake, Joe Summers, and Keshena Transfer Site, Middle Village Well, County V V East, and Brooks Lane roads.
- Transit Department added a paved parking lot and vehicle storage building
- Cleaned up approximately 50% of the illegal dump sites on the reservation
- Collected data on wind energy from the Cellcom Tower site on Camp Four Hill
- Replacement started on the Crow settlement, Camp 24 bridges, and Pismir bridges
- Construction completed on a sidewalk with lighting along Hwy 47 (MISD to Casino)
- Construction of the addition to the courthouse was 90% completed
- Obtained a \$150,000 grant to aid in the funding of Menominee Business Center operations for three years.

FY05 Planned activities:

- Major Roads projects: Joe Johnson, County AA, Our Children's, Keshena Well, Keshena Water Tower, Bass Lake and cemetery roads.
- Working with the Wisconsin Department of Transportation to replace the pavement and sidewalks along hwy 47 in Neopit
- Develop business plans, obtain funding, and construct a retail center in Keshena
- Purchase a replacement bus and maintenance vehicle for the Transit Department
- Develop a transportation plan for the Menominee Tribe
- Explore a tobacco distributor partnership with our present supplier
- Complete a study of the Wastewater System in Neopit
- Replace the Fairgrounds and Keshena Falls bridges and construct a bridge over the Red River on the Red River Road.
- Plan for the development of the area around the old railroad bed and Menominee Tribal Enterprises entrance in Neopit
- Participate in the development of additional housing in the Middle Village area

COMMUNITY FIRE PROTECTION

Douglas Duquain, Fire Commissioner

Fire Department Activities from 10/01/03 to 9/30/04

Keshena Fire Department

Month	Calls	Meetings	Training Activities
October	15	2	
November	9	2	
December	4	2	1 person x 60 hrs. FF entry Level 1 & 2
January	8	2	
February	4	2	
March	6	2	
April	7	2	3 men x 30 hrs. each Driver & Pumper Operations 9 men x 2 hrs. each Wildland Fire Training
May	6	2	10 men x 2 hrs. each Helicopter Landing Zone Training 2 men x 4 hrs each Mocked Bus vs Tanker Accident
June	6	2	
July	8	2	
August			
September	6	2	
TOTAL	80	24	196 hrs of Training. Roster of 16 people.

Middle Village Fire Department

Month	Calls	Meetings	Training Activities
October	2	1	3 men x 30 hrs each Firefighter Entry Level Training
November	2	1	
December	3	1	2 men x 30 hrs. each FF Entry Level 1 & 2
January	8	2	
February	3	2	
March	2	2	6 men x 30 hrs. each Driver & Pumper Operations
April	8	2	7 men x 2 hrs each Wildland Fire Training
May	2	2	2 men x 4 hrs each Mocked Bus vs Tanker Accident
June	1	1	
July	2	1	
August			
September	3	1	
TOTAL	36	16	202 hrs. of training. Roster of 9 people.

Neopit Fire Department

Month	Calls	Meetings	Training Activities
October	3	2	
November	1	1	2 men x 30 hrs. each FF Entry Level 1 & 2
December	7	1	
January	5	2	
February	2	2	
March	2	2	6 men x 30 hrs. each Driver & Pumper Operations
April	6	2	3 men x 5 hrs. each Chemical Drug Lab Training 9 men x 2 hrs each Wildland Fire Training
May	2	2	3 men x 36 hrs. Driver & Pumper Operations Training 4 men x 4 hrs each Mocked Bus vs Tanker Accident
June	2	2	
July	2	2	
August			
September	2	2	
TOTAL	34	20	277 hrs. of training. Roster of 9 men

South Branch Fire Department

Month	Calls	Meetings	Training Activities
October	1	2	3 men x 8 hrs each Wildland Fire Training
November	1	2	
December	2	2	
January	2	2	
February	1	2	
March	1	2	
April	1	2	4 men x 2 hrs each Wildland Fire Training
May	2	2	43men x 4 hrs each Mocked Bus vs Tanker Accident
June	1	2	
July	2	2	
August			
September	2	2	
TOTAL	16	24	44 hrs. of training. Roster of 7 men

Grand Total	166	84	719 Total hrs. of training. Total of 41 Firemen.
	Calls	Meetings	

CONSERVATION/RIGHTS PROTECTION

Al Fowler, Director

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

Financial Data:	Budgeted	Current	Projected	Balance
BIA Funds	\$355,910.57	\$ 0.00	\$325,942.66	\$ 29,967.91
Tribal Funds	\$230,253.00	\$206,833.37	\$230,253.00	\$ 23,419.63
Totals	\$586,163.57	\$206,833.37	\$556,195.66	\$ 53,117.54

<u>OUTPUTS:</u>	<u>F.Y.2004</u>	<u>F.Y./2003</u>
Water Resource Inventories	3	2
Fish Stocked	0	0
Reportable Incidents	383	353
Warnings Issued	8	2
Citations Issued	65	53
In-service Hours	164	80
Interagency Assists	38	46
Complaints Receive	53	72

Administrative

This again was a difficult and eventful year. It was difficult in the respect that after tribal budgets were approved the freeze on merit and cost of living adjustments were lifted and put us over our approved budget in the tune of \$63,000.00 which the Legislature made up for in late July of 2004. Furthermore, the Federal budget was again late so we had to severely limit our spending at the year's onset. In January our then Director, Leon Fowler became gravely ill and passed on in late April. That created a position vacancy in our department which was filled very late in the fiscal year, but resulted in some savings. We also had meetings with Legislature members, the Department of Natural Resources and the Conservation Committee Chairman to address our enforcement problems on reservation lakes. We were expected to receive some assault rifles from the U.S. Fish and Wildlife Service, but that transfer was denied by the BIA Minneapolis Regional Office because of alleged inventory discrepancies ten years ago.

Conservation Law Enforcement

As the statistical report indicates, there were 383 reportable incidents this year which shows that this was a busy year when considering that we patrol 360 square miles of the most densely forested areas in the state. This will be increasingly difficult in future years since we are operating recently obtained U.S. Government vehicles which will hamper our accessibility in many brushy areas. Still numerous complaints arise from those areas result in damage to the vehicles' paint which we get penalized for at trade-in time. Still in all, we have recorded more citations than in previous years and received favorable judgments in court. Warden personnel have obtained adequate in-service training to fulfill contract mandates and have maintained their law enforcement credentials. We have received some good reports on our officers' professionalism. There is a low rumble beginning in regard to our warden's salaries not being consistent with state, local and federal wardens. We have only begun reviewing our options to attack this problem.

Fish and Wildlife

Again this year, we were heavily involved with our Sturgeon Project which consumed many hours monitoring on the Wolf River and planting and surveying sturgeon in Legend Lake. Our surveys showed that the Legend Lake stock are doing rather well with some of our samples reaching up to fifty inches in length and we are proposing a limited sturgeon season. We also spent numerous hours radio monitoring our wolf pack which is still in the area. One wolf was disposed of for cattle recidivism while they remain in the area. Wolf locations are posted twice weekly on the internet by the Wisconsin DNR. We have had several reports of wolf sightings in our area. This year, we were approved for \$162,000 of US Fish and Wildlife funds, much of which will be used for manpower, equipment and supplies for the funded projects. That will help ease the financial burden this work segment has on this department's normal budget. At the close of this report, we have not yet received a cent, but we have been bombarded with redundant information requests and further forms. Our application for next years' Fish and Wildlife funding was denied for questionable reasons.

Environmental Quality

This year, junk cars was the central focus of enforcement agencies on the reservation and an entrepreneur, David Ante, a.k.a. "Limo Dave" was buying up junk cars with assistance from the Tribe. This notorious problem was addressed and numerous junk cars were removed from the reservation. This was a notable success. Yet, the businessman was utilizing the tribe's transfer site for his business and several complaints were brought to our department regarding oil spills and junk tires which was in violation of our environmental laws. Attempts were made by various tribal agencies for the businessman to clean up the area with no avail. In August, Mr. Ante was forwarded a citation from this department for violation of environmental laws. That matter remains in our courts. Also, there were twenty-four solid waste incidents reported and thirty-three investigations, some of which resulted in four citations for the year.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

This Program provides financial need-based BIA/Tribal grants to eligible Menominee students seeking bachelors degrees. Eligibility for grants is determined by the financial aid officer at the school the student plans to attend, after the student has applied for financial aid and has been accepted into an accredited program. Services provided by the Tribal Education Department are:

1. Admissions forms and filing the Free Application for Financial Aid on the Internet
2. Education Counseling
3. Information and financial aid workshops
4. Financial aid and academic follow-up to determine eligibility for continued funding according to Tribal policies.

<u>Academic Year 2003-2004</u>		FY 2004 Budget:	\$256,673.17
A. Number of new students	118	Expended	<u>252,688.02</u>
B. Number of active students	174-(5/04)	Balance	\$ 3,985.15
C. Number of graduates	12		

SUMMARY: Administrative balances will be applied to the next fiscal year's student grants. Limited funding remains an issue, especially for students who file late or decide to enroll shortly before the semester begins.

ADULT VOCATIONAL TRAINING

This Program provides financial need-based BIA/Tribal grants to eligible Menominee students attending 1 – 2 year vocational/AA technical degree/diploma or certificate programs. Services provided to these students are the same as it is for students in the higher education program.

<u>Academic Year 2003-2004</u>		FY 2004 Budget:	\$212,536.70
A. Number of new students	73	Expended	<u>204,773.59</u>
B. Number of active students	80	Balance	\$ 7,763.11
C. Number of completions	7		

SUMMARY:

We continue to have a substantial enrollment in AVT programs, however funding limitations affect these students the same as those in bachelor programs because the financial aid process is the same. The difference is the length of eligibility for grants under this program.

ADULT EDUCATION

Full-time GED/HSED instruction is provided under this program. Limited funds allow for short term job-related training, courses or workshops for eligible Tribal employees.

Services provided are:

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

<u>Academic Year 2003-2004</u>		FY 2004 Budget:	\$48,057.28
A. GED/HSED Completions	12	Expended	<u>43,885.17</u>
B. A.E. Completions	10	Balance	\$ 3,517.06

SUMMARY:

The loss of the GED/HSED Instructor impacted the number of completions this year. Until the instructor's illness in July, the numbers progressed as they had in the past. Students are being given an interim option for prep until the position is filled. The transition to the new testing process went smoothly.

EDUCATION CONTRACT HIGHLIGHTS (CTF58t440B8)

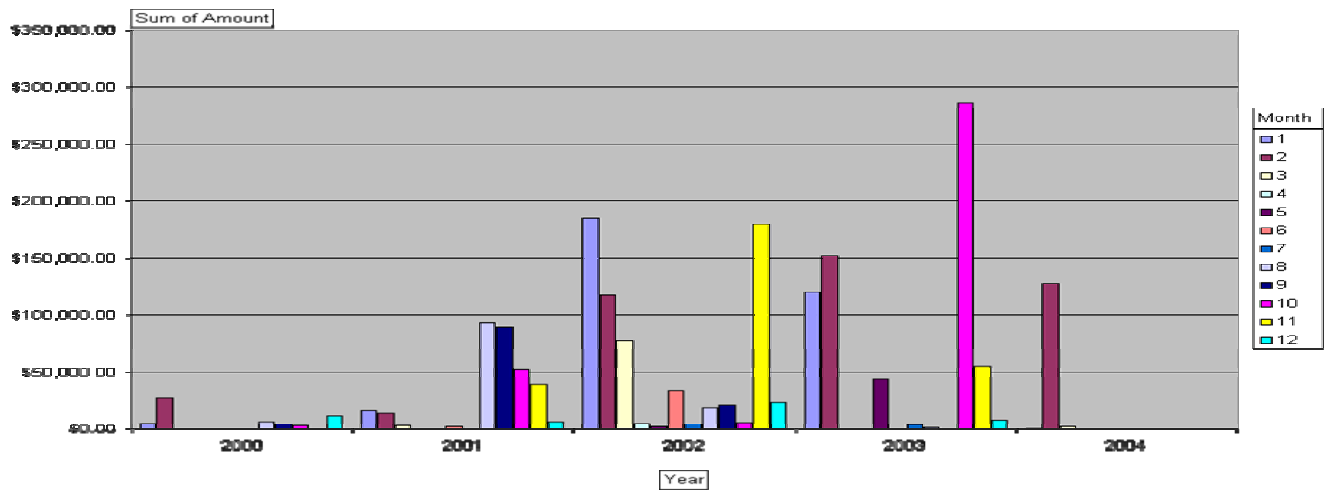
HIGHER EDUCATION:

Funding students continues to be a major issue. BIA grants were depleted in February. Spring grants were processed as fall grade reports were received until the funds were gone. Students are encouraged to file for financial aid early and do scholarship searches to supplement their expenses.

All 4 Annual W.I.E.A. Scholarships went to Menominee students. This is quite an achievement since these scholarships are offered state-wide and are very competitive. A Menominee student was recognized as Outstanding Undergraduate Student of the Year at the Annual Conference held in April. This recognition is based on academics, community involvement and leadership qualities.

*The attached chart gives an idea how the funding has risen over the past several years. The bars indicate the amounts processed each month throughout the year, note the most grants processed are in October.

Program Higher Education

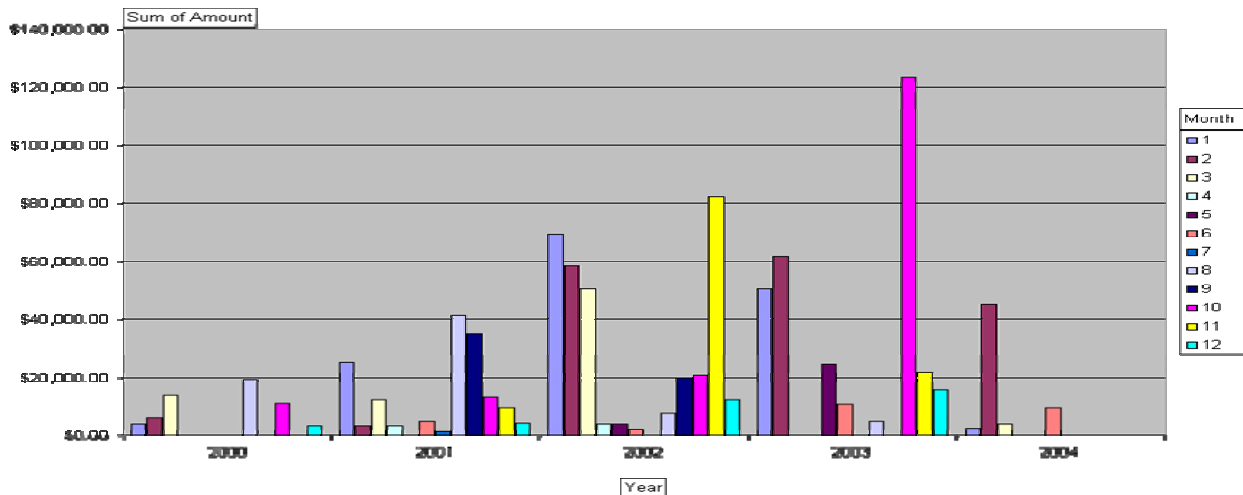


ADULT VOCATIONAL TRAINING:

Funding limitations affect students in AVT programs as well as degree programs. The financial aid process is the same for these students as it is for the others. These students are also encouraged to apply for scholarships.

*The attached chart shows how the funding has increased these few years. The bars indicate the amounts processed each month throughout the year. The most grants are processed in October.

Program Adult Vocational Training



ADULT EDUCATION:

The teacher had planned to return to work the first part of October so instruction was temporarily suspended, since July. Currently students are given an option to do preparation in Shawano, or wait until the position is filled. Testing continues but because students couldn't prep, the number of people who come in to test has dropped. The new testing process has been implemented. It takes approximately 2 weeks for students to find out if they have passed because the results must be scored at a central location, out of state. Students can only test at one site; they cannot start testing at one and transfer to another.

ELECTION COMMISSION

Davey Jean Peters

Nomination papers were available to eligible tribal members for the Tribal Legislature Election. The date for the Primary Tribal Legislature Election was November 12-13, 2003. Tribal Members certified as "On Reservation" Candidates for this election were:

Stephanie Awonohopay	Albert "Al" Fowler
Llewellyn "Lew" Boyd	Annmarie F. Johnson
Barbara Katchenago Caldwell	Bruce A. Wilber, Sr
Douglas G. Cox	Myrna "Tudy" Warrington
Kenneth "Bum Bum" Fish	Theodore "Tony" Warrington

The following were certified as "Off Reservation" Candidates:

Alan Caldwell	Richie Plass
---------------	--------------

Voting results at the polls and absentee on November 12-13, 2003:

Neopit Fire Station	122
Keshena-Gordon Dickie Center	372
Absentee Received	507
Total	1001

The top six in the Primary Tribal Legislature Election were:

Theodore "Tony" Warrington	427	Douglas G. Cox	344
Annmarie F. Johnson	382	Albert "Al" Fowler	332
Alan Caldwell	354	Stephanie Awonohopay	325

The remaining candidate's votes went as follows:

Barbara Katchenago Caldwell	318	Kenneth "Bum Bum" Fish	306
Richie Plass	293	Llewellyn "Lew" Boyd	271
Myrna "Tudy" Warrington	298	Bruce A . Wilber, Sr.	241

The Final Election was held on January 14-15, 2004 and the winners were:

Theodore "Tony" Warrington	542	Annmarie F. Johnson	504
Stephanie Awonohopay	406		

The remaining candidate's votes were:

Douglas G. Cox	393	Albert "Al" Fowler	389
Alan Caldwell	363		

Voting results at the polls and absentee requests:

Neopit Fire Station	140
Keshena-Gordon Dickie Center	364
Absentee	1082

Judith L. Duquain was taken out of office as Police Chief on February 2004 and was replaced by Mark Waukau.

The Tribal Election Commission budget for FY2003-04 - \$53,842.00

ENROLLMENT

Eileen Schultz, Director

SERVICES PROVIDED BY THE ENROLLMENT DEPARTMENT

1. Furnish enrollment applications for Enrollment with the Tribe.
2. Furnish to descendants for 1st and 2nd Degree Descendants
3. Do many certifications for various departments and schools that requires that individuals be enrolled.
4. Assist members turning eighteen (18) years of age with their Trust Fund Per Capita Applications.
5. Update many changes of addresses for members and their families.

STATISTICS

Applications Received:	135
Applications denied and placed on the descendants roll:	150
Enrolled members in 2004:	8183
Members Relinquished:	42
Members Deceased:	61

CARRYOVER FROM TRIBAL BUDGET: \$2,345.19

FEES FOR ENROLLMENT

There is a fee for Enrollment, Ancillary Roll, Enrollment Book, Certifications, Documents and Judgment Applications.

ENVIRONMENTAL SERVICES

Gary Schuetteltz, Director

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 Menominee. 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, trout streams, and sturgeon. 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 2004

- Assisted Tribal Utility in setting up laboratory for the new sewage treatment plant, and provided training to staff which allows them to operate and conduct testing.
- Staff continues to work on sturgeon reintroduction with transfer of 20 more sturgeon from USFWS. Also completed a netting project of Legend Lake to determine population estimates.
- Water quality standards were updated, reviewed by EPA and DNR. Initial Public hearing conducted with good comments. Submitted to Tribal Legislator through the Enforcement and Resource Protection Committee. Comments received from public hearing at Tribal Legislature. Discussion held with primary contact person, and Standards resubmitted to Committee.
- Attended Regional Bioterrorism Exercise in Green Bay.
- Submitted two grants to Wisconsin Office of Justice Assistance.
 - Received initial grant for communications systems. All items purchased and installed.
 - Second grant is for protection of public water supplies. Have not yet received these funds.
- Tomow's old salvage yard cleaned up under a grant from BIA.
- Clean sweep collected 8310 pounds of hazardous waste that was shipped for proper recycling and/or disposal.

- Seat belt use survey conducted in October which shows a reduction in percentage of persons being buckled up. Down to 23% from a high in June of 432%.
- Participate in resistance to Polar Water Bottling Plant.
- Developed an “All Hazards Individual and Family Handbook” for distribution to local residents. Printed and distributed 800 copies using FEMA funds.
- Completed Source Water Protection Program. Approved by both EPA and Tribal Legislature.
- Monitored removal of following Underground Storage Tanks – Old County Highway Shop,
- Completed protocol for approval of herbicide use to control Eurasian Milfoil on Legend Lake. Provided newspaper articles and public meetings on the program.
- Coordinated installation of radon mitigation system at the Headstart facility in Neopit. After installation, radon has been reduced well below minimum standards and the building has been cleared for occupancy.
- Staff facilitated and conducted training sessions on many areas including – Clandestine Drug Lab Awareness, Incident Command, Hazard Materials, Infection Control, Home Safety, Fire Extinguisher, Hazardous Materials Awareness and refresher, Crowd Control.
- Coordinated clean-up of failure of 4000 gallon gasoline tank at local facility.
- Completed Lead Paint project including looking at blood lead levels in children on the Reservation.
- Work with MTE on permit request to withdraw water from Neopit Millpond for log sprinkling. Difficulties encountered with the existing ordinance and other items and this item is at standstill.
- Full scale emergency exercise held in conjunction with the Tribal Clinic. Response exercise for a Chemical Accident.
- In conjunction with Menominee County employed a private contractor to complete the Bioterrorism Plan for Reservation/County. Due to be completed December 31, 2004. Project is on schedule.
- Submitted grants for – Brownfields (will receive \$129,000), Integrated Resource Management Planning (received \$54,000), 106 Surface Water funding (will receive approximately \$170,000), Waste Water Management (will receive \$50,000), DOT Training Grant (received \$26,055), clean-up of abandoned trailers and removal of old water tower in Keshena and Hazardous waste collection from BIA (received \$52,000),
- Completed additional sediment sampling on Neopit Millpond.
- Working with NOAA on reporting rainfall for Keshena and Neopit. This coming winter will also report snowfall and frost depth.
- Participated with BIA and locals in Neopit Dam Exercise.
- Worked with other Tribal Programs in having asbestos removed from old supermarket building.
- Provided community outreach on Blastomycosis.
- Providing technical assistance on development of new water supply for Keshena.
- Working on final approval of the Natural Hazard Mitigation Plan for Reservation/County.
- 145 Child Safety Car Seats given out to parents of newborn children.
- Continue to work with the HRSA Region 3, BCOLM, and HRSA/CDC State Advisory Committee on Bioterrorism.
- Total of 9 public facilities, and 68 residential homes tested for lead paint under EPA grant.
- Received reimbursement grant of \$7,900 from State for Water Resources Management under DATCP Program for first half of year.
- Continue work on general water quality issues, including sampling of lakes and streams. Stream work expanded this year into biological study.
- Beginning work on wetland assessments under grant program.
- Review and issue permits regarding surface water issues.
- Continuation of the wild rice suitability study on specific Reservation Lakes.
- Continue to monitor Fox River and participate in NRDA as a Trustee.
- Continue to monitor impacts of downstream hydroelectric dams, along with fish habitat improvements in those areas. Work with FERC on Legal Mediation Issues in Washington, DC.
- Continue to monitor applications, attend meetings, review technical submissions, etc. concerned with this project.
- 2910 fluorescent lamps collected and recycled.
- Completed FEMA Pre-hazard Mitigation Planning Document.
- Develop NEPA documents (Environmental Assessments) for Tribal and Federal Projects on Reservation.
- Issue permits and monitor regulations for water quality projects and construction activities on the Reservation.

FAMILY PRESERVATION

Shannon Wilber, Director

Youth Development & Outreach have provided family preservation and support services to over 131 families (500+ individuals) of the Menominee community to **Promote Safe & Stable Families** through the prevention of family

crisis, support with reunification, as well as supporting families who are experiencing crisis or difficulty with new adoptions through the use and delivery of culturally appropriate resources. The Youth Advocate, Mentoring Coordinator, Juvenile Court Counselor, Project Venture Coordinator, Menominee Parenting Manual, Alliance for Menominee Youth 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 fifth year of operation and is dedicated to providing Truancy Education, support, information and referrals, Youth Alliance Group facilitation, Community Service Activities 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 183 youth and their family members.

The Mentoring Program will be ending its' third and final year of funding in December of 2004 with the goal of having a positive impact on Menominee youth thereby having a positive impact on school attendance. We will continue to maintain this Mentor Program as other funds allow. Mentoring Coordinator continues to recruit mentors/youth, acceptance notifications, training of mentors and matching of mentors as well as to host monthly mentor meetings, outings and quarterly parent meetings. Volunteer recruitment will continue to occur by postings, flyers, word of mouth and by passing out information at different community events including those at the College of Menominee Nation. 23 volunteer mentors were recruited and 20 continue to work with the program; of these volunteers we have married couples who only choose to mentor one child between the two of them so this decreases the number of mentors available for our children. 35 youth have been referred to the program with 24 served. 12 youth are matched with mentor(s), 3 youth have been terminated from the program due to non participation, 5 youth wait to be matched and 15 youth and their parent(s) have not returned applications.

Mentoring Children of Prisoners is a new program that has been awarded at the end of FY '04 and will continue over the next three years. This will allow mentor relationships for children who have one or both parents incarcerated in a State or Federal Penitentiary. Much of the policies and procedures will remain the same including recruitment, acceptance, training, matching, mentor and parent meetings.

The Menominee Parenting Manual and Parenting of Teen Classes are valuable resources that continue to be utilized and distributed. Family Preservation & Support coordinated 4 Parenting of Teen Classes where 16 participants registered for and attended. We also supported Two Menominee Parenting Manual parenting classes in collaboration with Menominee Indian Head Start/Day Care. 19 participants registered for and attended Menominee parenting classes this year. 19 manuals were distributed.

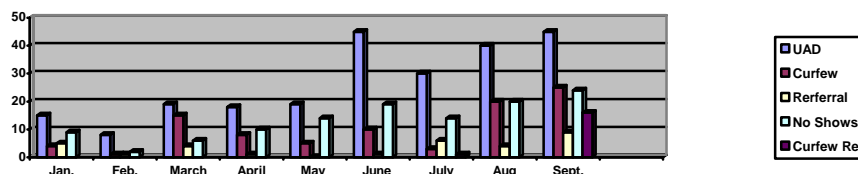
State Incentive Grant is a state grant funded to provide AODA prevention services. Project Venture is geared toward Native American youth. Three youth camps were implemented through this prevention program (Winter Camp, Youth Mentoring Camp, and Culture Camp). During these camps we served a total of 80 youth. Each camp provides a synthesis of outdoor adventure, service learning and cultural preservation through the wisdom of our Tribal Elders as the thread that weaves it all together.

Each camp is designed to develop self-confidence, build group problem solving skills and foster cooperation and trust through youth participation in positive activities as alternatives to ATODA use. With the cooperation of Teachers, Support Staff, and youth participants this program will continue to be successful.

Tribal Youth Program to date has had 44 youth to date attend and participate with the Graduated Sanctions plan. Youth are referred to this program either from a court order through Menominee Tribal Courts, MISD, MIMS, MTS or as a self referral. All participants are eligible for 6 month and 1 year incentives if they do not re-offend within this timeframe. The following is a list of the number of youth that participated since January 2004.

***Total Year to Date Chart (January-August 2004):**

(*As of September **Curfew Referrals** will be calculated into the Chart)



Monthly UAD/Curfew Citations, Referral(s), and No Shows of Menominee Tribal Youth Ordinance Court:

	<u>UAD Citations</u>	<u>UAD (ARP) Referral</u>	<u>completed ARP</u>	<u>Curfew Citations</u>	<u>Curfew Referral</u>	<u>Court</u>
	<u>No Shows .</u>					
January:	15	4	4	4		9
February:	8	2	2	1		2
March:	19	2	2	15		6
April:	18	3	3	8		10
May:	19	0	0	5		14
June:	45	0	0	10		19
July:	30	7	0	3	1	14
August:	40	4	0	20	11	20

Balanced & Restorative Justice is a set of values that provide guidance and a vision with an action oriented mission in response to the crimes that are committed by youth in our community. A Balanced and Restorative Justice Coordinator will in coordination with Menominee Tribal Courts create a restorative justice approach to youth who commit crimes. We all agree crime hurts and creates an injury for the victim and community so through this process the offender, victim and community will participate in a form of symbolic healing where the offender will take responsibility for the hurt they have created within our community as a result of a crime. The

Teen Court is the second component to the Balanced & Restorative Justice, it will allow young offenders to be judged by their peers. Planning will occur now until December 2004 with implementation set for January 2005.

The Menominee Youth Alliance is a project that promotes community service by Menominee youth, increases cultural awareness, and promotes leadership. A few activities the group was involved in include Haunted House, Toys for Tots, Petals of Love (flower planting for elders), Winter Fun Fest, volunteering for the 3 on 3 Basketball Tourney, Family Fun Day, Veterans Pow Wow clean up, Menominee Nation Pow Wow, Parenting of Teens-Teen Panel, Teen Night, Family Night, and Menominee Youth Leadership Conference in which there were over 2,000+ participants at all these events. Over 25 Menominee youth participated in the Alliance for Menominee Youth group and the group continues to grow and be active.

FINANCE

Kathy Kaquatosh, Director

Finance Department provides accounting services to Tribal programs. All contracts and grants are required to follow Office of Management and Budget (OMB) regulations:

OMB Circular A-87, Cost Principles for State, Local and Tribal Governments - identifies allowable and unallowable cost.

OMB Circular A-102, Grants and Cooperative Agreements with State and Local Governments - establishes consistency and uniformity among federal agencies in the management of grants and cooperative agreements with State, Local, and Federally-recognized Indian Tribal Governments. Procedures include cash management, program income, financial status reports, procurement of goods and services, closeout, and annual reconciliation.

OMB Circular A-133, Audits of States, Local Governments and Non-Profit Organizations - establishes audit guidelines.

GAAP, General Accepted Accounting Principles - Its Finances responsibility to present fairly the Tribe's financial information and internal controls.

GASB-34 (General Accounting Standards Board Statement No. 34), Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments. The Tribe is now required to have a government-wide audit to access the finances of the government in its entirety.

There are eighteen employees in finance to perform accounting functions for over 60 million dollars. Our department is funded by Indirect Cost; an agreement negotiated between the Tribe and Office of Inspector General (National Business Center, Sacramento, CA)

Please refer to the Budget and Finance Committee report for the financial information.

FOOD DISTRIBUTION

Pat Roberts, Director

Our major objective for the past two years has been to up-grade equipment for the Food Distribution Program. Between both years (2003-2004) we have been able to replace most of our equipment, but we still need carpeting and the warehouse floor refinished. This year we applied for and received funding from USDA to purchase a new delivery truck, a new platform lift, a new larger walk-in cooler and an expansion to our smaller walk-in freezer. All the work has not been completed yet, but we expect the lift and the freezer to be completed within a month.

We applied for and received a Nutrition Education grant for the summer of 2004. The funds allowed us to hire a part-time Nutrition Aide to coordinate classes with help from the Tribal Clinic dietitian/WIC Director, Diabetics Nurse Educator, Wellness Director, and UWEX staff. The classes held were Cooking for Diabetics, Nutrition Label Reading, and Food Safety. We also held two cooking contest, one for adults and the other for our junior cooks. Everyone enjoyed sampling the wonderful recipes.

Our Midwest Region Food Distribution Programs have been approved another year in piloting the Prime Vendor Pilot Project. USDA has a similar pilot program in the Southwest Region, but we have not heard too much about it. I have requested that someone on the NAFDPIR Board from the Midwest Region be allowed to travel to the Southwest Region to find out how similar the programs are.

The USDA Bonus Products we received this past year were frozen ground Bison, frozen 3lb. Hams, canned Salmon, and Trail Mix.

In 2004 we served 12,264 participants with Food Distribution and 4,880 with TEFAP Pantry food items. We were fortunate this year to apply for and receive FEMA funds which we used to purchase more food items from Second Harvest for our TEFAP Pantry.

The Midwest Region hosted the annual NAFDPIR (National Association of Food Distribution Programs on Indian Reservations) Conference in June at the Radisson Hotel and Conference Center in Oneida. We received help with presentations for the conference from the Tribal Clinic Wellness Director, UWEX staff, and the Tribal Secretary gave a welcome speech. We had a successful conference.

GAMING COMMISSION

Lynette Miller, Director

The Menominee Tribal Gaming Commission (Commission) is an arm of the Tribal government established for the exclusive purpose of monitoring the gaming activity on behalf of the Menominee Tribe. The Commission consists of three departments and a five member board of Commissioners. The Commission departments are; Administration, Audit, Background Investigations, and Compliance. The Commission staff consists of an Executive Director, two Compliance Enforcement Officers, one Auditor, one Staff Auditor and two Background Investigators for a total of seven. The five Commissioners are:

Randal Chevalier-Chairman	Term expires:
James Horton-Vice Chairman	August 2007
Susan Waukau – Commissioner	August 2006
David A. Waupoose – Commissioner	August 2007
Duane Waukau – Commissioner	August 2006
	August 2005

The Commissioners had twelve meetings this year. Agenda items such as facility license, gaming commission restructuring, repealing regulations, requests from table games, gaming commission training needs, emergency regulations, final approval of regulations, licensing issues and hearings, and all of the Executive Director's monthly reports were discussed and acted upon. Following are some of the issues that were reviewed by the Commissioners; Menominee Casino Bingo Hotel security and financial audits, comments from public hearing, and Commission budget.

The Commissioners and the staff were able to attend the following training sessions this year; world gaming expo, internal audit training, gaming laboratory roundtable for Wisconsin Tribes, regulating in a gaming environment, compliance workshop, NIGC workshops, National Tribal Gaming Commissioners/Regulators, and Commission certification training-level 2.

The following NIGC mandated audits have been completed for this fiscal year: Bingo, Table, and complimentary. The slot and cage audit follow ups were also completed.

An audit was conducted on the player card accounts that found that the players were over paid by \$50,641.20 due to the reconciliation not being performed correctly in finance.

A slot cheat audit has been conducted and will be submitted for evidence in the prosecution of the two individuals.

The Background Investigation Department and the Executive Director are working with the Menominee Tribal Police Department in preparing for the instillation of the new electronic fingerprinting machine (Cross Match). The fingerprinting machine will be housed at the Menominee Tribal Police Department. The turnaround time for the results is around 5 to 6 hours. Currently the fingerprints are sent through the mail with the turnaround time being approximately three months.

The beginning of the Fiscal year 2003-2004 we experienced changes to the Gaming Commission due to budget constraints. During this period, the Surveillance Department, which provided 24 hour regulatory monitoring of the day-to-day activities, was moved under the control of management. In an effort to substitute for this loss, the Compliance/Enforcement Department was developed.

The Tribal Gaming Standard Regulations were revised to address the State's review of the Tribal Gaming Regulations. Regulations regarding the new games being offered were researched, drafted and implemented along with gaming regulations for Ticket-In, Ticket-Out technology.

During this year, 19 individuals have been barred from the facility based on behavior. This includes use of illegal substances, battery, disorderly conduct and criminal damage to property. Six individuals were permanently barred for cheating at the games.

The following information is the compliance enforcement activities in relation to Investigations, Compliance checks and regulatory responsibilities for fiscal year September 1, 2003 to October 1, 2004.

	SUBJECT MATTER		Total
1	Investigations		13
	• Suspicious activity by employee *****	5	
	• Game Equipment*	1	
	• Suspicious activity by customer**	2	
	• Assault by customer*	1	
	• Background follow up ***	3	
	• Theft by employee*	1	
2	Inspections		263
	1. Building/Casino-Palace * (assisted)	1	
	2. Cards/Decks	261	
	3. other (Dice)	1	
3	Compliance checks (department subject areas*)		42
	1. Surveillance	1	
	2. Table games (craps, roulette, black-jack, poker)	10	
	3. Marketing (MVP area)	1	
	4. Finance (cage, Vault & drop)	4	
	5. Security (key control & guard)	6	
	6. Slots (change person, Machine attendant, Machine technician)	9	
	7. Bingo (cashier, paymaster, floor person, inventory & security)	3	
	8. General observation	7	
	• Event-music fest. *		
	• Coin/ Destroy *		
	• All areas *****		
4	Destroy		4
	1. EPROMS *	2,354	
	2. Cards *	176	
	3. Machine/ser plates*	33	
	4. Table Felt tops *	7	
	5. Ticket in /out (as of 9/20/04)	573	
5	Training		4
	• Compliance by NIGC, Mystic Lake Casino	1	
	• Regulation by N/A, Menominee College	1	
	• Finger Print by State, Menominee Tribal Police Dept.	1	
	• Ticket in ticket out by Bally, on site MCBH,	1	
6	Patron Barring		
	• 1 year to 3 year barring period	13	
	• Permanent barring	6	

In closing, I would like to thank the Commissioners and the staff of the Commission in their dedication to protecting the assets of the Menominee Tribe and on a job well done this past year.

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. They must not be eligible for any other public assistance program. It is a program of last resort and intended to promote self sufficiency. Clients must be enrolled in a Tribe and living on the Reservation, descendants are not eligible. General Assistance can not be used to duplicate, enhance or replace other programs. Applicants in jail are not eligible; their basic needs are being met. Clients in treatment must use Maehnowsekiyah; they get a one time payment of twenty five dollars and medical benefits. Clients are to immediately report any changes that may affect their eligibility or grant. College students are not eligible. The amount of their educational grants usually exceeds GA standards, they are unavailable for employment and the use of GA to supplement other programs is prohibited. The rationale has been long held and interpreted though CFR that GA and Educational programs were not to be mixed. Although this policy has been controversial, there is no basis for ignoring the rules.

Every applicant has a right to a written decision within 30 days. If they disagree with the decision they may have are review of the decision by seeing their caseworker. They may also file an appeal and have a hearing. Clients get their grants the first of the month. A notice is mailed to 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.

GA will not supplement W-2, SSI or TANF. All clients must comply with WEP and actively seek employment. This includes 15 hours of community service, job search and weekly sign in at the General Assistance office. Anyone who is unable to comply with the work program must bring in a signed statement from their Doctor. Clients are placed on job sites and Supervisors are required to keep daily log on each assigned worker that is placed with them. Food Distribution has priority over other job sites because of the in-kind work hours required by the Tribe, we have a memorandum on that. Some jobsites require back ground checks done before clients are place with them. Each person is informed what is expected of them while on their work site. They must not report to the site intoxicated or under the influence of alcohol or drugs.

Clients must approve and sign an Individual Self-sufficiency plan. This plan is jointly developed by the client and caseworker. It is designed to meet the goal of employment through specific action of the client. If an applicant quits a job, without good cause, they are not eligible for General Assistance for 60 days. Most High School students do not qualify, they are dependents of their parents, the parents must show need for the student to qualify.

We were informed that there may not be enough funds to cover all the anticipated needs of the welfare grant assistance programs. A tribal redesign plan allows Tribes to change eligibility and general assistance payments and that it will not result in additional expenses to the Bureau. We did submit a plan and it was approved.

Again this year our allocations were mixed up and we did not receive all our funding. We submitted the proper paper work and we were still forgotten. We operated on carry over funds and other funds from another program. We ran out of funds and in August the BIA transferred funds to us, on a one time basis, to help cover some of the deficit. The Legislature approved funds to cover the rest of the shortfall. Later in September the Regional office secured more funding to us.

B.I.A. EXPENDITURES

Year	Administration	Grants
1996	53,606	153,766
1997	78,319	139,820
1998	90,818	92,146
1999	92,523	114,784
2000	106,525	105,097
2001	94,624	125,964
2002	102,917	139,700
2003	107,287	82,660
2004	110,740	108,405

GENERAL ASSISTANCE PROGRAM FY2004 GRANTS OF ASSISTANCE AND CASELOAD

MONTH	GRANTS	CASE	INCAP	ADMIN COST
OCT	8,909	55	13	7,506
NOV	9,827	59	20	7,871

DEC	13,437	81	25	10,643
JAN 2004	10,541	58	20	9,590
FEB	9,033	54	16	7,973
MAR	10,607	64	16	11,652
ARL	10,273	57	14	11,128
MAY	7,917	46	12	6,518
JUN	8,107	42	13	6,225
JUL	7,642	44	13	10,450
AUG	6,896	37	11	13,249
SEP	5,216	28	11	7,935
TOTAL	108,405	625	184	110,740
AVERAGE	9,034	52	15	9,228

B.I.A. REPORT FY2004 UNDUPLICATED CASE COUNT

AGE	18-20 YRS	21-34 YRS	35-49 YRS	50-65 YRS	TOTAL
UNEMPLOYABLE MALE	2	3	8	9	22
FEMALE	3	2	2	7	14
EMPLOYABLE MALE	21	34	29	13	97
FEMALE	7	11	16	4	38
TOTAL	33	50	55	33	171

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

REPATRIATION

The department is continuing to bring home our ancestor remains home for reburial in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). To date, we have repatriated 69 of our ancestor's remains and associated funerary objects and reburied them with traditional Menominee ceremonies here on the reservation. On November 7-8, 2003 the department repatriated three of our ancestors remains from two museums. Two came from the Museum of Natural History, Smithsonian Institution in Washington, D.C. and one from the National Museum of the American Indian (NMAI), Suitland, Maryland. Once again, we asked tribal elder Dewey Thunder, Sr. of Zoar to assist us with the repatriation ceremonies. Dewey is very knowledgeable of Menominee traditional burial customs, ceremonies, and traditions and has been extremely helpful in our repatriation efforts. We will continue the "consultation" process with museums so that all of our ancestor's remains will be brought home and reburied with traditional Menominee ceremonies.

MENOMINEE LANGUAGE REVITALIZATION

The department is in its third year of the Administration for Native Americans (ANA) Menominee Language Preservation grant. The grant consists of training tribal members to become certified Menominee language and culture teachers. The trainees are working with Menominee native speakers and implementing the language into cultural projects. Some of the projects the language trainees have worked on are the maple sugar harvest, wild rice harvest, traditional medicinal plant harvest; Menominee youth culture camp and other cultural activities. The grant provided funding for native speakers to be involved in the weekly language immersion sessions. We are achieving the objectives of the grant and will provide certified Menominee language and culture teachers to the reservation schools systems. The department is in the process of developing the advanced Menominee language tape/CD. The tape will be offered in a series along with the beginners and intermediate tape/CD.

TRIBAL HISTORIC PRESERVATION OFFICE

The Historic Preservation Department has the official designation as a Tribal Historic Preservation Office (THPO) from the National Park Service in accordance with the National Historic Preservation Act. This enables the tribe to protect and preserve our own cultural resources on the reservation. The department receives a grant annually from the National Park Service to help pay for department operational costs and for cultural projects. The THPO is a unique designation in Indian Country and 40 other tribes in the United States have this unique designation. The Menominee THPO is an active member of the National Association of Tribal Historic Preservation Officers and a member of the Wisconsin Intertribal Repatriation Committee and the Wisconsin State Burial Sites Preservation Board. The director attended the annual meeting National Association of Tribal Historic Preservation Officers that was held in Washington, D.C. in June.

MENOMINEE CULTURAL MUSEUM

The department is continuing its effort to build a cultural museum. The Native American Graves Protection and Repatriation Act (NAGPRA) enables the tribe to repatriate sacred objects, unassociated funerary objects and objects of cultural patrimony from museums, however we need an environmentally controlled facility to house the

artifacts.. Once again, this fiscal year we received funding from the Northwoods NIIJII Menominee Sub-Zone Committee to continue our effort to build an environmentally controlled museum facility.

NHPA SECTION 106 COMPLIANCE ISSUES

The department continues to monitor Section 106 compliance issues on and off the Menominee reservation and in ceded territory. Section 106 of the National Historic Preservation Act mandates tribal, federal and state agencies that use federal funds or need federal permits for projects to comply with Section 106 and consult with tribes. Currently, we conduct "consultations" with tribal and state entities, and federal agencies that include Federal Highway Administration, Wisconsin Dept of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission, Bureau of Indian Affairs, and the Indian Health Service with Section 106 compliance issues. In most instances, an archaeological survey must be completed before any "ground disturbing" activity can begin. The "consultation" process continues with on site review, meetings or letter correspondence with the lead agency implementing the proposed construction project.

MENOMINEE YOUTH CULTURE CAMP

This year's youth culture camp was held at Wayka Falls on July 17-22, 2003 and was coordinated by our department. Thirty Menominee youths ages 12-16 attended this year's camp and participated in Menominee cultural teachings, traditional games (lacrosse and cha-ha), drumming and singing, Menominee language instruction, and traditional arts and crafts. Youth camp participants also visited the Raptor Rehabilitation Center near Phlox, Wisconsin and an archaeological site (mound group) and prehistoric habitation site on the reservation. The adult counselors did an outstanding job overseeing the youth at the camp and coordinating camp activities.

This year, members of the Menominee Youth Alliance also served as youth counselors at the camp. Parents of youth participants enjoyed a delicious traditional meal on "parent's night" and observed camp participants presentations and skits. The parent's night ended with a mini pow-wow that was enjoyed by all. The camp was made possible with funding from Family Preservation Dept., Menominee Tribal School, and our department.

STURGEON FEAST AND CELEBRATION POW-WOW

This year's Sturgeon Feast and Celebration Pow-Wow was a great success with approximately 500 people attending the cultural and spiritual community event at the Menominee Tribal School. Prior to the pow-wow, fifteen sturgeon were transported to the Chickenay Creek by the Dept of Natural Resources and a Menominee prayer was given by tribal elder Lillian Nelson and an honor song was performed by the Wind Eagle Singers in honor of the sturgeons return to the reservation.. During the pow-wow, several traditional dances were performed including the fish, swan and snake dance. This year, John and Davie (O'Kimosh) Reiter were honored for her dedication to preserving Menominee culture and traditions. John Reiter is also a World War II veteran. The Pow-Wow ended with a huge give-away from the Historic Preservation Staff to all who attended the Pow-Wow and feast. We will be looking forward to coordinating next year's event. This year's event was made possible with funding from Family Preservation Dept., Menominee Tribal School and our department.

TRADITIONAL WILD RICE HARVEST

Once again, the department coordinated the ceremonial traditional wild rice harvest at the "rice beds" located on the West Branch of the Wolf River below Neopit. The department collaborated with the Menominee Tribal School, Menominee Indian High School and Middle School in this year's harvest. All of the rice was processed in the traditional way at Tribal School, High School and Middle School, and the Keshena Primary School observed and participated in the harvest at the high school. The department feels it is important the Menominee students K-12 know their identities as Menominee people at a time when we are being influenced by other beliefs. What better way to be a part of and participate in a tradition that has been going on for centuries since the creation of the Menominee people.

TRADITIONAL LACROSSE GAME

On June 4th, 2003 the traditional lacrosse game was held at the Menominee Indian High School. **The traditional lacrosse game was played to commemorate the 150th anniversary of the 1854 Wolf River Treaty that established the Menominee reservation.** The traditional lacrosse game is played for healing and many community members called in names of people that the game was to be played for. The traditional Menominee belief is that the energy and strength that is generated by the players goes back to the people that are sick and that need help for other reasons. Traditional prayers and tobacco offerings were given before the game according to the Menominee legend and the game began at noon on that day. This year the Menominee High School team invited Oneida to play the game. It was a fierce game that went on for two hours straight with Menominee coming out as the winner. Good sportsmanship prevailed throughout the game and the game ended with a hand-shake by both teams.

TECHNICAL ASSISTANCE

The department continues to provide technical assistance to all tribal departments and other reservation entities. Students and teachers from the Menominee Tribal School and Menominee Indian School District and community members utilize our historical documents, historical photographs, and other historical and cultural resources and reference material we have in our office. We have also helped Menominee students with their "research projects" who are attending higher education institutions off the reservation. We will continue to provide this service to the community. The department also produces a yearly historical/cultural calendar that has become a good fundraiser for the department and **we have now available, for sale, the Menominee Indian Historical Review Commemorating the Reservation Sesquicentennial 1854-2004. The historical review includes a section on early Menominee leaders, a reprint of the Menominee Indian Centennial book 1854-1954, and a section on Reclaiming the Reservation (Termination Era -1950-1970).** The department held a two week workshop in conjunction with the JTPA 2004 summer youth work program. The workshop included an intense daily presentation which the 150 youth workers learned about Menominee history, language, and culture. The department also had a cultural and historical booth at the Kenosha Days of Discovery in August and at the Kenosha Labor Fest (Labor Day Festival) that was held on Labor Day in Kenosha. Department staff members were invited by the Tribal Legislature to visit the Mohegan Sun Casino to be involved with the design of the proposed Menominee Casino in Kenosha.

MENOMINEE LOGGING MUSEUM

The department continues 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 building. We have visitors from throughout the United States and foreign countries. Many large school groups visit the museum as well as other interested groups. The Menominee Logging Museum has the world's largest collection of logging artifacts and is an important component Menominee history. On October 11, the Logging Museum held a Lumberjack Breakfast and Uncommon Forest Products Workshop. The workshop's were: Black Ash Basket Making, Organic Herbal Products, Birdhouse/Butterfly/Bat House making, Mushroom Cultivation, Herbal Salve making and Medicinal Plants. The Lumberjack Breakfast and workshops was well attended by the reservation community and was sponsored by the Menominee (NIJII) Enterprise Sub zone Committee, and the Historic Preservation Department.

HOUSING HUD

Jim Horton, Director

The Housing Department is comprised of 16 major components and/or programs (Administration, Security Intervention and Peace Keeper Program, 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 42 personnel who provide services to over 500 clients annually. Accomplishments, of the various programs, for this past year include the following:

EMERGENCY HOMELESS SHELTER (EAGLES NEST). The Eagle's Nest Emergency Shelter provides emergency and temporary shelter; along with supportive services to individuals and families who find themselves in need of housing. We insure that those we serve have clean, safe and adequate shelter while they work to overcome the issues and barriers they face relative to permanent housing. We offer our services in a manner that supports and encourages the dignity and self worth of those in our programs.

In addition to the physical aspects of our program - a clean room, kitchen and laundry facilities, living area, play areas, food, personal items, clothing etc. – we also offer supportive services such as, case management and referral to other Tribal and community agencies. These referrals give each resident the opportunity to access the necessary services they may need to move them out of their current homeless situation into a self-sustaining life style. Each household is assessed at intake and goals and plans are outlined towards attaining permanent housing.

In collaboration with other agencies we can assist people with finding solutions and support for such things as AODA problems, mental health concerns, health care, income assistance and employment or training opportunities.

Encouragement and support allows people to resolve issues themselves and remain or in some cases become more independent. The staff at the Eagles Nest Emergency Shelter works along side our residents helping them to learn basic living skills that may be new to them and will be necessary for them to move forward toward independent living.

Accomplishments

This past year the Emergency Shelter/Transitional Housing program accomplished a successful on-site monitoring visit from a representative of the Wisconsin Department of Commerce-Division of housing. This department is the funding source for our State Emergency Shelter/Transitional Housing grant. This department complimented the Eagles Nest Emergency Shelter on its financial and operating procedures; client files and data collection as well as the facilities being secure, clean and well organized. The program was also complimented on the knowledgeable staff and supportive services provided to the program participants.

The Emergency Shelter/Transitional housing program has also received funds from the Department of Commerce to upgrade the internet service at the shelter enabling the new version of SERVICE POINT to be faster and more efficient. SERVICE POINT is the highly secure client management system that we use for tracking of services and client information. This Service Point system also links us with the State Department of Administration Division of Housing; a funding source allowing them to access their required statistical reports automatically.

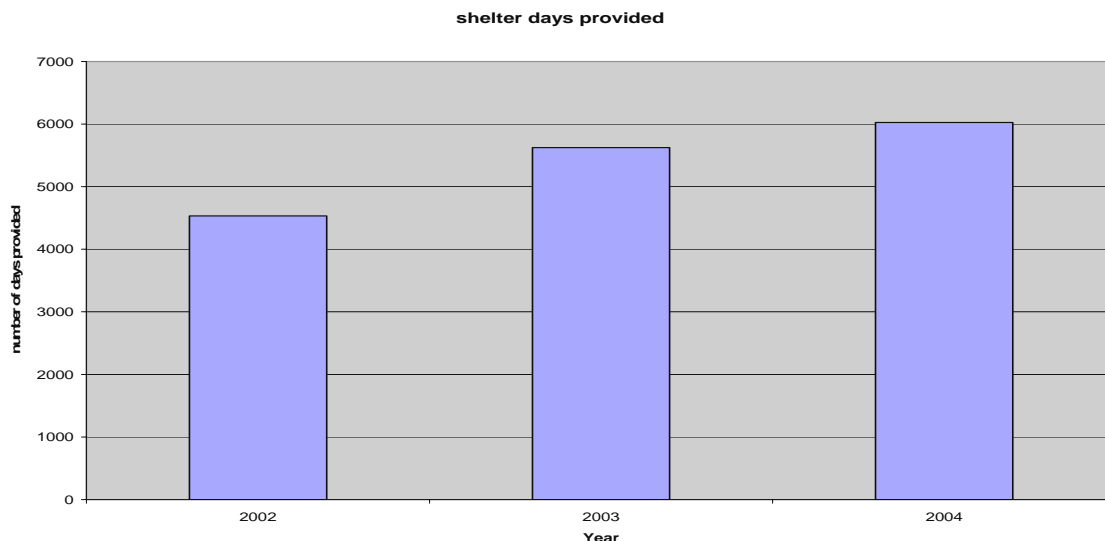
This year the Shelter Program was able to secure funding from the Emergency Food and Shelter Program (FEMA). A portion of these funds are used to help support some of the shelter operating expenses. The other portion is used as Homeless Prevention funds to assist clients with back rent to avoid eviction and remain in their home.

The Emergency Shelter Program was able to maintain the four full time employee positions and one part time employee position allowing us to continue with the security of the facilities and provide better staff support and coverage for all individuals involved in our programs.

The Transitional Housing Program remains operational; we have three units available to our program through the Menominee Tribal Housing Department. All Three units are occupied and have been throughout this past year. This year we had one family successfully transition from our program into their own permanent housing. This transition allowed another family from the shelter program to utilize this vacant position. The two remaining family's continue to work towards accomplishing their goals to secure their own permanent housing. All Transitional Housing program participants pay rent based on their income and ability to pay.

Services Provided

During this past year we provided Emergency Shelter Program services to 138 households. This past year we provided 6026 nights of shelter; an increase of what was anticipated last year. The shelter, for the past couple months has been at capacity with a waiting list of approximately two households. The following chart shows the number of shelter nights provided with regards to the previous years. Regionally and nationally there is an increase in homelessness with other facilities being at or near capacity.



This year again the shelter received funding from grant sources allowing us to offer Homeless Prevention assistance. We are able to use these funds to pay past due rent and utility bills. If left unpaid these clients would become homeless. To date, we were able to assist 31 households with these funds to avoid homelessness. We also have some funds available to assist clients with security and first months rent. While the funds are limited they can fill the gap when personal and other resources fall short.

FINANCE - The Finance Division is assigned to the Housing Department and Wolf River Development Company to assist with financial duties. The Division has three personnel, which includes the Financial Supervisor, Financial

Assistant, and the Accounts Receivable Specialist. The Finance Division is responsible for the financial needs of all programs within the Housing department. The main duties of the Finance Division includes assisting with the set up and monitoring of all budgets, managing the cash flow from 300 tenants receipts, daily deposits reconciliation, purchase requisitions, billings, invoices, revenue allocation, and enforcement of the collection policy.

In FY04, the Finance Division unfortunately lost one position due to funding decreases. This position's overall responsibilities were tenant receipting and receptionist duties. These duties were dispersed to other Financial staff. The Housing department also purchased an automated phone system to reduce the number of direct calls to the receptionist area.

As a result of the enforcement of the collection policy, we sent 420 delinquency notices and 211 terminations. Of these terminations, 208 tenants found successful means to dismiss the terminations. This shows what a positive impact the collection policy has on the financial future of the Housing Department and the housing situations of our clients.

The Housing Department is funded by a variety of different sources such as Federal, State, Local grants, and rent revenue. The Housing Department's receives the following funding.

<u>FUNDING AGENCY</u>	<u>NAME</u>	<u>AMOUNT</u>
Housing and Urban Development (Office of Native American Programs)	Indian Housing Drug Elimination	\$ 121,200
WI Housing and Economic Development	202 Elderly Housing	\$ 121,994
Housing and Urban Development (Office of Native American Programs)	Indian Community Block Grant	\$ 500,000
United States Department of Agriculture (Rural Development)	515 Apartments	\$ 41,970
Housing and Urban Development (Office of Native American Programs)	NAHASDA	\$2,613,390
State of Wisconsin	Emergency Shelter	\$ 6,000
State of Wisconsin	State Emergency Shelter	\$ 35,000
State of Wisconsin	State Shelter Subsidy	\$ 15,000

HOME IMPROVEMENT PROGRAM (HIP) – This is a Federally funded Program that provides a Grant to fund services to repair, renovate or provide housing for the neediest of the needy Indian families having substandard housing or who are without housing and have no other resources for assistance.

This program can assist the eligible applicant in one of three different ways.

- 1.) Category "A" – Interim Improvements – Up to \$2,500 in repairs to homes that will remain substandard.
- 2.) Category "B" – Major Repair – Up to \$35,000 to repair homes that will meet the "standard" definition of homes.
- 3.) Category "C" – Replacement Housing – This category could build a "modest" home to eligible applicants who are homeless or for applicants whose home is beyond repairs.

To be eligible for this program, an applicant must be an enrolled member of a federally recognized Tribe. The applicant must live in the Tribes approved service area where they apply. They must not exceed 125% of the Health and Human Services income guidelines for total family income. They must also meet ownership requirements for the assistance requested. You must not have been served after October 1, 1986, and you did not acquire your present housing through participation in Federal Government sponsored housing programs.

All applicants are selected by the Washington office. The applicants are selected by the number of "points" they receive based on the responses on their applications. Points are awarded on the following:

- 1.) Annual Household Income – Up to 40 points.
- 2.) Aged persons (55 and older) – one point per year of age over 54.
- 3.) Disabled individual – Up to 20 points.
- 4.) Dependent children – Up to 5 points.

The Washington office receives applications from all the Tribes throughout the United States and ranks individual applicants according to the number of points they received. The Washington office starts at the top of the list or the person's receiving the most points and continue on down until they run out of funds. The individual Tribes are then notified, through the area offices, of any grants awarded to their Reservations.

The past year we were able to complete one Category "B" Major Rehab and buy and set up one new Mobile Home for one of our elders.

INDIAN HEALTH SERVICE – SCATTERED Sites – This is a Federally funded program that provides sanitation facilities for Tribal members. These include 6" driven water wells, water system hook-ups, and septic/drain field "installations". We also hook-up sewer and water laterals to persons wishing to live in Keshena or Neopit.

The criteria for this program are such: New construction only. The applicant must provide an application, lease or deed to the property and the site must be approved by the Historic Preservation office and the US Fish and Wildlife office. These approvals do take time to acquire. We have had some that took three months to get done. Indian Health Service will not allow us to start anything until these reports are completed by the other two departments.

During the past year we drilled 11 water wells, hooked up 10 water systems (one is not ready yet) and installed 11 septic/drain fields. There is no income criterion under this program.

TRIBAL ELDERLY ASSISTANCE – This Tribal funded program allows us to assist our elders, aged 55 and older, with repairs to their homes. To be eligible an applicant must be at least 55 years old or older. They must own and live in the home they are requesting the services. They must meet the 125% Income guidelines; however we do not count Social Security or SSI towards their income. We do get, occasionally, a retired person drawing their retirement monies and this generally puts them over income.

Repairs have been limited to "emergency work only" due to limited budget we received. This work has been replacement of heating units, water heaters, sewer and water laterals, thawing drain fields, and building ramps.

During the past year, we have assisted 30 Tribal Elders with assistance. Once a person reach's \$5,000 in repairs, they must sit out a year before they can apply again. So if they need a major renovation they must wait a year or try to get a loan on their own for the repairs.

DISABLED MAINTENANCE PROGRAM – This program serves Tribal members who are disabled. There is no age limit on this program. Applicants must meet the same criteria as the Tribal Elderly Program. This program does help with ramps, wider doors to accommodate wheelchairs, handicap showers, toilets and lavs. We are getting a lot of requests to completely renovate bathrooms and this is a big money item. We have done two with extra assistance from the Tribal Legislature to meet the costs. Other work completed for the 22 applicants served were heating units, water heaters, wider doors, etc. to meet the needs for the handicap.

INVENTORY - The Inventory department consisted of one employee, the Inventory Specialist. The department now consists of two employees, the Inventory Supervisor and the Inventory Clerk / Stockperson. A part-time High School Student comes to work in the afternoon as part of the CESA 8 school to work training program. The Inventory Department provides services to the Maintenance Department by making sure materials and supplies are kept at levels so the maintenance/rehab personnel can complete daily work orders. The day to day activities for the Inventory Supervisor include all ordering and purchasing for needed materials, contact with vendor sales representatives to obtain quotes and find the best pricing for items purchased, payment of invoices for materials received, data entries that maintain the HDS Inventory module and assisting maintenance/rehab personnel/contractors with gathering materials when needed. The Inventory Clerk/Stockperson position was created to keep the accounting check and balances in order as Inventory now has its own line item. The day to day activities of the Inventory Clerk / Stockperson include assisting maintenance/rehab personnel/contractors with gathering needed materials, receiving all materials and supplies delivered, stocking all materials and supplies delivered, making order runs for materials and supplies needed for Inventory, some data entries to help maintain the HDS Inventory module. The Inventory Department has two inventory garages with a total cost of being \$163,014.12 as of 09/30/2004. The total number of items in stock is 73,468. The Inventory Department provides the courtesy of a Tool Loan Closet which includes lawn mowers, weed eaters, shovels rakes and chimney sweeps to

the clients of the Menominee Tribal Housing Department. A small deposit is required for the use of these items, but is refunded when the items are returned. The Tool Loan Closet serviced 18 clients this year.

LOAN COORDINATOR: LOAN Coordinator oversees the Emergency Home Repair Loan Program and provides assistance to tribal members needing home buying and mortgage financing assistance. Training in financial literacy and credit counseling are also provided. Loan Counselor is also on staff to provide assistance in administering these services.

Accomplishments:

- Processed 26 loans to tribal members under the Emergency Home Repair Loan Program (Total \$85,133).
- Provided home buying and mortgage financing assistance to 120 tribal members interested in purchasing a home, refinancing their mortgage, or performing home improvements.
- 2 families received mortgages on trust land through Associated Bank under the Native American Conventional Lending Initiative.
- Through the USDA – Rural Development Department, two families received Direct - 502 loans on trust lands to purchase a home.
- Worked with Linda Olson of Shawano UW Extension and presented the Family Financial Fitness Program. Northwoods Nijiji Enterprise Community provided the resources to present this program. The program contained a series of presentations that began with tax preparation, progressed to credit, saving & spending, and ended with home buying. They were held on Saturday mornings from 8am to noon with a breakfast provided. Prizes and gifts were awarded to all in attendance – the prizes ranged from home office organizing tools to gift certificates, such as chamber bucks. The programs were promoted through advertisements, community postings, and for the last program a mailer to tenants of the Housing Department. All registrations were made through Robin Ninham at the Housing Department. The last program received the best response. Children’s programs were provided at all three sessions and included such things as money games, videos and crafts related to money. See the table below for the topics, attendance and speakers.

Family Financial Fitness Program sponsored by Northwoods Nijiji Enterprise Corporation

presented by: Linda Olson, Family Living Educator, Shawano UW Extension
Sharon Waukau, Menominee Tribal Housing Dept.

Program I 1-17-04 Shawano City Hall	Program II 2-21-04 Menominee Tribal Housing Dept.	Program III 3-20-04 Menominee Tribal Housing Dept.
Topics: Filing your Income Taxes Organizing your home office	Topics: Reading your credit report Predatory Lending Reducing Debt Saving & Spending Plans	Topics: Getting Ready for Homeownership Role of Lender & Realtor New Home Construction vs. Existing WHEDA Loans
Attendance Adults 5 Children 1	Attendance Adults 6 Children 3	Attendance Adults 18 Children 3
Guest Speakers: Cheryl Bahr Shawano City Dept. of Soc. Serve. Shawano County Job Center	Guest Speakers: Alan Prael FISC Consumer Credit Counseling Services in Menasha	Guest Speakers: Gayle Beyer – WHEDA Vicki Wartman - Coldwell Banker Donna Huebner - Rural Development Sue True - Associated Bank

Comments on Family Financial Fitness Program:

Part I The session was very interesting. Sometimes when you think tax info. - you might think boring. This was NOT boring. I was glad that we were able to ask questions – I learned more. I am looking forward to the next session.

Part II Add more to the presentation on what and who to watch out for in regard to predatory lending. There are so many people out there that you cannot trust.

Overall program is very useful. I already implemented what I learned in Session I.

Part III Thank you for the valuable information.

- Presented a second program on Home buying in partnership with Five Star Mortgage of Green Bay to Housing tenants on April 21st. Topics included: Budgeting, Getting Organized, Credit Reports, Home buying and Mortgage Loans. Ten individuals attended and Five Star Mortgage provided free copies of credit reports on site for those who requested them.

Comments on Five Star Mortgage Home buying Seminar:

It was very helpful and I learned a lot today.

I plan to start taking care of my credit so that I can buy a home.

- Worked with MISD Schools to implement the Junior Achievement Program during the Spring of 2004. This is the second year of the program with a large increase in participation. Last year, JA was offered to 78 students in 5 classes. This year it was presented to approximately 160 students in 10 classes. The Keshena Primary School had seventy four 2nd grade students take part in the Our Community program over a five week period. Sixty six students in the 8th grade at the Menominee Indian Middle School took part in a six week program on the Economics of Staying in School. Approximately 20 students in the High School Life Skills Class took part in the Personal Finance Program. The Junior Achievement Programs were successful in large part because of the commitment of the schools, teachers and the volunteers who work together to present the programs. The following is the list of teachers and volunteers who worked together on bringing the Junior Achievement programs to our children:

Junior Achievement Spring 2004 – Menominee Indian School District

Location	Class	Teacher	Business Volunteer
Keshena Primary School Our Community – 5 Sessions	2nd Grade	Ms. Darlene Lang Ms. Patty Retzlaff Ms. Jolene Arndt Ms. Jean Marcell Ms. Laurie Schuelke	Lisa Peters, Systems Coordinator Menominee Tribal Clinic Renee O'kimosh College of Menominee Nation Al Fowler Conservation Dept. Rose Ponfil Menominee Tribal Gaming Commission Yvette Snow Licensing and Permits (MITW)
Menominee Indian Middle School The Economics of Staying in School 6 sessions	8th Grade	Ms. Deb Gurlt Ms. Joy Gielow Ms. Grace Kasper Ms. Carmen Willis	Chad Waukechon College of Menominee Nation Annette Tourtillott College of Menominee Nation Carrie Wilber MTE Renita Wilber Menominee Casino Bingo Hotel
Menominee Indian High School Personal Finance 17 Sessions	Various Grade Levels	Life Skills Class	Bill Schmidt Menominee Tribal Enterprises

- Worked with Five Star Mortgage and Wells Fargo to use the HUD 184 Loan Guarantee Program for trust land financing opportunities for tribal members. The Tribe has been approved to participate in the HUD 184 Program for a number of years. However, there were no lenders in our area who did these types of loans. These are the first lenders participating in this program in our community.
- Worked with individuals from WHEDA, the Wisconsin Housing and Economic Development Authority, and Associated Mortgage to begin doing WHEDA Loans on trust land. Legal documents and discussions are not complete. Once the legal questions/issues have been addressed, and all necessary approvals are

obtained, we can begin to offer this trust land financing opportunity to tribal members. WHEDA currently offers below market fixed rate financing to low-to-moderate income first time homebuyers.

- Under the Emergency Home Repair Loan Program, implemented a process for collecting delinquent loans by following the Tribe's Debt Collection Ordinance No. 03-17. Individuals who are delinquent are placed on the Tribes Debtor's List and will remain there until acceptable payment arrangements have been made.

RESIDENT SERVICE DIVISION. The Services consists of 7 knowledgeable and professional staff members. We have one Occupancy Clerk, one Security Officer/Inspector, four Housing Specialists and one Resident Services Manager. The Resident Services Division is responsible for the following programs:

202 Elderly. This program offers twenty apartments within three separate buildings to low income elderly of 62 years of age or older. The 202 program is funded with HUD sources.

Low Rent Elderly. This program offers eighteen apartments within four separate buildings to Low Income elderly of 62 years of age or older, or near elderly between the ages of 55 to 62 and handicapped.

Low Income Rentals. This program provides low income families affordable housing units located on the Menominee Reservation. Under this program we have 220 units.

Mutual Help. The Mutual Help Program is a homeownership program for low income families with units that are located on the Menominee Reservation. Currently we have a total of 46 remaining Mutual Help Units. A total of 5 Mutual Help units had been conveyed this past year.

Tax Credit. This program is through the Federal Tax Credit Program and is a homeownership program. Currently we have a total of 19 units in this program. To be considered for this program your income must meet the 30%, 40% or 50% total median area family income criteria.

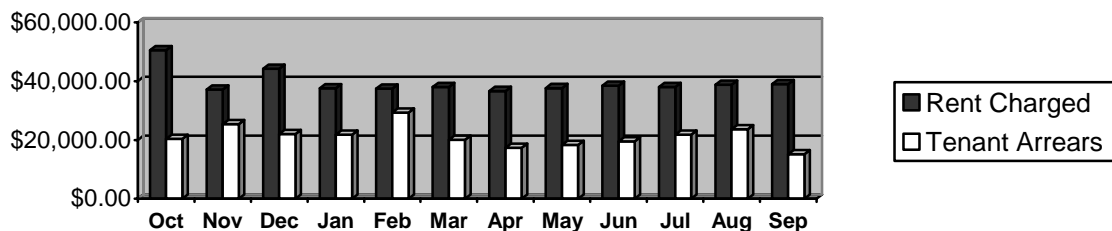
Rental Assistance. The Rental Assistance program can provide assistance in rental or mortgage payments for up to 46 qualified low income families. Under this program clients are required to locate housing in the private sector within a 50 mile radius of the Housing Department.

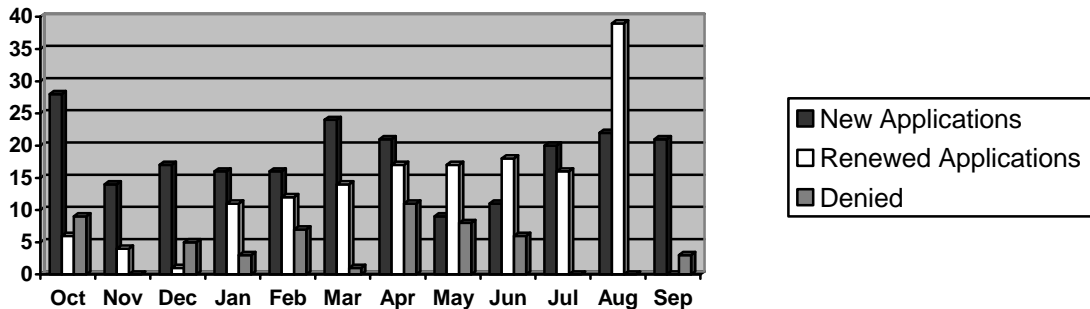
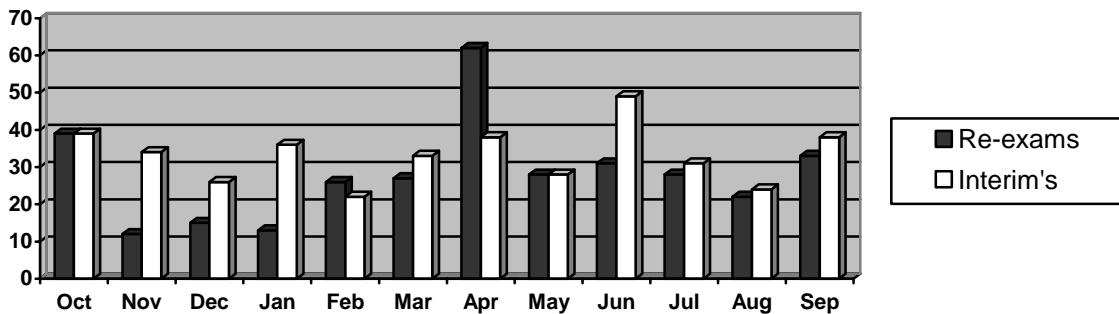
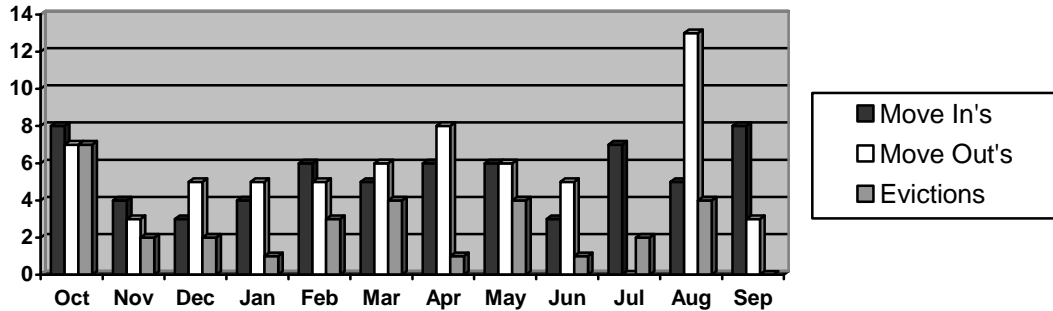
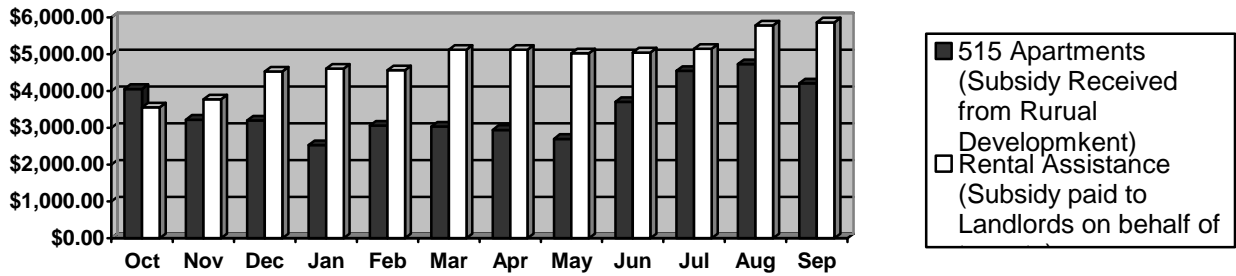
Section 515. The program is through Rural Development and is monitored by WHEDA. It consists of four buildings that have three regular and one handicap accessible apartment in each building.

Tax Credit Rehabilitation. This program is through the Federal Tax Credit Program and is a homeownership program. There are 24 low income units that are being rehabilitated. To be considered for this program your income must meet the 30%, 40% or 50% total median area family income criteria.

Single Person Apartments. This program was developed because of the need for our single persons and or couples that have no children. A four unit Low Rent Elderly apartment building was renovated in order to fulfill this need.

RESIDENT SERVICE DIVISION ACTIVITY GRAPHS





SECURITY INTERVENTION PEACEKEEPER PROGRAM (SIPP) – The goal of the SIPP is to assist tenants who have a pattern of activity that has resulted in police department response and/or violation of their dwelling lease. Our services primarily respond to the needs of Housing Department tenants. SIP Program incorporates prevention, intervention and security within the context of one program. We have an incident report tracking system of all MTHD homes. Incident reports generated at a residence are placed within this system. If a tenant has three identified incident reports generated within a specific time frame, this constitutes a pattern of activity.

Tenants with an established pattern are scheduled for a Peacekeeper meeting, which is scheduled at the Menominee Tribal Housing Department. The meeting may involve prevention, intervention or mediation services, depending on the nature of the issue. The SIP Program monitors and coordinates various Memorandums of Agreement, such as with the Menominee Tribal Police Department and the Prosecutor's Office. Additional to our goal of increasing the baseline of law enforcement services to our development areas through this partnership, it is

key that we engage in consistent data sharing. This assists with our adherence to the One Strike Policy regarding controlled substance related violations in our MTHD housing development areas.

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. Work orders are completed according to priority. This year the Maintenance staff processed 4,191. This is down from last year's 4,218 work orders. The following is a break down of the work orders for the past year.

MONTH	YEAR	# WORK ORDERS COMPLETED
OCTOBER	2003	310
NOVEMBER	2003	298
DECEMBER	2003	289
JANUARY	2004	294
FEBRUARY	2004	317
MARCH	2004	309
APRIL	2004	203
MAY	2004	176
JUNE	2004	206
JULY	2004	225
AUGUST	2004	225
SEPTEMBER	2004	182
TOTAL	2003-2004	3034

Preventative maintenance plays a big part in keeping down serious maintenance problems. Preventive maintenance includes cleaning, checking, lubricating and testing all furnaces and water heaters, ranges, refrigerators, boilers, circulating pumps and anything mechanical inside or outside the home. Smoke alarms and fire extinguishers are checked during work order visits. In Nacotee Addition the water filters are changed every month and the water softeners are serviced by Culligan, this serves as preventive maintenance. Nacotee Addition and Zoar have their septic systems pumped out annually this serves as preventive maintenance. This year the preventive Maintenance was completed by local contractor Jim Corn.

In addition to the regular maintenance issues, the Maintenance Department also provided pest control services to the low rent program tenants. In FY 2004, maintenance had 381 work order requests for pest control which 80 were not ready for the spray. We also offer pest control for Weso Apartments, which consisted of 144 work order requests, which is now done by the Maintenance Department.

The summer youth program assisted with the cleaning and cutting of lawns etc... this allowed our staff to focus on higher priority issues. The summer youth was a big success.

All Menominee Tribal Housing Department Vehicles have preventive maintenance performed on them according to the Menominee Indian Tribes Vehicle Use Policy. These functions are performed and documented and filed accordingly.

The inspector has completed 291 annual and semi-annual inspections these are now done on a yearly basis unless unit needs more attention it will then be on a six month inspection.

We received the ICDBG Grant which entitled us to do some renovations to our units at this time we have put on 18 new roofs. We hired a few part time employees to install new fans in all our units in regards to stop some of the mold issues.

All of the low rent units have had there chimneys cleaned by Randy Thomas at the end of the year. Currently local contractors Bernard Smith and Dennison Dickenson are cleaning the chimney before the winter heating season is upon us.

All Maintenance staff attended training on Sexual Harassment

New circulating pump have been ordered and are going to be installed by local contractor Murphy Lyons, also new lighting was installed by Alliant Energy in our 202 Elderly apartments.

Tax credit deficiencies are in the process of being completed flooding was a big issue last spring; therefore we are installing trenches to direct the water away from the units.

1A elderly complex in Neopit has been changed over to a low rental for singles.

ABC Waterproofing took care of 4 of our units that had water damage in the basement.

VACANCY PREPARATION DATA

These are the number of units turned back to us by tenants, and the number of units rehabilitated and turned over to Resident Services for occupancy.

MONTH	UNIT RECEIVED	UNITS RETURNED
OCTOBER 2003	8	7
NOVEMBER 2003	2	7
DECEMBER 2003	4	5
JANUARY 2004	6	4
FEBRUARY 2004	6	3
MARCH 2004	7	4
APRIL 2004	4	3
MAY 2004	3	4
JUNE 2004	9	4
JULY 2004	1	5
AUGUST 2004	3	6
SEPTEMBER 2004	7	6
TOTALS	60	58

We currently have five low rent units awaiting rehabilitation, two fire damaged units waiting for bids. Three units contracted out. Three units workers are presently working in and five units to be cleaned.

WICK SALES REPRESENTATIVE - In 1998 Wolf River Development was established to work with the Housing Department to provide an avenue in which our Tribal Members could enjoy a higher quality of life through homeownership. The mission of the Wolf River Development Company is to build energy efficient, quality and affordable housing for tribal members.

As the Sales Representative for the Wolf River Development/Wick Homes my goal is to sell market and coordinate the construction of all homes on and off the reservation. We have developed a strategic plan and based on the available markets in and around Menominee County we have a viable market in the area. According to Census 2000, more than 68% of Wisconsin residents own their homes. When looking at Wolf River Development’s internal market- **Menominee Reservation residents-home ownership rates drop to 56.5% (1)** More than 43% of Menominee’s members are younger than 18 years of age. The most pressing issue stands as the unbelievable number of women heading households and the challenges facing those families. **The Menominee female head of household average eclipsed the state average by 350% (1)** Wolf River Developments main objective, to increase the number of quality homes owned by the Menominee Tribal Members.

According to the Federal Institutions Council, American Indians/Alaskan Natives were rejected for home loans at a rate of 53% compared to 26% for White applicants. **NAIHC estimates 40% of homes on reservation are substandard, compared to 6% for off-reservation homes. (2)** Based on these statistics we have since built 21 quality homes on and off the reservations since the year 2000.

We have built 8 homes for tribal members. The square footage on our homes for tribal members ranged from 1242 sq. ft to 1900 sq. ft. Our mark-up on these homes have been minimum so the savings goes to the Tribal members over their 30 year mortgage. The homes have also been appraised higher than the actual building cost. There were 3 members of the Tribe that had the appraisals available to WRDC, in which the appraisals were higher than what they were built for. These Tribal members automatically have instant equity built into their homes.

Customers

1288 sq. ft.	96,856.00	\$75.20 sq. ft
1956 sq. ft.	159,000.00	\$81.29 sq. ft
1176 sq. ft.	104,905.00	\$89.20 sq. ft.
1294 sq. ft.	113,382.00	\$87.62 sq .ft.
1232 sq. ft.	99,000.00	\$80.32 sq .ft
1350 sq. ft.	114,700.00	\$84.96.sq. ft.
1232 sq. ft.	95,500.00	\$77.52 sq. ft.
1344 sq. ft.	99,970.00	\$74.38 sq. ft.

The cost per square footage is 82.02 per sq. ft. for our product. This includes but is not limited to, 3 bedrooms, 2 full baths, 2 stall garage, central air, full basement, appliances, power shot hot water heater, 92% high efficiency furnace and a blown in blanket system (BIB System) insulation in the walls.

When building these homes we have contracted with some of our Menominee subcontractors, ST Plumbing (Nick Teller) Murphy Heating & Cooling, Corn's Electric (Rudy Corn), Orman Waukau, Jr. , Waupekenay Builders (Gordon Waupkenay) White's Excavating, (Scotty White) Okimosh Construction (Basil Okimosh), Minnow Landscape (Rod Boivin) MTE (Sonny Pat Grignon) and Kenny Vigue. There were other tribal members contracted to clean the homes before the homeowners moved in, these contractors varied.

All of our homes are built to the Energy Star Standards. Wolf River Development Company considers themselves as an aggressive builder and we understand the advantages of constructing quality homes. The Energy Star Homes program is a targeted effort that's focused on your new home being built with the latest building practices. A Wisconsin Energy Star home can save about 25% on its energy costs each year. The Energy Star Program holds numerous training seminars in the State of Wisconsin and Wolf River Development Company will attend most of these sessions.

The Wolf River Development Company also belongs to the National Association of Home Builders, this association allows our company to keep up on what laws are changing, what the housing market forecast is for the upcoming year or years, the newest in home design, the housing trends and what could affect housing costs, such as, OSB, steel or concrete. It is imperative we stay informed to address our strategy in the field of building.

Through our marketing this year we have advertised in the Legend Lake Smoke Signals, on the Menominee Indian Tribes Web site, WTCH Radio and different newspapers. Our website is the most important tool we have. Our website falls under the Housing Department. We would like to attend more home shows, this year we set up at the Shawano Expo Center. There was a very good turnout

Our Company has been exploring other options for Housing opportunities on the reservation, we are looking into modular building, expanding our market to other areas other than local counties, but we need to address the importance of additional staff to go after the additional revenues. We also would like to explore the area of duplexes and condos. Most elders would sell the home they raised their families in and invest in a condo because all or most of the maintenance is handled by the Association.

It is necessary for WRDC to work in a professional manner with our builder/partner John Wick Homes, Rural Development, and Home Loan Coordinators Office through Housing Department, Indian Health Services, Energy Star Program, Community Development Office, Environmental Office and Associated Bank. By working with these entities in a professional manner we help ensure a smooth transition for our tribal member to becoming a homeowner. This process may involve all of these departments or a few or more depending on each situation.

Our future goal is to enhance our CHARTER to better serve the needs of our Tribal members. The functions of the business is guided by our very committed Board of Directors

Wilmer Peter- 5 years – Represents Community Member
Lisa Waukau – 3 years – Represents Community Member
Tony Warrington – 7 months – Tribal Legislature
James Horton – 5 months – New Housing Director
Sharon Giese – 5 years – Representative from Finance Department.

1-Profiles of General Demographic Characteristics, 2000 Census Of Populations and Housing, Wisconsin, pages 1, 1986, 1987, 1990, 1991, 1995 and 1996.
2-Native American Housing News, August 1999

HUMAN RESOURCES

Ben Kaquatosh, Manager

It is the mission of the Human Resources Department to partner with all departments in the recruitment, selection, and retention of quality employees. Our goal is to provide employees access to every resource and opportunity available to help them achieve success in their position. In accomplishing this goal, there are many activities that are associated with this process and some of those functions are shown below:

Payroll	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
	19,563,091.	18,893,705.	19,359,337.	25,188,289	18,847,452.	17,350,658.

Workforce	Menominee	Descendant	Other Tribe	Non-Indian
	527	031	012	188

Gender	FY 2004	FY 2003	FY 2002	FY 2001
	263	195	210	233
Females	495	502	404	491

EAP Referrals	Administrative	Self Referrals	Completions
	22	06	18

Our Training and Development of employees within the organization consisted of several workshops that were conducted throughout the year. Workshops in Sexual Harassment, Improving Morale in the Workplace, Workplace Ethics, Resolving Conflicts in the Workplace, Procurement Procedures, and Understanding the Grievance Process were conducted throughout the year for our Supervisors and Managers. These core supervisory workshops shall prove to be helpful in mediating many grievances or complaints throughout the organization.

This past year, we selected an HR work team to review the policies and procedures. Several changes were recommended by the HR work team and the policies were revised accordingly. The HR work team was very instrumental in making changes that should clarify some of the policies and procedures for the supervisors of our organization. The Policies and Procedures will be taken to the Governmental Affairs Committee for review.

This past year, the Tribe had the opportunity to take on the TANF program. The acronym is TANF and is the Temporary Assistance for Needy Families. This is a social services program that is geared towards assistance as well as training and development of clients that are eligible. We anticipate this program to be an excellent opportunity for our tribal members in gaining assistance through training as well as assistance to meet their needs. The program is currently residing within the Gordon Dickie building on a temporary basis until such time that the renovation project is completed at the "old store". We are anticipating that the program will be into their renovated facility early in the year of 2005. We look forward to moving this program forward so we can serve the eligible families or individuals.

In summary, our payroll remained stable in comparing it to the prior two years, and our ratio for Menominee's employed remained about 70 % or so. Only significant change from the prior two years was the increase in the number of males hired from previous years.

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Nation Head Start and Early Head Start is a federally funded program that provides comprehensive child care services for low income children and families within Menominee County. Because we are a federally recognized Tribe, we are also able to enroll children outside of the boundaries of the Reservation. In addition to this, we are able to enroll over income families up to 48% of our enrollment. Currently there are 162 preschool (ages 3 to five) children enrolled at the Dolores K. Boyd Center and Middle Village Child Care Center. This program is facing the challenge of our lowest enrollment of children within the centers. At these two centers, there are 12 preschool classrooms and 5 Early Head Start Classrooms. The Early Head Start has 32 enrollment slots for infants and toddlers (ages six weeks to 3 years old) and 13 enrollment slots for pregnant mothers. All enrollment slots are full for Early Head Start and there is a waiting list established for children and families who need this service.

Within the past year, the Head Start/Early Head Start was placed on a Quality Improvement Plan for one year. Within the year the Head Start and Early Head Start managers and teachers bought the program back into full compliance. Both programs needed to have put a curriculum that had clear goals and objectives for children ages birth to five. The *Creative Curriculum for Infants and Toddlers* and the *Creative Curriculum for Preschoolers* was adopted. An overall developmental screening, the *Brigance Screens*, was also utilized for all age groups.

All classroom teachers have been trained in the implementation of the *Creative Curriculum*. Additional training and individual career development plans for overall staff have been increased and emphasized. Head Start/Early Head Start has a formal written agreement to work in collaboration with the College of Menominee Nation to increase the education of all classroom teachers. To date out of the 34 teachers, 8 teachers have their associates degrees and 30 have their Child Development Associate certificate or an infant/toddler credential. Four teachers are working

towards their early childhood certifications. The classroom teachers that do not have their associate degrees are working towards completion of the degree.

In April of 2004, the Federal review team reviewed the Head Start and Early Head Start and have found the program to be in full compliance with all performance standards. The Menominee Tribal Chairperson received a letter stating that the program is now in full compliance and congratulated the dedicated staff.

This program year, 2004/05 has brought some big changes within the organizational structure of Head Start and Early Head Start. Within the past year, a pilot program for all day wrap around care services for preschool children at the Head Start centers was implemented. Although there was a definite need for the childcare the additional expense to hire more teachers was more than the child care income brought in. The Head Start/Early Head Start performance standards requires teaching staff to have planning time in the am and pm that is duty free of children. With the implementation of the all day wrap around services this was not meeting the requirements for the teaching staff, therefore, additional staff needed to be hired. The program at this time would not financially support additional teaching staff. It was unfortunate for the parents that needed the child care and within the next few years, management will be seeking additional funding sources and ways to which this needed service may be brought back to the centers.

In June of 2004, the Early Head Start was fully removed from the Department of Child Care Services and placed within the Dolores K. Boyd Center. Because of the extensive requirements and performance standards that are required for the Head Start and Early Head Start, these two programs need to be operating concurrent with each other. The Early Childhood services need to be consistent and have a continuity of care for all children and families. The program has developed service component plans, policies and procedures and an excellent exploring parenting program for prenatal mothers through birth and up to age six. In addition to this huge accomplishment, the overall program has fully adopted the overall Creative Curriculum.

As the program moves into the new year, we strive to continue to provide quality child care and an excellent early child hood education for all children and their families enrolled.

INSURANCE

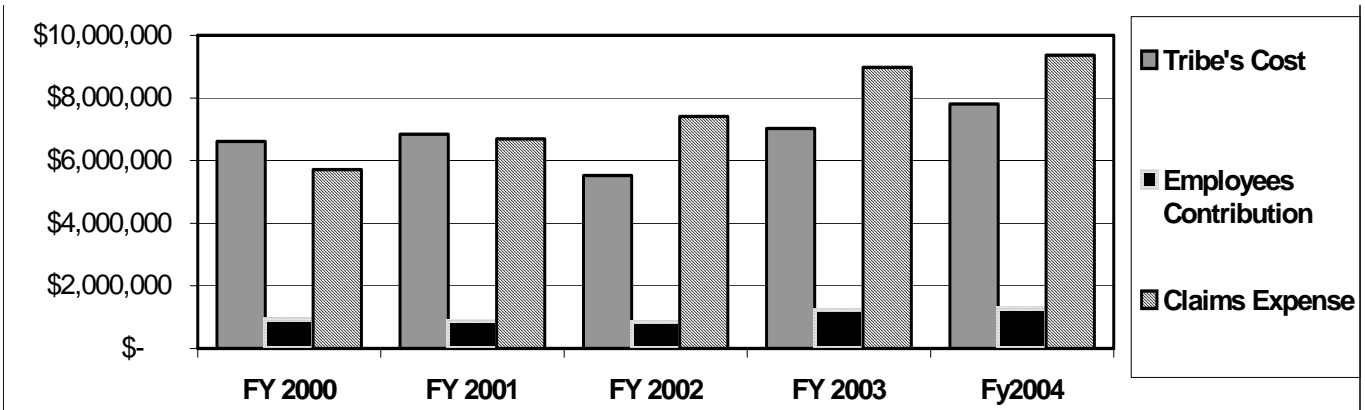
Dan Maine, Director

The Insurance Department administers and manages the employee benefits, and the property and casualty insurance programs for the various Tribal operations: Tribal Government, Clinic, College, Gaming/Hotel, Tribal School, Maehnowsekiyah, Courts, Law Enforcement, and various other Tribal Programs.,. Employee benefits includes: medical including prescription drug plan, dental insurance, workers compensation, life insurance, 401K retirement plan. The Insurance Department also handles the 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 subject to the ERISA act. A self funded benefit program is one in which we fund for the benefits and administration. If rates are adequately set, and we do not incur adverse experience, we retain

HEALTH PLAN HISTORY



any surpluses. Unfortunately, we had an adverse year in terms of claims, but a huge improvement over the prior year. Our self-funded plan is one, which the employer takes responsibility for managing the plan. In addition the employer has the flexibility to modify the plan design, which we did in FY 2004. We adopted a Point of Service

approach in an attempt to hold down claim costs. 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, College, and Casino paid \$7,802,475 and the employees contributed \$1,280,597 into the health fund which is approximately 15% of the overall cost. Once again the plan had an inordinate amount of Large Claims (Claims in excess of \$25,000) during FY 04. During the year we had 53 large claims, totaling \$2,996,551, last year we had 56 Large Claims totaling \$3,983,738.

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 \$648,460 paid to the third party administrator, currently Claim Management Services (CMS) located in Green Bay, Wisconsin. The claims are paid out of the Self Funded Account funds.

During the period covering 10/01/03 – 09/30/04 the Menominee Indian Tribe had an average total of 845 employees covered under the health plan. The total paid for claims from the Self Funded Account for this period was \$9,359,387. The average paid claims for each employee and/or including family members per month was \$923.02. This compares with the prior year in which total employees averaged 853, total paid claims were \$8,982,094, and the average paid claims per member per month were \$877.50.

Merck-Medco was our prescription drug vendor for the year. During the period of 10/01/03 – 09/30/04 the total paid for prescription was \$1,057,796. This was a 22% increase in drug costs over the prior year which was \$860,255.. The total for administration fees was \$9,641.

The Tribe once again utilized WPPN as its preferred provider organization. The Tribe pays an access fee to WPPN each year. This year the cost paid to WPPN was \$41,518 for the plan period 10/01/03 - 9/30/04. This provided the Tribe with a managed care savings of \$885,134.

Life Insurance

Life Insurance is provided to all full-time employees at one times their salaries. Accidental Death and Dismemberment coverage is also provided at one times the salary. An employees spouse is covered at \$2000 and dependent children are covered at \$1000. The life insurance is a very good benefit at no cost to the employees and the dependent coverage is self-funded through the Tribe. As of 6/1/02 our group insurance carrier has been **AIG/American General Assurance Company**, previous to AIG we had Fort Dearborn Life Insurance Company. Our rates remained the same on 6/1/03 at .22 per \$1000. From the period of 10/1/03 - 9/30/04 the total cost for life insurance coverage for all Tribal and Casino employees was \$77,190.

MRBG/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. For 10/01/03 – 09/30/04 the plan covered 625 participants throughout the year an average of 52 per month. The amount paid in claims was \$146,940. Administration cost of \$11,073 was paid to C.M.S. \$55,156 was paid for Reinsurance to protect the Medical relief Block Grant monies from a large single claim. The stop-loss level was \$50,000.

401K Retirement Plan

The asset manager of the Menominee Indian Tribe's retirement plan was Provident Mutual. During the year Provident Mutual was purchased by Nationwide Life. AS a result plan participants had \$500,000 distributed to their account balances. Selector K continued to manage the day to day operations. Pension Consultants Co., Inc. (PCC) acts as a Third Party Administrator for the plan PCC writes our plan document and handle all amendments for our plan to make sure we stay in compliance with ERISA laws. They also make sure that all the monies match the amount we take out for employee and employer contributions and send to Selector K; as well as year end tax information. Shenk & Associates are an outside audit company that does our annual audit, to insure compliance with ERISA.

The entities in the Tribes 401k retirement fund include all Tribal employees and Casino employees. The College has a separate account. There are currently 991 participants in the 401k plan, compared to 721 last year. The Tribe's contributions total \$601,470. As of 9/30/04 our plan assets total \$10,859,608.

The loan provision instituted in prior years seems to be working as loans have decreased to 308 loans during FY 2004.

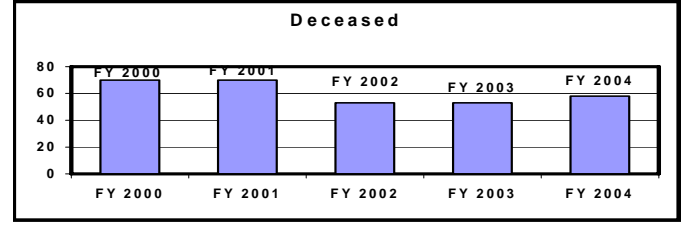
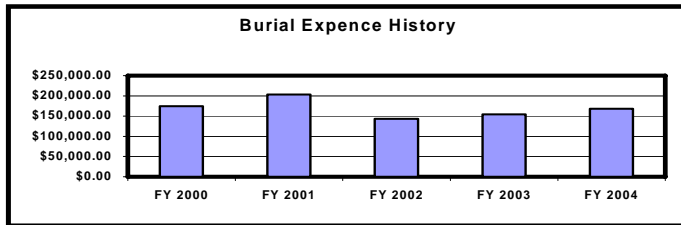
Selector K mails the quarterly statements directly to the employees. The participants continue to have twenty-four hour access to accounts through the Internet at www.selectork.com or through the Voice Response System at 1-800-753-3185 on the phone lines. Distributions still require filling out the forms through the Insurance Department.

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 \$79,965, indemnity paid \$20,669 and expenses paid \$681. Reserve account (what we expect to pay) was \$68,711. Total cost was \$170,027.

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 53 families providing \$162,312 of burial assistance. This was \$21,000 over budget. Wake assistance this year was \$5,287.



Property Insurance Coverage

Tribal First was the insurance broker/agent for all Tribal property. The property was insured through Affiliated Factory Mutual. The casualty insurance including the Tribal government, Casino, and College was placed with Lexington Insurance in their Sovereign Nation Insurance Program.

Tribe:

For the period 10/01/03 to 9/30/04 the annual premium was \$191,189 compared to \$305,694 the previous year. Coverage included property, general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability and commercial crime. During this period were no reported losses.

Casino:

For the period 10/01/02 to 09/30/04 for the Menominee Casino is also insured with liated Factory Mutual and Lexington Insurance.. Coverage includes property, general liability, inland marine, automobile, umbrella, boiler & machinery and commercial crime. The annual premium for the policy term was \$213,572 compared to \$305,460 the previous year. There were minimal losses paid out under the Casino's policy.

Housing:

For the period 10/01/03 to 9/30/02 the Housing Authority's premium for the fiscal year was \$99,281. The Tribal Housing Insurance Program for tribal housing is through the Amerind Tribal Housing Program. This is a pooled program for property and liability coverage for tribal housing programs throughout Indian Country. During the year it was uncovered that the Housing Department needed Boiler and Machinery coverage. This coverage was placed on all facilities that had a Boiler. The premium was \$2,200. Coverage was also secured for the 515 Units under the Amerind Community Shield Program for a premium of \$2,416. Coverage was also obtained for the Tax Credit Units of which there are 19 units for a premium of \$5,747.

SUMMARY AND GOALS

The Insurance department has gone through numerous changes in this past fiscal year. The Insurance Department consists of Dan Maine, Insurance Director who reports to the Tribal Chairperson. The staff consists off four individuals: Sue Blaha, Deb Reiter, Edey Escalante, and Amanda Hawpetoss... Sue and Debbie work primarily with the Casino, however all of the staff works with all employees concerning employee benefits, and property and casualty insurance issues. Amanda was hired in February as the new Insurance Clerk.

Effective October 1, 2003, the health plan changes are: We moved to a Point of Service Plan. This program allows the participants a choice fo providers, but with higher deductibles depending on the provider chosen. If the participants utilize the MITW Clinic the deductible remain the same as last year... The employee contribution was raised to \$71 per pay period for Family coverage, and \$35 per pay period for Single. The Dental plan remained 100% employer paid.

Other changes that took place prior to the end of the fiscal year, that will impact benefits on a go forward basis were as follows: the Health and Dental plans were separated, so that each benefit stands on its own from a cost basis, the insurance department established rates on renewal to hopefully get both programs back to a surplus position,

received information on regulations from the Office of Management and Budget that will allow us to carry forward benefit plan surpluses to account for Incurred but not reported Claims.

We made great progress in getting the Health Plan on a sound financial basis going from a loss of \$1.8 million to a loss of \$276,314. We still need to work on getting down the large number of high dollar claims over \$25,000. We also plan to institute a Wellness Program for all employees and to hire a Wellness Director through the IDC budget. As referenced above the Health Plan changes were made on 10/01/03 in an effort to reduce the cost of the medical plan and to encourage use of the MITW Tribal Clinic. Rates were increased effective 10/1/03. In 2003 the Health Plan had 56 claims in excess of \$25,000. In 2003 there were 53 claims in excess of \$25,000. One thing that should be noted is that a lot of the loss this year can be attributed to the increase in Drug costs which were 22% higher than the previous year which was \$197,540 more than the previous year. During 2003 the Insurance department accomplished a number of its goals. We established an on-line link with CMS, so we could electronically enroll employees and make changes to their coverage. We took the necessary steps to get us in compliance with the HIPPA regulations. We improved the 401K plan by adding some new funds, and worked at reducing the number of loans while making sure terminated employees with balances under \$5,000 received their money. On a go forward basis our goals will be to improve on-line capabilities to better serve the needs of the employees, get the health plan into a surplus position, and review the Workers Compensation program to make sure it is funded adequately as well. It is currently in good shape, but we want to make sure it remains sound financially.

INTERNAL AUDIT DEPARTMENT

Linda Zablocki, 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.

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 through development and maintenance of policies and procedures.

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.

This past year Internal Audit has

- Worked on timely completion of improper activity reports until March when a motion came from Legislature for Management Team to get complaints. From that time forward Internal Audit has worked only on complaints that held potential conflict of interest to Management Team and was able to devote more time to conducting internal audits. Of the complaints researched by Internal Audit during fiscal year 2004 (Oct-Sep):
 - 15 were unfounded
 - 5 required management action
 - 4 were either not a complaint regarding employee action or were already being handled by the appropriate member of management.
- Worked closely with Management Team in developing a complaint policy to bring to Governmental Affairs.
- Provided input to Management Team regarding the External Auditor's Management Letter.
- Worked with the Chairperson and Management Team to develop the fiscal year 2003 Management Discussion and Analysis for the new requirements of the external audit.
- Been a member of the team reviewing financial software for the Tribal Organization.
- Prepared monthly reports for the Legislature.

- Attended Legislature meetings on an as-needed basis.
- Provided technical assistance to Departments.
- Assisted in Department of Public Instruction food program monitoring.

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. 05 to find ways of expanding the service output to the Menominee Community, and look into new ideas in dealing with the findings or our Needs Assessment.

In F.Y. 2004 the Menominee Johnson O'Malley program provided 9,586 cumulative service units in the supplemental services programs and 185 service units in Parental Costs or Financial Assistance, with total of 9,771 service units provided. A needs assessment was conducted in F.Y. 03 to see what the top ten conditions affecting our communities and to better plan our JOM programs.

In F.Y. 2004 we spent \$76,229.41 in administration cumulative expenses.

In the **Parental Cost** line item a total of 185 service units were provided in F.Y. 2004.

JOM program provides financial 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 students. Services we provided are: musical instrument rentals, school supplies, student ACT testing fees, Senior cap & gown fees and other extra-curricular activity needs. Students were able to attend the various academic/athletic camps such as: Educational trip –Washington D.C., Art Camps, UW-Whitewater pre-college, Native American Fish & Wildlife Camp, Volleyball, Football, and Soccer Camps.

In Fiscal Year 2004 a total of \$7,819.38 was spent in cumulative expenses.

In the **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 collaboration with CMN, JTP, MISD and JOM a college career day was provided for Sophomores, Juniors and Seniors from MISD. In collaboration with JOM the JTP department held orientation for the Afterschool work program. Campus tour to Northeast Technical School, Summer Youth jobs-extensive workshops on careers, Increasing knowledge on the negative effects of chemical use, Resume/interviewing, Importance of family, Goal setting, Law enforcement and an Overview of Menominee History. The Summer Youth made a mural in activity room-Keshena Center, and made dream catchers for Menominee elderly in Shawano convalescent home. The JOM Program held the 27th Annual Senior Recognition Banquet for all Menominee Graduates within our area, a total of 84 Menominee Students were recognized and over 200 parents and family members were in attendance. Total service units provided in career exploration for F.Y. 2004 was 509.

In Fiscal Year 2004 we spent \$14,822.98 in cumulative expenses.

In the **Community Resource Centers** we serve three communities and have access to the following locations: Keshena Public Library, South Branch Community Building and provide Arts & Crafts at Neopit Woodland Boys & Girls Club, Keshena Youth Center and South Branch Center. In the centers students can participate in activities or get homework completed. The Arts & Crafts Program is an afterschool program that offers youth a safe place to go in the evening hours.

Total service units in Resource Centers are 3,726. All centers participate with afterschool help with homework, other activities include: reading competition-treat for essays, treats for Christmas Tree Lighting, Quilt making in the center to include parental involvement, "Girls Night" with Adolescent Health Program, Making Easter baskets, Bingo Night, Egg coloring, Reading circle, Kite flying, Movie night, Arts & Crafts, Community volunteer initiated "Boys Night" taught young boys fishing techniques and went fishing to try out their techniques, centers made holiday cookies.

In Fiscal Year 2004 we spent \$21,259.27 in cumulative expenses.

In Fiscal Year 2004 the **Positive Youth Development** program provided a total of 4,764 cumulative service units to Indian students. Program service units are provided by various community gatherings, especially during the holiday seasons and the summer months. Worked with the schools and other community programs to help sponsor trips as incentives throughout the year. Provided practice jerseys for MISD high, Gresham Students to Camp U-Nah-Li-Ya, Educational trip for Gresham and KPS Students to Chicago, Sponsored MISD boys basketball on WTCH Radio, help sponsor Menominee Wrestling team to observe in Madison Tournaments, Tribal School Hot Shot Contest, Gresham Dollars for Scholars project . WTCH/WOWN Eagles sponsorship, AODA book covers to the MISD high school students, Gresham POPS Chemical Free Graduation Party, Gresham Yearbook, Assisted youth to Flagstaff, AZ. For Native American Sports competition, and assisted Menominee youth to attend State Legion Baseball Championship Games. Menominee Youth Olympics-all participants received school supplies, remaining supplies were distributed to all communities on the Reservation. Community events include: Breakfast with Santa in all communities, Toys for Tots-whole Reservation-fund raising & distribution a total of 874 youth received toys 384 families were helped. Winter Fest, 3 on 3 Basketball Tournament, Easter Egg Hunt, Free music lessons in the summer months, Family Fun Day and holiday dances.

In Fiscal Year 2004 we spent \$9,726.67 in cumulative expenses.

The JOM Program collaborates with Tribal Recreation, JTP, Adolescent Health, Woodland Boys & Girls Club, Menominee Wellness-Healthy Heart, Maehnowsekiyah-Trails, Family Preservation, Tribal Police Department, Menominee Indian School District, Shawano/Gresham School District, College of Menominee Nation, In collaborating with all other youth organizations we are to able to provide more activities and costs are shared.

Johnson O'Malley Committee: Regular and special meetings were conducted throughout the year as per the JOM regulations. In Fiscal Year 2004 we spent \$2,985.41 in cumulative expenses.

LANGUAGE & CULTURE COMMISSION

Rose Wayka, Director

It is the mission of the Menominee Language & Culture Commission to reaffirm and fully implement all provisions of Menominee Tribal Ordinance 96-22. This mission will be accomplished by the promotion, protection, preservation and the enhancement of Menominee language, culture and traditions. Furthermore, the Menominee Language & Culture Commission will recognize all applicable federal, tribal and state laws, mandates and orders.

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, teens 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 elder members became involved with many of the community agencies, tribal and education programs to assist with incorporating language and culture components into several respective agencies that involve the youth, teens and adults such as the following to name a few:

Menominee Language Learning

Language learning sessions are ongoing and usually sessions are held on Monday evenings and Tuesday mornings. These sessions have been faithfully attended by several community individuals and families including

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

Menominee Language Certification

Menominee tribal members have come before the Commission elders to become certified language and culture teachers. With these certifications this allows for these individuals the opportunity to teach in the educational systems within the reservation. Presently language is taught in the day care to college classes.

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. The Commission held this year's event in honor of our elders and youth.

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

Mark Waukau, Interim Tribal Police Chief

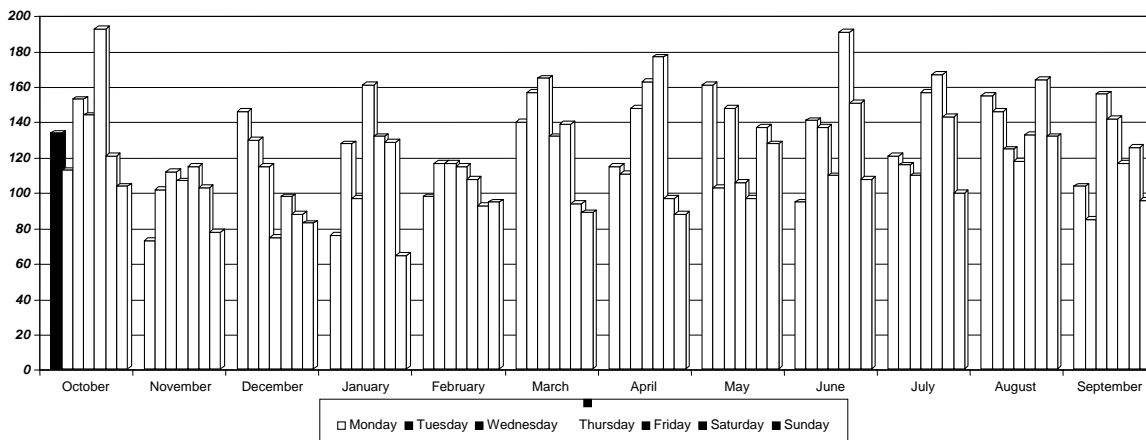
During Fiscal Year 2004 the Menominee Tribal Police Department continued to provide law enforcement services to the people throughout the Menominee Indian Reservation. The department continues to enforce Tribal, Federal and State laws that are applicable as well.

On February 12, 2004 Mark K. Waukau Sr. was appointed Interim Chief of Police by the Menominee Tribal Legislature, replacing Chief Judith Duquain. With the Bureau of Indian Affairs citing major non-compliance issues with the existing contract for law enforcement services, primary focus was to bring the program up to meet these standards. With the approval of an Organizational Chain of Command, the emphasis is to allow the supervision of respective areas within the department to be done in a more efficient manner.

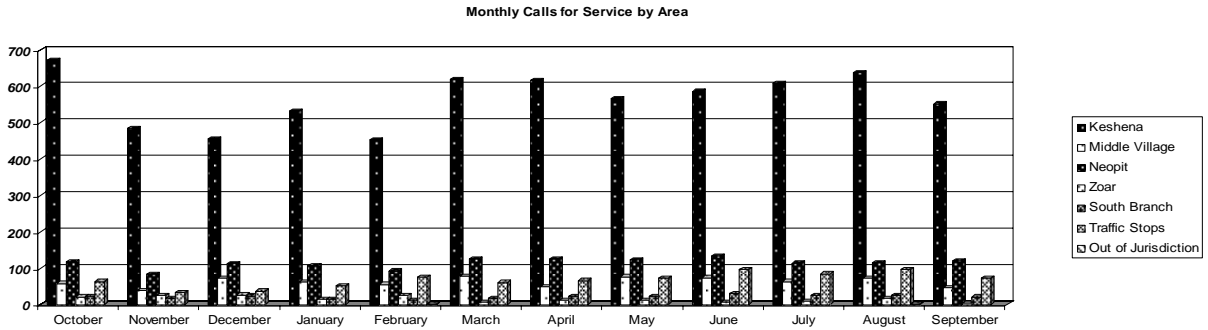
With the primary funding sources being allocated from the Bureau of Indian Affairs and the Tribe, the program budget was a total of \$2,810,058 in which \$701,964.78 was for the Detention Facility. Additional funding sources that became available to the department thru grant awards consisted of : COPS in Schools (Community Oriented Policing) in the amount of \$375,000 for placement of three officers in schools, to be proactive by developing programs to assist our youth. LLEBG (Local Law Enforcement Block Grant totaling \$12,255.17 for over time costs and the purchase of "Less Lethal Force" Taser Weapons. This new law enforcement tool, designed to minimize injury to officers and persons when a combative or "Use of Force" situation occurs. Tribal Victim Assistance Grant \$57,770, Victims of Crime Act \$32,587. Tribal Law Enforcement Grant \$17,385 for the implementation of a Sexual Offender program. Tribal Resource Grant (COPS) \$105,051 allowed the purchase of new portable police radios and an Automated Fingerprint System. This new system allows us to assist other agencies with employment license applications such as Tribal Gaming Commission and the School Districts. Additionally, the Tribal Police Department will provide parents with child identification to be used in the event of an emergency.

The number of incident reports that were generated by the Menominee Tribal Police Department totaled 10,175. There were 1,386 cases referred to the Tribal Courts. The total number of arrests being 1,475. The following graph illustrates the calls for service responded to by officers. The graph breaks down the day of week for each month for FY2004.

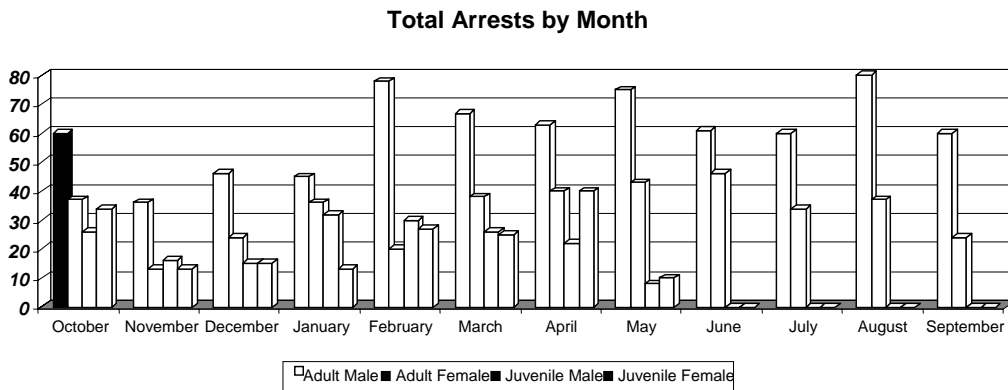
Monthly Calls for Service by Day of Week



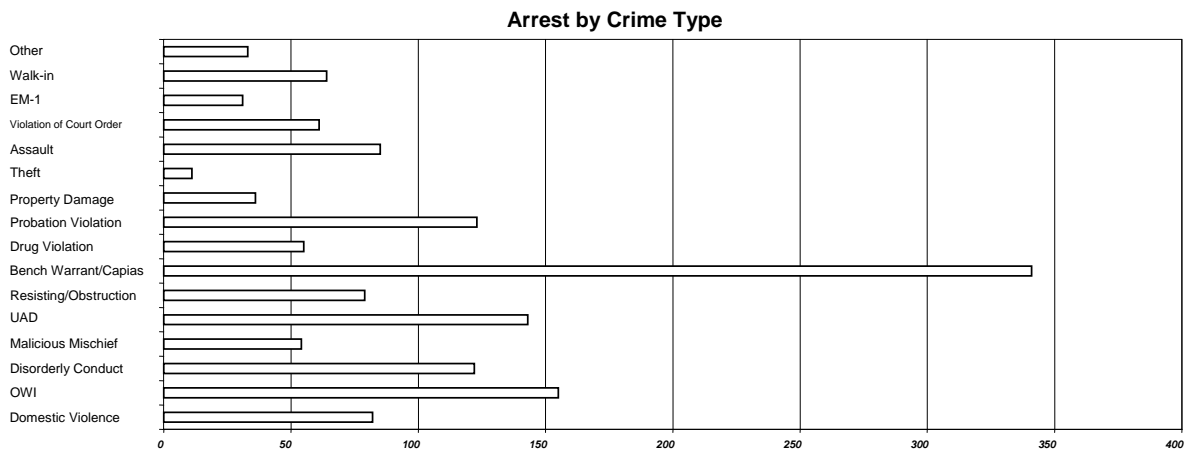
The following graph illustrates the number of calls for service the officers responded to during each month for each respective community during FY2004.



Throughout Indian Country a major policy change went into effect in May. The BIA mandated that our Detention Facility no longer meets proper standards to hold juveniles. New procedures were implemented to deal with this issue. The following graph illustrates the total number of adult arrests males 731, females 392, juvenile male 175, females 177, by the officers during FY2004.



The following graph illustrates the number of total arrests by the crime type for both adults and juveniles for FY2004.



The Menominee Tribal Police Department continues to meet required 40 hour in-service training. Requirements such as Firearms Qualifications, Domestic Violence, EMS First Responder, Mock Drills for hazardous spills and Supervisory training, etc. The primary focus is to insure people in our communities that the officers can provide the proper services in given situations.

LIBRARY

Mike Wilber, Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 03-04.

The library also continues to provide service and support for local learning institutes - offering classroom space for NAES college courses, providing access to Menominee historic materials for history research, providing meeting space for UW-Madison language researchers to work with Menominee language speakers in their preservation projects, and inviting primary school classes for story times and fun visits.

Over the past year, the library director completed two more courses for state librarian certification – Cataloging, and Collection Development. The director will be state certified by next year with the completion of a library management class. This will help us in two ways – the director will have a fuller knowledge of library issues, and certification earns more points in applying for grants.

Our primary goal at the Menominee Tribal/County Library is to provide a place for continual, life-long learning through free access to library materials. Our objectives to help us reach this goal include:

- Provide residents of the Menominee Indian Reservation/County access to library services.

Objectives: 1. Lend reference/leisurely reading material. 2. Lend multi-media material. 3. Provide free access to computers with internet and Microsoft Office programs. 4. Provide fax, copy service for a fee.

- Serve as the Tribal and County access point for information resources needed by the residents. 1. Provide interlibrary loan for residents. 2. Provide internet assistance for those that are unfamiliar. 3. Provide research and reference assistance

- Serve as a facility for community educational experience and endeavors. 1. Provide tutoring and homework assistance. 2. Provide reading programs for youth and adults. 3. Provide quiet study area. 4. Provide free meeting room for programs and community groups.

We are the only area agency that provides free computer and high-speed internet access to the public. We currently have eight computers for public use. We also supply two computers with internet access for the South Branch Study Center. These are in constant use. The South Branch Study Center reports approximately 100 computer log-ins per month during the school year. The main library had 3,111 computer log-ins from October 1, 2003 to September 30, 2004. Computers and internet technology have been a great tool for education and intellectual exploration, and fit in nicely with our public library mission.

As of October 1, 2004, the library owns 9,741 items covering various media (books, audio books, video tapes, etc.). From January 1, 2004 to Sept. 30, 2004, 1,105 items were checked out and 104 renewals were made. There were also 63 uses of the library's meeting room during that time. Card holders for the Menominee Tribal/County Library measure at 1,999.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

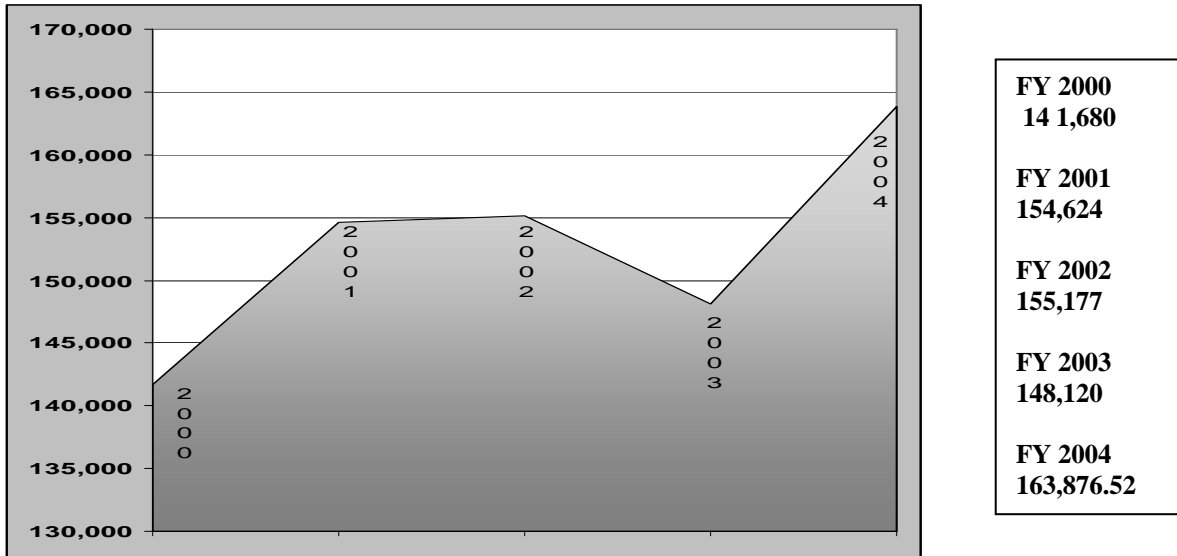
The Licensing and Permit Department is primarily responsible for conducting the business created by Tribal Ordinance's that are set forth by the Menominee Tribal Legislature. We provide the public with permit's and licenses to accommodate the needs that are required within each specific ordinance.

Wisconsin Department of Transportation is currently implementing a new computer system for the file handler that is connected with a modem to the Menominee Indian Tribe. An agreement with the Wisconsin Department of Transportation and Menominee Indian Tribe of Wisconsin has been established which requires the signature of the chairperson and a small fee for the usage.

The Licensing and Permit Department has had a fraudulent case that was sent to the Menominee Tribal Courts and heard by a jury. The determination was in favor for the Licensing and Permit Department. Case won.

The Licensing and Permit Department received 5000 postcards with twenty cent stamps from the old Treaty Rights Program. The Licensing and Permit department purchased stamps for three cents to be placed on each postcard. The MIS department was called to reprogram the database to fit renewal information on the postcards. This all entailed more work; however, this **saved our program money**.

License fees increase approved effective as of March 1, 2004. New classifications added is SUV's, which is **new generating revenue source**. College of Menominee Nation License Plates is a **new generating revenue source**



The information presented on the graph shown a large increase from 2000 to 2001, in the month of October 2000 the settlement payments of \$2000 per enrolled member was received, which boosted our revenue.

In 2001 to 2002, a small decline than a much larger decline 2002 to 2003. The revenue for 2003 has dropped considerably, with the economic recession we experienced in 2002 and 2003; it has had a negative impact on growth of business.

In 2003 to 2004 the revenue has increase due new plate fees and added revenue sources. The amount budgeted for Licensing and Permit Department \$108,297 total expenditures \$104,137.88; there was a **savings of \$4,159.12**.

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages four lending program; the Menominee Loan Fund, the CDBG/HUD Revolving Loan Fund, the 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 2004 fiscal year ended September 30, 2004 1440 new loans were approved and processed through this fund to eligible members for a total amount of \$1,235,916.25. As of the end of the fiscal year there were 1851 loans outstanding with a total principal balance of \$1,267,402.80.

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. Twenty-five new loans were approved and processed through this fund during the fiscal year 2004 for a total of \$121,000.00. As of the close of the fiscal year there were 109 loans outstanding under this program for a total amount of \$299,919.00.

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 2004 fiscal year, there were 7 new loan packages approved and processed through this fund for a total credit of \$99,222.01. As of the close of the fiscal year there were 42 business loans outstanding in the aggregate amount of \$681,330.82.

Housing Down Payment Loan Program- This program provides a means for eligible members to obtain financing for the down payment required by a lender for the purpose of purchasing a single family residence. During the fiscal year ended September 30, 2004, there were 3 new loans approved and processed through this fund for a total amount of \$8,380.00. As of the close of the fiscal year there were 20 loans outstanding for a total amount of \$33,070.01. As of the fiscal year end, assets under management of the Menominee Loan Department total \$2,521,706.93.

MAEHNOWESEKIYAH TREATMENT CENTER

Betty Jo Wozniak, Director

Maehnowsekiyah has three primary service areas: Treatment, Prevention, and Domestic/Family Violence. We provide services to men, women, and adolescents/children. The areas include:

Treatment - AODA residential, intensive day treatment, aftercare, assessment, adolescent and individual counseling; batterers' assessment and counseling; mental health counseling; EAP counseling; and drug testing services.

In FY 2004, we served 148 individuals providing some form of treatment. Prior to treatment, assessments must be completed. We conducted a total of 178 to determine if treatment was needed for AODA services. Ten assessments were conducted regarding domestic violence. Drug testing for tribal organizations totaled 605. Referrals for services come from a variety of sources: 40% tribal court, 15% Wisconsin Probation & Parole, 11% self referrals, 10% MISD, 7% MITW-EAP and finally, 17% from other sources including other tribes.

In 2004, an "Ability to Pay" policy was adopted to reinforce the concept of accepting responsibility, but no tribal member is turned away from service because of a lack of funds. Other resources are sought to cover the cost associated with treatment, grants, tribal programs (with funds for such purpose), other agencies, including Menominee County Human Services.

The DV Batterers' program was revised so that clients receive extended services to aid in reducing the occurrence of domestic violence. Thirteen individuals were served in this program.

In addition to the continuing AODA groups held at Menominee High school, we are now providing intervention groups at both of the middle schools.

Residential services are expanded to include services on week ends. Office hours now include Saturday mornings. Appointments for assessments or individual counseling may be made to accommodate those who find it difficult to come during the Monday to Friday work week. We are also fortunate to have accessed additional funds to upgrade our more than 10 year old computer system. We have installed new software to manage client records, including billing and we now have the ability to generate the statistical reports needed to meet grant requirements from an integrated program. It is no longer necessary to enter data into 2 different systems. This new efficiency allows administrative staff to concentrate on other duties. All staff now has access to the internet that allows them to communicate with other agencies, do research, and improves the internal communications with the Tribe. Those additional funds also provided us with the means to purchase another van to improve our client transporting capabilities.

Thanks to the efforts of AODA counselors, Bruce Wilber, Jr. and Georgia Stillwell, in particular, Maehnowsekiyah undertook a new and exciting effort in providing a "Sober 49" at the annual Pow Wow. This is in line with our commitment to introducing and providing the community with activities that are alternatives to drinking and drug abuse.

Prevention – AODA education group (adults), TRAILS (children's after school activities), In-school group presentations (adolescents), ACES (community activities for adults and families) and other information providing activities.

This department maintains an agency resource directory, distributes informational brochures, prints and distributes an agency newsletter, participates in community events (health fairs, Pow Wow, MISD Family Fun Day, General Council), and sponsors community events as alternatives to alcohol and/or drug use. Staff coordinates AODA Awareness Month activities. Staff participates in the Youth Service Providers committee, sharing ideas and coordinating activities. In late FY 2004 we acquired the ROPES course (a physical activity designed to build self confidence and self esteem in addition to building trust among peers) from the Housing Department which will be integrated into prevention and treatment activities in FY 2005.

New in FY 2004, is the ACES program that offers a variety of fun, creative, and educational activities twice a week under the guidance of our social worker, Renee Korth. Adults and families are introduced to new ways to spend their free time.

TRAILS introduces youth to fun activities and information to promote good decision-making, alcohol and drug awareness, deal with peer pressure, and promote self-esteem. Staff provides middle school age youth with an in school intervention program that helps them to understand the effects of drug and alcohol use, family/school violence, respect and the consequences of gang activity.

A major responsibility is to plan and hold larger community events; family dances, Breakfast with Santa, collaborate with the Aging Division on the annual Elders' Christmas party. At last year's Christmas party we had over 250 elders in attendance.

Because much of work in prevention is directed towards youth, prevention staff is required to attend Youth Service Provider meetings to improve coordination and share information with others working with the same age groups. This will help us to avoid duplication of effort and conserve resources where possible.

Domestic/Family Violence – shelter, victim's assistance, safety planning, advocacy, group counseling, and supportive services, including assisting victims' with obtaining orders of protection and going to court with them, helping them to find alternative housing, referrals for AODA counseling, and whatever we can do to make sure that they are safe and free from harm.

In FY 2004, we served 234 victims and their families. 74% of these were adults; 26% children. While the majority, 97%, served were women we did provide DV services to 5 male victims. Staff responded to 189 crisis calls and 320 calls for information and referral. 123 participants received either individual or group counseling. 103 participants received some form of advocacy services including legal. Since opening in June, 8 families were served in the shelter.

This expanded effort is much needed due to the alarming number of DV incidents we see each year. Police records show that we experience 10 times the national average and there is reason to believe that *every* incident involves alcohol and/or drugs. Incorporating an opportunity for victims and batterers to receive AODA treatment is a beginning to reduce the number and severity of those incidents. Partnerships with others that are involved with DV victims and families are forged through the ongoing meetings of the Coordinated Crisis Response (CCR) team.

The DV program also does community outreach and education, making presentations to the schools, sponsoring events to raise awareness and providing training to other tribal agencies, such as the police, courts, and prosecutor on the subject of domestic/family violence. Dona Beauprey is our program manager, a nationally-recognized expert in the field, and the Tribe's foremost advocate for the victims and children of DV.

Maintenance – Managing 3 facilities requires constant attention to the care of these buildings in order to protect the Tribe's investment. Muriel Waupoose has been assigned this responsibility, overseeing the maintenance and housekeeping staff. In FY 2004 we put a new roof on the Coed dorm, enclosed the front entrances on the DV shelter, and performed necessary general maintenance. These projects were funded with grant dollars.

Wellness Court - This program is in its final year of federal funding. Originally a 3 year grant, it has been stretched to 5 years in order to spend down the funds and prove that a program like this is beneficial to first time offenders by offering them a chance to become free of substance abuse and clear their records of the criminal charges which brought them to the program. It doesn't work for everyone but there have been significant individual successes. Over the life of the grant 49 individuals were enrolled. To date, 13 participants have "graduated" from the program. We currently have 22 participants that are expected complete their programs in the next fiscal year. Unfortunately, we also have to report that 14 participants were terminated unsuccessfully and 5 referrals chose not to enter the program.

Our commitment, along with our partners, the tribal police, the courts and prosecutor is to continue to offer this program without specific federal funding to the extent possible. This is a program that requires a more intensive and personal alternative approach to addressing the problems associated with alcohol and substance abuse. The staff (the Wellness Team) believes in it and is willing to make the extra effort it takes to reduce the burden placed upon each of the partners that comes with dealing with the issue of repeat offenders and continued substance abuse.

It is important to note that all of the services provided at Maehnowsekiyah are conducted with the Tribe's and Native American culture, in general, in mind. Staff has benefited from training provided by Native American sources. Many of the resources used in counseling and group sessions and with individuals were developed specifically for Native Americans. Our goal is to incorporate the teaching of cultural values and concepts rather than to concentrate on specific practices, although many are used with clients, to help them understand the role that substance abuse and domestic violence and abuse have in their lives. The majority of staff is Menominee.

Another of our goals is to continue to increase the number of Menominee to the highest level of certified counselors.

As the work of Maehnowsekiyah continues we are learning that in order to make any headway into the problems we face, we must be willing to try new approaches, be more assertive, and seek new alliances with other tribal service providers. Substance abuse and domestic violence affect every aspect of an individual's life; their kids, jobs, education, and sometimes just getting up in the morning. Maehnowsekiyah cannot expect to deal with these issues alone, nor can we be expected by others to do so. These are detrimental and far reaching factors in this community. The community must work together in order to improve the quality of life for tribal members and others.

New and significant funding in FY 2005 will help us to reach our goals. I want to thank the staff for their work. Work that requires you to deal with the most intimate aspects of people's lives is the most demanding and stressful of any type. It requires the unique ability to be sensitive to individual needs while requiring that the individual make significant changes in their lives in order to achieve a healthy and successful lifestyle. This staff works long and hard to recognize this challenge and succeed. Their ability to experience success is hampered by the fact that clients don't always get well the first time through treatment. Because of the insidious nature of substance abuse and domestic violence they see the same clients repeat treatment an average of 4 to 5 times. But they don't give up and don't expect the clients to either.

MAINTENANCE

Marlin Waupoose, Director

The Maintenance Department is responsible for the preservation and upkeep of several tribal buildings that include Tribal Headquarters, Gordon Dickie Center, Program Attorney, Law Enforcement, Clinic, Neopit Headstart, Library, and Recreation Center. Maintenance and Housekeeping staffs are provided for each facility through this department with the exception of Clinic housekeeping staff. The Maintenance Department staffing includes the, Maintenance Director, Office Manager, Maintenance/Groundskeeper, Receptionist/Secretary, Inventory/Work Order Clerk, Heating/Cooling Technician, Maintenance/Housekeeper (part time), 3 General Maintenance Workers, 1 Lead Housekeeper (part time) and 4 Housekeepers (part time).

Maintenance Budgets are funded through a number of means. The Law Enforcement Maintenance Budget is funded through the Bureau of Indian Affairs (BIA). Indian Health Service (IHS) provides maintenance funds for the Menominee Tribal Clinic through 2 programs. All other Tribal Buildings (Headquarters, FIC, Program Attorney, Recreation and Library) are funded through space rent collections. The Neopit Headstart building is funded through tribal appropriation. The Maintenance Department has kept expenditures as minimal as possible for all budgets that are funded from space rental collections and tribal appropriation.

Headquarters: A few moves took place this year. Offices that relocated include the Job Training Program, and Internal Audit. These offices all had limited renovations done to them. Carpeting was replaced in the Loan Fund and Grants Writers offices. A new Air Conditioner and Fan unit was replaced in the MIS File Server Room to compensate for added equipment. A new flag pole and flags were installed. The Chairperson's office had paneling installed. Maintenance completed various wiring upgrades throughout the building. The parking lot stalls were re-stripped and the deck outside the board room was stained. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. Annual elevator preventive maintenance has been completed. Our heating plant was inspected and had annual preventive maintenance performed. All room air conditioners were serviced. Another steam line actuator was replaced. The security touch pad was reprogrammed and four electronic popits were replaced. A snow blower was purchased. Water usage was limited to save funding. The Secretary/Receptionist's computer was upgraded to accommodate the new work order software program. The change in our work order system has been completed. The new system is a computerized software program call HDS. HDS will enable the maintenance department to track work requests and inventory. Work Orders for Tribal Departments can now be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

Gordon Dickie Center (FIC): Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. An exercise room was constructed on the lower level. Additional electrical outlets were installed to accommodate the exercise equipment. A television was installed in the exercise room. The parking lot stalls were re-stripped. New locks were installed on the air conditioner units. Two exhaust fans and two furnace motors were replaced. A weedeater and push lawn mower was purchased. The maintenance office had their computers upgraded to accommodate the new HVAC and Work Order software programs. Annual preventive maintenance on HVAC equipment was performed. Annual elevator preventive maintenance has been completed. The Maintenance Work Order System has been upgraded and is fully operational. Work Orders for the Gordon Dickie

Center can now be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

Program Attorney Building: Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. A vanity drain assembly was replaced. The furnace and air conditioner was serviced. The Maintenance Work Order System has been upgraded and is fully operational. Work Orders for the Program Attorney Building can now be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

Law Enforcement Center (LEC): The BIA performed its annual safety inspection. The LEC center scored 97.30% on its Annual Safety Self-Evaluation Report for FY03, which is considered excellent by the BIA. The previous years (FY03) score was 92.26%, an improvement of 5.04%. In FY 02 the LEC scored a 74.02%. Overall we have increased our score 23.28% over the last two years. Incidentally the LEC has been nominated by the BIA Safety Manager for a certificate of merit award for scoring 90% + for two consecutive years. The boilers were inspected and had annual preventive maintenance performed. The emergency electrical generator had annual preventive maintenance performed. The air handling units had annual preventive maintenance performed. The gas ranges were serviced. The environmental control software was upgraded. The court expansion has been completed and court personnel have moved into the new addition. The renovation of the old courts offices is in progress. New bunks were installed in the jail. A wall was removed in the jail area. The booking room was renovated. A commercial freezer and toaster were purchased. The roofing and decking on the remote radio tower was replaced. We completed various wiring upgrades in the kitchen area. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. The Maintenance Work Order System has been upgraded and is fully operational. Work Orders for the Law Enforcement Center can now be requested through the LEC by calling 799-3244 or 853-4283.

Clinic: The water softener was upgraded to a larger unit to accommodate the increased load due to the Clinic additions. The clothes dryer was overhauled to reduce breakdowns. The distiller was replaced. The accordion door in conference room A was replaced. We completed various wiring upgrades throughout the building. A storage room was constructed in the EMS garage. New Heater/Air conditioner units were installed in the EMS offices. The maintenance department wired in additional outlets for new exercise equipment. Frequency drives were installed on the dual duct unit. All circulating pumps have been upgraded to low maintenance type. A new push mower and sewer auger was purchased. The boilers were inspected and had annual preventive maintenance performed. The air handling units had annual preventive maintenance performed. The maintenance staff computer was upgraded. The environmental control software was upgraded. The Maintenance Policy and Procedures Manual was revised and updated. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. The Maintenance Work Order System has been upgraded and is fully operational. Work orders for the Clinic can now be requested through the Administrative Office (799-5482 or 799-5479).

Library: We replaced two windows that were vandalized. We repaired the side walk grab bars that were vandalized. Vandalism is a continuing problem. Roof maintenance (shingle patching) was completed as it occurred. Graffiti was removed as it occurred. The maintenance department has requested the tribal police to increase patrols around this facility as a deterrent to vandals. The furnace and air conditioners were serviced. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled. The Maintenance Work Order System Database is fully operational. Work Orders for the Library can now be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

Recreation Center: Vandalism is a continuing problem. The roofing shingles are constantly being torn off. Vandalized shingles were repaired twice this year. The maintenance department requested the tribal police to increase patrols around this facility as a deterrent to vandals. We re-stained some of the interior doors. We overhauled the shower faucets. We installed drywall and framing for a mural. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled. The Maintenance Work Order System Database is fully operational. Work Orders for the Recreation Center can now be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

Training: Sexual Harrassment training was facilitated at the Tribal Headquarters Building. The following maintenance staff received certificates of participation, Marlin Waupoose, Guy Crowe, Virgil Chevelier, Wydell Kallies, Leonard LaTender, James Doran, Gail Bowman, Rebecca Robertson, and Mary Smith. All housekeeping staff under tribal maintenance also attended and received certificates of participation. Marlin Waupoose attended Facilities Management Information Systems Training (FMIS) for the Law Enforcement Center. Congratulations!

The Maintenance Department continues providing service upon request to other tribal facilities including Historic Preservation, Tribal School, CBRF, Maehnowsekiyah, Headstarts, Daycare, Senior Centers, Conservation, Food Distribution, and the Transportation Center. Services provided include technical assistance, snow removal, and maintenance of HVAC, plumbing and electrical systems.

MANAGEMENT INFORMATION SERVICE

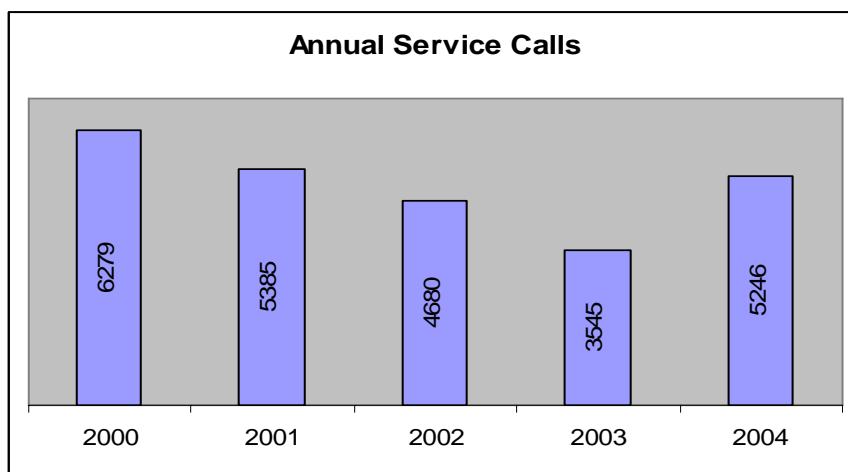
Robert Lansing, Director

The Management Information Systems (MIS) Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. The department is staffed by a team of 11 full-time and 2 part-time employees. Additionally, the department also has one grant funded programmer supporting Child Support applications. The department consists of three primary functional areas. These areas are Programming, Training and Administrative Services and Support. These functional areas are consistent with most Information Technology support organizations found in both private sector and governmental operations. The support tasks and job skills required in each of these areas require a separate focus. However diverse the day to day activities of these functional areas are, they must work in close cooperation with each other to provide overall technology infrastructure support to Tribal government operations.

Fiscal Year 2004 saw an enormous growth in Tribal computing infrastructure. This trend followed those of previous years as the Tribe has seen the value of administrative automation, information sharing and leveraging the use of computing technology to facilitate virtually every service provided to the people of the Menominee Tribe. In discussions with numerous Tribal organizations, it is clear that the Menominee Tribe finds itself as one of the leaders in computing infrastructure amongst Tribal organizations nationwide. The great people of the Menominee Tribe can be very proud of having a Tribal technology platform that is helping meet current needs and one that is well positioned to meet growing demands and future opportunities.

The growth of computing technology saw an increased demand on the services and resources of the MIS department in 2004. The "latent demand" placed on MIS resources due to increased utilization of computing technology, is not a phenomenon unique to the Tribe. Information Technology organizations constantly deal with these demands. The uniqueness to the Tribe that complicates this demand is the staffing and skill level that the MIS department currently operates with, does not adequately prepare us to proactively deal with the increased demands and complexities of a growing computing environment. Training enhancements planned for 2005 will better prepare us to meet these demands.

The single most visible barometer that the MIS department can look at is calls for support placed into the departments Help Desk. Calls are placed for service or support via telephone, email, walk-ins and departmental support projects or tasks. During 2002 and early 2003, the Help desk saw a decline in calls. This was attributed to factors such as some departments hiring their own technicians, training initiatives and some stability in computing platforms. However, as departments started expanding their computing capabilities, service support demands increased for the MIS department and is expected to continue. The following chart demonstrates the growth in service support calls to the department.



MIS projects completed in 2004 continued moving the Tribe towards a more centralized computing infrastructure that allows for timely sharing of information and enhanced efficiencies within departmental functions. Project

upgrades and enhancements in 2004 included network and desktop computing upgrades at Gammig, Utilities, DCCS, Housing and Maehnowsekiyah. In addition, network infrastructure enhancements were completed at Tribal Offices and Courts expansion. FY2005 projects such as upgrading financial system software, implementation of a Virtual Private Network and planned network upgrades for LEC, Transportation Youth Development, Business Center and Environmental Services will continue to improve the efficiencies of Tribal government.

Programming and database management continued to develop, enhance and maintain databases and applications that supported 432 end users. The Programming support team responded to 628 service calls requiring database support. These calls are in addition to the requests for the development of 18 new databases that will add to the 42 databases currently installed. Programming support also maintains and updates the Tribes web page. Demands for web page updates and enhancements also continue to grow as our web page continues to be an excellent source of information for Tribal members and the global general public seeking information on Menominee Tribal history, culture and activities.

MIS Training continues to be an excellent resource for departments to obtain formalized classroom training on use of Microsoft products, network navigation and application training in general. Training is tailored for specific needs of a department and can be focused on a specific job function or for a specific software product. As demands grow on departments to utilize more computing technology to enhance service to the public, training demands to provide Tribal government staff with the proper tools and skills will continue to grow.

Fiscal Year 2005 will present continued challenges for the MIS group. A focus to change a service approach that is more responsive in a manner that meets the demands of departments "real time" needs requires a re-tooling of process and procedures. Being able to provide vision and direction in the use of technology will require training, commitment and a desire to elevate our level of service. Other mission critical needs must be addressed in this current year. These needs include the development of a functional disaster recovery or governmental business resumption plan in the event of an unexpected disaster. Expanding the connectivity between agencies by implementing a Wide-Area-Network will allow all departments to share common files and data. Implementing remote access capabilities to the network via the internet will facilitate the growth of operations and e-business beyond Tribal offices. Continued growth in the use of technology assures the Tribe will always be well positioned to meet continued business and development needs of the 21st Century.

MENOMINEE COMMUNITY CENTER OF CHICAGO

The Menominee Community Center of Chicago
1630 W. Wilson Street, Chicago, IL

Mike Pamonicutt
Mavis Neconish-Blacker
Jane Mahkimetas
Barbara Jersey
Pamala Silas, Advisor

Past board members included Ron Bowan and Wayne Silas

Like our reservation community centers, the Community Center of Chicago is a volunteer effort. We have a core group of organizers that serve as officers overseeing the Center's mission. We also enjoy volunteer efforts from other Menominee citizens in the Chicago area who are committed to promoting Menominee Indian culture and events. Outreaching to other Native American Nations and sharing resources is also an integral part of our efforts.

Our Center's mission is to establish supportive kinship, share knowledge and build networks by serving as a bridge between urban and reservation Menominee citizens. We collectively promote and advocate the interests of the Menominee Nation, such as industry and public policy.

In fulfillment of our mission, the Center conducts a social and legislative gathering in Chicago twice a year, which is open to all Menominee citizens and their families. These meetings annually attract around 60 attendees.

We connect our urban citizens with our reservation citizens and services. We believe in family-based efforts and promote Menominee culture, participating in reservation cultural activities and attending on-reservation political and corporate functions, such as the Sturgeon Feast, the annual summer powwow, the MTE annual meeting and January's general counsel.

We also form alliances and share resources with numerous non-Menominee Native Nations and actively participate in those organizations that promote a healthy awareness of Indian culture, such as our participation in the 50th Annual American Indian Center of Chicago's powwow, which attracted 25,000 attendees.

As a multi-Indian urban community, we enjoy the unique benefit of forming collaborative efforts with other Nations of Indians and non-Indian institutions and organizations in our own backyard. This year, we were especially honored by Harvard University's John F. Kennedy School of Government and were recipients of their High Honors Award for our community work and advocacy. Therefore, all Menominee have been nationally recognized for our foresight in fully serving its citizens. Our Menominee Tribe of Wisconsin stands alone in its recognition of our Menominee Community Center of Chicago that was inspired by, and for, its urban citizens. Nearly all other off-reservation efforts are initiated from within the reservations with legislative oversight.

This year has been a year of transition for us. We have lost key people who have left Chicago to pursue other opportunities. Though it has been difficult to see such truly hard-working, heartfelt commitment leave our community, we also recognize that the year has also been filled with reward. We are moving forward, and looking forward, to another year of growth and new challenges. On the horizon, we will continue to serve our urban citizens and are in full-swing recruitment mode. We are also fulfilling our agreement with Harvard and expanding our collaborative efforts both in Chicago and nationally.

We thank the Menominee citizens and especially leaders of the present and past who have, in no small way, opened their hearts to listen to our stories and supported us. As Peterson Zah, former President and Chairman of the Navajo Nation and current Advisor to the President of Arizona State University said, "It's a wonderful thing for Tribal leaders to have done that... in some ways you (Menominee) are ahead of your time."

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, 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. A bi-monthly publication has been printed since January 1, 1989. 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 coverage cannot be provided, 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.

ANNUAL BUDGET

This year's annual budget for Menominee Nation News was set at \$156,440.00. According to a Preliminary Fiscal Year End Report dated October 6, 2004, the departments' actual expenses for fiscal year 2004 amounted to \$146,826.00. This is a total savings of \$9,614.00 for the year.

REVENUE

The annual income goal for FY 2004 was set at \$42,371.00. As per a budget report dated October 6, 2004 a total of \$52,747.63 was received. This is \$10,376.63 over the projected revenue. Please note there has been more income received for FY 2004 in October 2004, but those figures were not reflected in the report. Some of the accounts may have paid but were not recorded as such. There is still more income expected to be received for fiscal year 2004. The four areas where revenue is generated include subscriptions, sales, advertising, and other.

SUBSCRIPTION: The subscription income projection was set at \$7,120.00. As of October 6, 2004 a total of \$9,553.83 was received. The subscription income was above the projected revenue by \$2,433.83. The annual subscription rate is \$28.00 3rd class individual rate, \$34.00 for Business/Organizations, and \$38.00 for 1st class individual rate. Included in the 3rd class mailings are the individual 3rd class and business/organizations.

SALES: The sales income projection was set at \$13,710.00. As per a budget report dated October 6, 2004 a total of \$13,756.95 was received. The sales revenue received exceeded the projected revenue by \$46.95. We currently have twenty seven (27) distribution sites. This includes ten (10) sites in Keshena with two (2) being complimentary sites for the Elders, four (4) sites in Neopit with two (2) being complimentary sites for the Elders, two (2) sites in Gresham, one (1) site in Bowler, two (2) in Stockbridge, eight (8) sites in Shawano.

ADVERTISING: The advertising income projection was set at \$20,263.80. As per a budget report dated October 6, 2004 a total of \$29,383.10 was received. The income was above the projected revenue by \$9,119.30. 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 sixth 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 fifth 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 receive money for NSF checks that are returned and for photo reproduction. Revenue generated through postage costs, and NSF checks amounted to \$53.75 as per a budget report dated October 6, 2004. There was no revenue projection set for this listing.

DEPARTMENTAL STAFF CHANGES

Due to budget cut backs, during fiscal year 2004 Menominee Nation News employed three (3) employees: One (1) Office Manager, one (1) Reporter and one (1) Layout/Design Technician. The lengths of employment for employees who were employed in FY'04 are as follows: Devan Miller, Office Manager, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Gaynelle Hawpetoss, Reporter, (09/08/03-10/30/03); Trilby Beauprey McIntosh, (11/03/03-08/13/04); and Francisco Alegria, Reporter, (09/02/04-present).

OTHER

We've been receiving more and more compliments about the paper. Many people have also told us how much better the paper is looking, be it the layout, graphics, etc. It seems many people are pleased with the new look and feel of the paper, as is the staff. The staff at Menominee Nation News is proud of the accomplishments they have made.

PRINTING

Menominee Nation News has been a bi-monthly publication since January 1, 1989, publishing 24 issues a year. Twenty-four issues were published during the fiscal year 2004.

In November 2003 a special edition was developed to include the Annual General Council Agenda as well as the Menominee Tribal Legislative Candidate profiles. The special edition was not mailed to every tribal member 18 years of age and older as in the past. Only one copy was mailed to all Tribal members households. By providing this information in a separate issue, and mailing only one copy per household, it saves on the cost of printing and mailing and also does not have an impact on the revenue.

Since January 2002, Menominee Nation News is being printed by Waupaca Publishing Company in Waupaca, WI. Since that time, Menominee Nation News is able to offer color advertisements, happy ads, memorials, etc. We have seen a positive response to this service. Since the inception of the new publisher, the Menominee Nation News has been distributed on schedule.

The monthly accounts payable breakdown of printing charges incurred for FY 2004 are as follows:

<u>Print Dates</u>	<u># of pages/color</u>	<u># of copies</u>	<u>Charges</u>	<u>Monthly Sub-Total</u>
October 06, 2003	16/4	1,800	\$530.00	
October 20, 2003	16/4	1,800	\$530.00	\$1,060.00
November 03, 2003 Special	04/4	6,000	\$510.00	
November 03, 2003	16/4	1,800	\$530.00	
November 24, 2003	28/4	1,800	\$655.00	\$1,695.00
December 08, 2003	20/4	1,800	\$575.00	
December 29, 2003	16/4	1,800	\$530.00	\$1,105.00
January 12, 2004	20/4	1,800	\$575.00	
January 26, 2004	16/4	1,800	\$530.00	\$1,105.00
February 09, 2004	16/4	1,800	\$530.00	
February 23, 2004	20/4	1,800	\$575.00	\$1,105.00
March 8, 2004	16/4	1,800	\$495.00	
March 22, 2004	20/4	1,800	\$575.00	\$1,070.00

April 05, 2004	24/4	1,800	\$615.00	
April 19, 2004	24/8	1,800	\$710.00	\$1,325.00
May 03, 2004	20/4	1,800	\$575.00	
May 17, 2004	20/4	1,800	\$575.00	\$1,150.00
June 07, 2004	32/8	1,800	\$805.00	
June 21, 2004	24/8	1,800	\$710.00	\$1,515.00
July 12, 2004	20/4	1,800	\$575.00	
July 26, 2004	20/4	1,800	\$575.00	\$1,150.00
August 09, 2004	16/4	1,800	\$530.00	
August 30, 2004	28/8	1,800	\$750.00	\$1,280.00
September 13, 2004	16/4	1,800	\$530.00	
September 27, 2004	<u>16/4</u>	<u>1,800</u>	\$530.00	<u>\$1,060.00</u>
TOTALS:	484/116	49,200		\$14,620.00

The printing charges vary from month to month. A major factor in the monthly cost fluctuation is based on the number of pages produced, and the number of color pages.

MENOMINEE NATION POW WOW

Rose Wayka

The Commission office was put in charge of this year's pow-wow and elections were held on June 1, 2004 the first pow-wow meeting. A planning committee put in many long hours and worked together in the organizing and coordinating of this pow-wow. As always the Menominee people welcomed many visitors from surrounding communities and many different tribal nations. This year the pow-wow was able to make a profit and these monies will be used for renovation and repairs of the fairgrounds area. The big concern this year is that the showers and restrooms could not be used. The committee would like this area to be a priority concern for the next year. The revenue generated resulted in a profit and this money would be used for a major renovation to the sewer and water system. The Commission would not have been able to put together such a successful pow-wow this year without the help from several community agencies and individuals who gave assistance in several different ways. A "Sober 49" was held in the Woodland Bowl and hopefully this event continues.

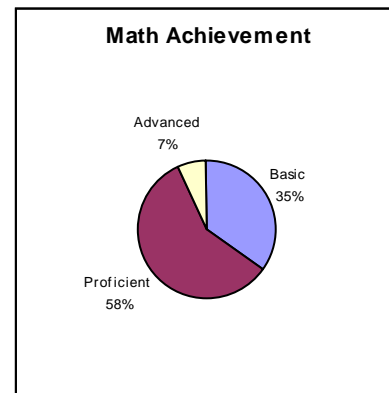
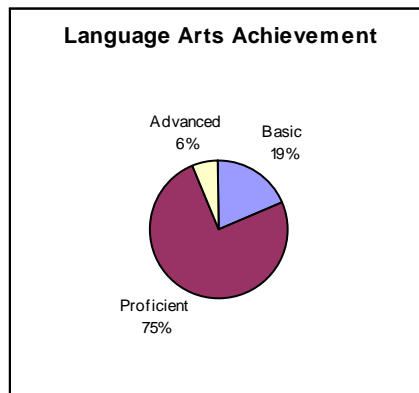
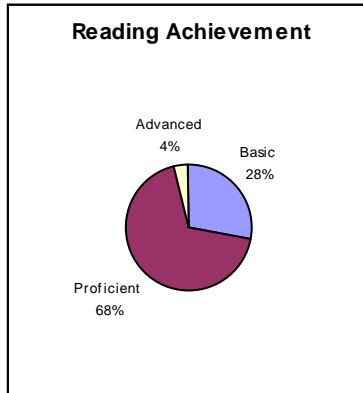
MENOMINEE TRIBAL SCHOOL

Donna Powless, Ph.D., Administrator

The Menominee Tribal School serves community children in the Kindergarten through 8th grades with pride and respect. Staff agrees that we view our jobs as a privilege. I can see it demonstrated in the way Teachers stay past contracted hours, providing instruction and guidance to students. The relationships that are built at Tribal School are personal. All staff care and the students know it. We try to meet the individual needs of students and their families. This includes Mind (Academic Needs), Body (Physical needs), Heart (Emotions), and Spirit (Confidence, Forming Beliefs, Practicing positive behavior). In the age of No Child Left Behind Legislation and high stakes testing, we cannot forget the child is developing and has many needs that we need to address. Tribal School addresses all these issues.

Tribal School is a school made of parents as well as students. In the last school year, the Menominee Tribal School parent population accumulated over 3,000 hours of volunteer services. Parents were sent to trainings with the state of Wisconsin and the BIA. We listen to input of parents and try to make accommodations for their needs. The Latch Key program is a direct result of this. After-school day care is offered 4 nights a week at no charge to parents. It is our goal to enrich the lives and expose children to positive activities. Tribal School will continue to support, listen to the concerns of parents, and make modifications for the benefit of the child. MTS parents are leaders and provide direction for the school.

Student academic achievement was measured using the Terra Nova Achievement Test. McGraw-Hill who also makes the Wisconsin Knowledge and Concept Exam (WKCE) makes the Terra Nova. Tribal School will be participating in the WKCE in November of 2005. The results are demonstrated in the following charts:



	2001	2002	2003	2004
Daily Attendance	90%	94%	93%	91%
Enrollment	254	268	241	223
Parent Involvement	58 hrs	2,086 hrs	3051 hrs	3200 hrs
Substance Incidents	2	2	0	0
Violence Incidents	114	7	41	26

The goals for the school in 2004-2005 are:

1. To have more meaningful training and opportunities for Parents to learn about a variety of topics to better prepare their children for the future.
2. To update the current Curriculum for all grades that correlates with the Wisconsin State Standards and complements the Menominee Culture.
3. To create professional development that emphasizes Reading, Language Arts, and Math.
4. To inform the community about the school by holding an Annual Meeting.

NAES COLLEGE

Karen Washinawatok,

NAES College continues to provide a baccalaureate program in public policy focusing on leadership in Native Nations. The Bachelor of Arts degree enables tribal and community members to access collegiate learning without traveling to neighboring areas. Evening and weekend classes compliment students who work and have family obligations. Everyone is welcome and financial aid is available for those who qualify.

Some comments received from students in the last year include:

- It's (NAES) main focus is to get us educated on "policies" regarding our communities which will create knowledgeable leaders...this is a perfect education for me because I never want to leave my homeland here in Menominee. NAES is a perfect institution for many Natives like me who want to remain in our own community to make a difference.
- ...understand the importance of oral traditions or how family structures relate to tribal & community history. The components of community knowledge, history, traditions, social changes and family structures all relate together to produce and understand public policy.
- NAES College only has one major which is Public Policy. Public Policy is a combination of the history and traditions of our tribe and how it has changed and is changing and how our people and community deal with the changes. It also deals with leadership. Leadership skills and knowledge of our past and present community issues determines a person's leadership role and how that person is able to interact positively with the native people in their community.

Following are statements from several students about classes at NAES College – Menominee Campus:

- The most important learning from this course was different policies and regulations the Menominee people had to go through regarding logging and management. We have the most beautiful forest in the world. Everything I learned was very educational.
- The instructors are very knowledgeable about the subjects they are teaching. I learned a lot.
- The most important thing I learned ...is how to speak our language...now I can teach my son.
- The instructor did an excellent job with this course; she was there when anyone needed her for help.
- I learned our Menominee is an ancient language. It is very sacred and I am proud to be a part of this class.
- I learned how to start a unique research project.
- I learned tribal history ... it was a fun class.

- The class provided all new information for me and I believe a lot of the information studied is important.
- I wish this class lasted longer.
- The most important thing I learned in the course is how public policies have impacted the Native Americans.

The U.S. Environmental Protection Agency (EPA) provided funds for community environmental seminars such a youth workshop during the summer. Approximately twenty youth completed a week of environmental field trips into the forest and reservation ecological sites, were visited by special elders and professional speakers who work in forestry and conservation of natural resources. In addition to these activities, a panel of elders traveled to Chicago to provide EPA training in Menominee history and ancestral teachings regarding the environment and our stewardship of the water and earth.

The Menominee Campus has also received funding from the Northwoods NiiJii Enterprise Community, Inc., as a benchmark of the Menominee Sub-Zone Committee. Property and building maintenance was completed during the three year funding cycle. Most recently, the Menominee Campus has been included in a Rural Entrepreneurial Development Grant submitted to the Kellogg Foundation.

The Menominee Campus of NAES College has planted and harvested a community garden for the past five years. Working in collaboration with the Rural Health Network of the Menominee Tribal Clinic, produce was distributed to community elders with some donations to families and youth in the Twin Cities and Chicago areas. One of the unique aspects of the NAES garden has been the thousand year old squash. The seeds were carbon dated after being excavated from an area archeological dig and shared with us through a generous community member. Newspaper articles, visitors and others have requested the thousand year old seeds.

This summer one of the classes planted an herbal garden at the Historic Preservation site. Students studied herbal medicines, selected some to begin in early spring and transplanted them into the gardens at the Logging Museum. Students enjoyed hand-on experiences like working in the sunshine and being outdoors while tending to the gardens and researching herbal plants.

Previously, the Rural Health Network supported several workshops co-sponsored at NAES College. Some of the topics have included identification and use of medicinal plants, oils and teas; making items from natural healing plants such as headache and eye remedies and relaxation techniques to enhance the well-being of participants. Due to the funding support of the Tribal Clinic and TSYUHENKWA, an Oneida Nation business (offering natural/alternatives), all workshops have been free to the public.

The Menominee Campus of NAES College collaborates with community programs to support youth and tribal members in various activities throughout the year. Community obligations include supporting and contributing to students and their families during special ceremonies including graduations, weddings, illness and funerals to name a few. Students who attend NAES College become part of an educational family, sharing and supporting each other in many ways beside academics. All members of the students' families are welcome at campus activities.

We invite anyone interested in attending college and wanting to learning more about NAES College – Menominee Campus to contact us at 715-799-4661.

OPERATION OF TRIBAL GOVERNMENT

Joan R. Delabreau, Chairman

There have been a number of activities that have occurred within this past year. In order to not be redundant with my welcome letter and State of the Menominee Nation Address, only some of the activities will be highlighted in this section.

Menominee Tribal Courts: The tribal courts have seen some substantial changes with the past year. These changes were in personnel and building structure. In reference to personnel the following actions occurred; a new Chief Justice, Robert Kittecon, was appointed to a four year term ending on 10-05-2007. Judge Grochowski was re-appointed for a three year term ending 11-19-2006. Former Judge Askenette was returned to the bench for a three year term ending on 02-15-2207. In addition changes were made within the Prosecutor's Office. William Kussel was re-appointed as Prosecutor, with Mercedes Swimmer appointed as Assistant Prosecutor. Both individuals were appointed for two year terms which run until approximately 06-08-2006. Funding was secured in the form of a grant for a Domestic Violence Prosecutor; the appointment was filled by Mr. Marco Espinoza. I hope that many of you have seen what some of the judgment money was spent on. The courthouse addition held a ground breaking and was built this past year. The majority of the moves are pretty much over and people are

happy with the additional space. Windows are a priority when securing an office. Please watch for the dedication announcement to happen soon.

MCBH Board of Directors: This year tribal members have seen the dissolving of the Legislature Ad Hoc board which provided oversight. This concludes the required action motioned by Tribal Members at the General Council. The Legislature passed the Ordinance to re-institute a Board of Directors. The appointments were Laurie Boivin, Laurie Reiter, Betty Jo Wozniak, Petronel Martin and Richard "Snuff" Dodge. Individuals had to undergo background checks and were subsequently licensed by the Gaming Commission.

Tribal School Board of Education: Ordinance 04-03 was adopted and created a School Board to oversee the operations of the Menominee Tribal School. The appointees after completing background checks were Lisa Waukau, Myrtle Mahkimetas, Lynette Miller, Carol Dodge, and Jeanette Perez.

Enrollment Committee: At the January 2004, Annual General Council attendance was approximately 179 tribal members and a partial Enrollment Committee was elected by the members for three year terms. Those individuals that were elected were Margaret King, Myrna Jackson and Kim Oshkeshequoam. The Tribal Legislature has appointed other members based on the results of votes cast at the meeting. The Legislative appointee's terms will last until the coming Annual General Council Meeting. The election process is in full swing for any individual to submit petitions within time frames for consideration and vote at the meeting.

Tribal Police Department: A number of things have happened within this department.

Chief of Police: The Legislature appointed Mr. Mark Waukau as interim Chief of Police on February 12, 2004. The elected Chief of Police was removed from office By the Legislature for failing to complete the required training within the required time allotted. In August 2004, the Legislature passed a motion to hold a Special Election for the remaining term on the position. A new Chief of Police will be sworn in after the January election for the term to expire on February 9, 2006. This action of a special election follows the mandate of a referendum which clearly indicated that the Menominee want to elect their Police Chief.

BIA Monitoring: The Department underwent extensive monitoring to determine compliance with all applicable procedures, regulations and BIA requirements. The bottom line to the Legislature was that this department was in jeopardy. A special Task force was assembled and given the assignment to bring this department back into compliance. In the past 6 months a great deal of work was completed on Policies and Procedures, standards, qualifications, back grounding and training. All parties involved are working tirelessly to complete the tasks. To date, volumes of work have been complete and are awaiting determinations of compliance from the BIA.

In closing, Neoma provided some numbers on various actions that have occurred this past year. So for all the number crunchers, here is the following;

40 meetings (24 Regular, 2 Recessed Regular, 9 Special, 1 Emergency, 1 Annual General Council, 2 Special General Councils and 1 Organization)
861 Motions, 85 Resolutions, 47 Ordinances, 34 Amended Ordinances, 0 Emergency Ordinances

PROBATION/PAROLE

William Beauprey, Director

Consistent with applicable Tribal Laws regulating the Probation/Parole department under the Tribal Probation/Parole Ordinance 94-01, and Tribal Ordinance 79-14, 1-2-15 Tribal Judiciary and Interim Law and Order Code.

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 twice a month for one-on-one meetings to ensure they are in compliance with their Sentencing Orders . We are presently monitoring 195 individuals. Sentencing Orders consists of ordered obligations clients must adhere to in order to reach their point of rehabilitation. Clients are mostly ordered to do varies types of counseling at a facility of their choice. We also try to assist our clients by referrals to seek gainful employment or educational goals. The Probation/Parole department works well with other agencies and departments to try and accomplish these goals in hopes clients can remain drug and alcohol free.

Every Tuesday there are initial appearances at court and either myself or my assistant sit in on these to keep track of those individuals who are put on Probation/Parole/Wellness Court or if the courts order our department to complete a Pre-Sentence Investigation on individuals. This past year the department staff completed 70 Pre-sentence Investigations for the Courts/Prosecutor's Office compared to 79 last year. There were a total of 112 jail

visits and 223 court appearances. Also on Tuesday night, the Assistant Probation Officer will appear in the Under Age Drinking/Truancy/Curfew court to keep up on the 17-21 year olds violations.

Again this year we have been short staffed. The Administrative Assistant position was filled June 2003 and the Assistant Probation Officer in November 2003. Unfortunately the Assistant Probation Officer was terminated in June 2004. Due to the increase of clientele and work load, the Administrative Assistant was promoted into the Assistant Probation Officer position. She took on the duties of the Administrative, Assistant Probation Officer and the Wellness Court duties. We tried going through the JTP program to fill the Administrative Assistant position but did not find a suitable applicant. We posted the job but due to cuts in the tribal budget we were referred back to the JTP program by the budget committee. This time we were able to find a qualified applicant. We are also able to hire a Domestic Violence Probation Officer as well through a new STOP grant which was awarded to Maehnowsekiyah. Hopefully we will be fully staffed by November 2004.

We are still active in the third year of the Wellness/Drug Court program. The program is basically designed to give first time offenders a chance to rehabilitate and expunge the possession charge from their criminal record after successful completion of the program. The sentencing is held open pending the completion. Clients who fail or choose to no longer participate will be referred back to the court for sentencing. Team members meet in a weekly staffing every Friday touching base on each individual's status. Clients are mandated daily call ins for random urinalysis, weekly groups and one-on-one sessions. Failure for clients to miss or be late on their requirements can result in sanctions of jail time and/or community service. The Wellness/Drug Court Program consists of 14 active clients. For the past year we've had 15 individuals successfully complete and graduate from the program. The team is currently planning the upcoming graduation for next group projected to commence in November 2004. 7 individuals have been issued Bench Warrants or need to be referred back to the courts for prosecution, 1 refused the program, 19 have been terminated from the program and referred back to the courts for sentencing. Future plans for the team members and clients are to incorporate the Ropes Program as part of the rehabilitation efforts. The Assistant Probation recently joined other team members to partake in training in Boston this past September 9-13, 2004. Currently we are the only Native American tribe active in the Wellness Court in the United States.

Maehnowsekiyah had recently been awarded a STOP grant which has enabled us to hire a Domestic Violence Probation Officer. This probation officer will be working with all probation clientele charged with Domestic Violence related offenses and who are ordered to seek Domestic Violence counseling. Since a majority of probation clients are unemployed, the grant will pay for the counseling on the stipulation that the counseling is done at Maehnowsekiyah.

STATISTICS: This past year we supervised an average of 195 Probation/Parole clients. There was a total of 169 Sentencing Orders issued, 142 new clients and 58 revocations. Like last year, the main charges committed by an individual and placed on probation are for Disorderly Conduct, Malicious Mischief, Resisting/Obstructing, Battery, and Assault. These charges are mostly domestic violence related. Listed are the number of requirements ordered by the courts for this past year for our clients:

Domestic Violence Counseling	73	Anger Management	21
Fines or Community Service	129	Fines	16
Court Costs	180	GED/AVRP/Education	11
AODA	128	Apology Letter	6
Restitution	81	Fine/Penalty	1
Community Service	36	License Revocation	1
Jail Time	40	License Suspension	1
Jury Fees	2	House Arrest	1
Psychological Evaluation	1	Waiting period for Occ. Lic	1
Parenting	1		

Listed are number of new offenses committed by clients were placed on probation by the courts this past year:

Assault and Battery	81	Harassment/Restraining Orders/Injuc.	5
Disorderly Conduct	81	Breaking & Entering	5
Malicious Mischief	30	Escape	3
Resisting /Obstructing	42	Receiving Stolen Property	2
Theft/Embezzlement/Fraud/Forgery	6	Controlled Substance	10
Disobedience to a lawful Order	1	Physical Abuse of a Child	2
Battery-Special Circumstances	1	Theft	1
Carrying a Concealed Weapon	1	Motor Vehicle Code	4
Alcohol Beverage Control	1		

Ordinance 01-12, Sex Offender Registration and Notification Program. Plans for the program are still being worked on with Officer Mary Escalante.

We are also active members of the CCR Team. The team consists of various other agency members working on revisions of the Domestic Violence Ordinance. We meet once a month at the Maehnowsekiyah Treatment Center.

ACCOMPLISHMENTS: The Director and assistant are current members of the American Correctional Association, American Probation & Parole Association, the Domestic Violence work groups, Wellness/Drug Court Team Member, GED/HSED committee and the Director is a BIA officer with full arrest powers. On September 17, 2004 our department finally moved into to the expansion at the Menominee Tribal Courts. We now have three new office spaces for our staff of four.

PROSECUTOR

William. F. Kussel Jr.

Duties and Responsibilities. The primary objective of the Prosecutor's Office is to provide judicial services to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law, pursuant to Menominee Tribal Ordinance 79-14, Interim Law and Order Code. In order for the Tribal Prosecutor to fulfill its judicial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims the following must be met: (1) to process an estimated 1500 cases on adult/juvenile criminal and civil matters to be filed with the court for prosecution; (2) to comply with the due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs. 1301-1302); (3) to maintain both civil and criminal files to include final disposition; (4) to represent the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeal process; (5) to attend necessary training; (6) to assist the Menominee Tribal Police Department.

Accountability: Ensures that the duties of the Office of the Tribal Prosecutor are performed and ensures that the prosecutorial services are provided in a fair, just and effective manner.

General Goal and Policy: It is my office goal and policy to enforce the laws on the Menominee Indian Reservation through fair, efficient and effective criminal and civil prosecution of law violators. This is necessary to protect the personal safety of individuals residing on the Reservation, to protect the domestic tranquility, to foster successful economic interests, to protect property interests and to maintain the public order.

It is my goal to protect the interests of the victims of crime while ensuring that the constitutional rights of the violators of the law are maintained and observed. My objective is to deter individuals from committing or recommitting criminal acts; this is done through the deterrence of punishment, counseling where necessary, restitution to the victims and public service where appropriate. The goal is and should be the rehabilitation of the offender so that the individual conforms his or her behaviors into the legitimate expectations of the Reservation and society at large. I am not afraid to try new things to accomplish these goals; I am a good listener and am always open to suggestions from the community for working towards these ends.

Finally, I believe those that enforce the laws must obey those laws. A public prosecutor must lead by example. It is my policy and goal to conduct the duties of this office with the highest levels of honest and integrity. This is something I believe the public has right to expect.

2003-2004 Statistical Summary: The Prosecutor's Office made 5,198 appearances in Tribal Court on a variety of criminal and civil prosecutions during this reporting period. This is an increase of approximately 6.7% from the last fiscal year. During this time period a total of 492 adult criminal charges were prosecuted by the office as compared to 491 the year before. Of the 492 charges, 127 were domestic violence related. The top crimes prosecuted by this office were: Disorderly Conduct, Battery, Resisting or Obstructing Officers, Controlled Substances (Drugs) and Malicious Mischief.. The rest of the 492 adult charges were for a variety of other tribal crimes. The adult criminal conviction rate for non-domestic violence offenses was 85% in favor of the prosecution. For domestic violence matters, the conviction rate was 85% in favor of prosecution.

A total of 147 juvenile delinquency/ordinance violations were prosecuted by this office, which is down from 242 last year. The top three offenses prosecuted by this office were: Disorderly Conduct, Battery and Theft. The conviction rate for all juvenile matters was 74% in favor of the prosecution.

The office prosecuted 1335 civil ordinance violations over the year. This is down approximately 25% from last year. The top three offenses were: Traffic violations, Underage Drinking and Curfew. The conviction rate on civil ordinance violations was 90% in favor of prosecution.

22 appearance were made on alcohol/ mental commitments and 4 cases involving child welfare were prosecuted by this office.

Mentionable Accomplishments: In conjunction with Tribal Courts, Probation-Parole Department, Tribal Police and Maehnowsekiyah Treatment Center, we were able to develop the Menominee Tribal Alternate Sanctions Program, more commonly known as “Drug Court into a working program. This is the third year of actual operation for this federally funded program which works to help treat individuals who are first or second time offenders who have committed a non-violent crime in which illegal drugs or alcohol played a major part in the crime (Individuals charged with “Operating a Vehicle While Intoxicated” (“OWI”) are not eligible for the program). Those individuals who are appropriate for the program have an eligible drug or alcohol related criminal complaint filed by the Prosecutor and pending in Tribal Court. If the individual meets the enrollment requirements, the Tribal Prosecutor may formally recommend the individual, with the individual’s consent to the Drug Court Team for evaluation and possible acceptance in the program. If accepted into the program the individual will need to sign a deferred prosecution agreement whereby they agree to plead “guilty” or “no contest” to the charges in Tribal Court. The court holds in abeyance the acceptance of the plea and allows the individual to enter the drug court program. During the program the individual will receive appropriate drug and/or alcohol counseling and/or treatment as indicated by his or her assessment. Those individuals who successfully complete the program will have their criminal charges dismissed and will have no record of a drug or alcohol related record. Failure to comply with the treatment program may result in sanctions being imposed; serious violations may result in the termination of the deferred prosecution agreement and the referral back to the criminal courts for the acceptance of their plea and sentencing. This is an exciting and beneficial program aimed at treating a serious health and societal problem on the Reservation and elsewhere throughout the United States.

During this fiscal year, the Prosecutor’s Office was awarded a grant from the United States Department of Justice, Office of Justice Programs, Office of Violence Against Women entitled, “Grant to Encourage Arrest Procedures and Enforcement of Protective Orders.” This grant is intended to combat the problems of domestic violence by holding offenders accountable for their crimes through prompt arrest and prosecution, while protecting the victims of domestic violence. Through this grant, the Prosecutor’s Office has recently hired a full-time domestic violence prosecutor. Marco Espinoza, a Wisconsin licensed attorney, was hired in June 2004 as the Domestic Violence Prosecutor. He is responsible for all domestic violence prosecutions within the Menominee Tribal Court jurisdiction. This grant has and will continue to assist this office in promptly and effectively prosecuting domestic violence cases on the Menominee Reservation, while working to protect the rights of victim’s of crime.

Staffing. During 2003-2004 the Prosecutor’s Office was staffed by three full-time people and one temporary record clerk. This included Prosecutor Wm. F. Kussel Jr., Assistant Prosecutor Mercedes Swimmer and Secretaries Lisa Lyons and Records Clerk Josephine Dickenson. In June 2004 the Office hired Marco Espinoza as the Domestic Violence Prosecutor through a federally funded grant to Encourage Arrest Procedures and Enforce Restraining Orders.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

During FY04 the PMA Department was staffed by Brett Hoffman - Director, Lisa Hauser – Procurement/Inventory Officer and Sharon Graham – Procurement Specialist.

The Property Management and Acquisition (PMA) Department, operating under the Indirect Cost Pool, provides for the review and approval of purchases of the Tribe, equipment inventories, transfers and disposals of equipment, contract processing, 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 six area photocopy machines, internal billing system for supplies, photocopies, postage, telephone and propane gas, and obtaining Federal Excess Property for qualified programs. The purchase approval and inventory control responsibilities are federal funding requirements. The internal services are cost-saving and program support operations.

Competitive Bidding was executed on the following projects: Tribal Courts Addition, Community Development’s Multi-Bridge Project, JTP’s Supermarket Roof Project, Community Development’s Multi-Roads Project, Public Transportation’s Facility Parking Lot, Public Transportation’s Bus Bid, and the Tribe’s LP Gas Service Bid.

During Fiscal Year 2004, The PMA Department obtained a multitude of equipment from the Federal Excess Property program, with an original value of \$220,190. This includes obtaining four vehicles, as well as numerous computers, tools and other equipment.

The Fiscal Year 2004 Indirect Cost budget for the department was established at \$154,398. Although final figures are not available at the time of this report, the Preliminary Expense Reports for the year reveal expenses at \$145,236.

The PMA Department generated over \$29,764 in the sale of old equipment during Fiscal Year 2004.

RECREATION

Duane Waukau, Director

The mission statement of the Menominee Tribal Recreation Department will be 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 a variety of recreational programs and special events.

Personnel:

Duane Waukau, Park & Recreation Director
Darcie O'Kimosh, Youth Center/Activity Leader
Jamie Corn, Secretary
Jeremy Wescott, Seasonal Park Maintenance

Michelle Frechette, Weekend Youth Monitor
Stephanie Perez, On-Call
Pershing Frechette, On-Call

Total youth served for Fiscal Year 2004 was 14,474.

Total adults served for Fiscal Year 2004 was 3,774

Budget Allocation for F.Y. 2004

Youth Center	161,186.00	Youth Center-Year to Date	\$136,422.31
Park Maintenance	\$ 59,966.00	Park Maintenance-Year to Date	\$ 61,197.88

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

Youth Center Activities include:

Air Hockey, Juke Box, Pool Table, X-Box, Foosball, High School Alternative School Fitness and Activity Room, Pow-wows, Dances, Movies, Christmas Cookies, Car Wash & Bake Sales.

Program Activities include:

Community Halloween Party with JOM, Nightly Open Gym at the Menominee High School & Neopit Middle School, Collaborative Christmas Breakfast in Keshena/Neopit/South Branch Centers, NBA/WNBA Youth Basketball Program in January and February, Knights of Columbus Free Throw Contest and Football Contests, Valentines Dance, 3 on 3 Tournament, Easter Egg Hunt, Family Fun Day, sponsored T.C.J. Baseball Programs for ages 14-16 years old, sponsored Legion Baseball Program for ages 16-18 years old, sponsored Beginners Golf Program at Shawano Lake Golf Course & Intermediate Golf Program at Perry's Landing-Marion, Pepsi Punt, Pass & Kick Program, Youth Olympics, President of Wisconsin Native Nations Team Wisconsin, President of AIAA Intertribal Youth Basketball/Volleyball/Softball League, Fundraising for the North American Indigenous Games to be held in 2006, Fundraised for youth to attend Lori Piestewa and Legion Baseball State Tournament, Assisted with Neopit Little League purchasing new uniforms, Provided equipment for Keshena Little League, provided transportation of vans for Family Preservation, Keshena Little League, Culture Camp and Clinic requests.

Significant Accomplishments:

The Menominee Legion Baseball were Co-Champions of the Central Wisconsin Baseball League, Champions of Region 2 Playoff in Bonduel on July 28-August 2, 2004 and also attended Class A State Tournament at Fireman's Park in Waterloo, WI on August 5-8, 2004. We won our first two games against Hurley and Waterloo, we were defeated by Viroqua and Northern Door and finished in fourth place. We also had two individuals place on the All-Star Tournament team. They were Kevin Penass and Darin Miller. We also had a representative to play in the Wisconsin American Legion All-Star Game at the Miller Park. Will Corn played for the Northern Team. He attended a Banquet on Saturday and played 1st base and batted with one hit, two walks and three runs scored. We concluded our season by having a community cook-out to honor our players and coached for their success in 2004 Legion Baseball and look forward to 2005 season.

We also attended the Lori Piestewa National Native Games in Flagstaff, Arizona on July 12-July 20, 2004. Youth participated in Volleyball, Baseball and Basketball. We had two Silver medals for Volleyball and one Bronze for Basketball and Gold for Co-ed Volleyball. We look forward to the possible NAIG games in 2006 and 2008 in Canada.

The Menominee Park Department provides upkeep and maintenance for sixteen (16) sites on the Reservation. They include: 1.) Little League Field-Neopit 2.) Park Pavilion-Neopit 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.) Keshena 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.

#	Department/Program/Activity	Est. Activity Cost	Grant/ KT Funds	Tribal Funds	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 12:00-6:00	Recreation Center	Tribal	None
2	Pool Tournament	\$ 200	No	Yes	No	Grades 7-12	M-F 3:00-9:00; S&S 12:00-6:00	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 6:00-11:00	Recreation	Tribal	None
5	Monthly Dances	\$ 500	No	Yes	No	Grades 7-12	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
6	Free Throw Contest	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in January	H.S. Field	Tribal	Knights of Columbus
7	Punt, Pass & Kick-Pepsi	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in September	H.S. Field	Tribal	Knights of Columbus
8	Fitness Center	\$ 2,000	No	Yes	No	Ages 12-18	Various times	Recreation	Tribal	None
9	Halloween	\$ 700	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
10	Family Fun Day	\$ 200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth Organizations
11	3 on 3 Tournament	\$ 500	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	All youth Organizations
12	Youth Olympics	\$ 300	No	Yes	Yes	All Youth	August	Communities	Tribal	JTPA & JOM
13	Santa Visit	\$ 1,200	No	Yes	Yes	Community	December	Communities	Tribal	JOM & Housing
14	Easter Egg Hunt	\$ 600	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM
15	Trip: Bay Beach	\$ 500	No	Yes	No	Grades 4 to 8	June-August	Plover, WI	Tribal	None
16	TCJ Baseball	\$ 3,000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
17	T-Ball Program	\$ 1,000	No	Yes	No	Ages 6, 7 & 8	June-August	Communities	Tribal	None
18	Golf Program: Beginners	\$ 1,000	No	Yes	No	Grades 1 to 6	June-August	Communities	Tribal	None
19	Golf Program: Intermediate	\$ 1,000	No	Yes	No	Jr. High	June-August	Communities	Tribal	None
20	Cookie Baking	\$ 250	No	Yes	No	Grades 1 to 8	December	Elder Ctr./CBRF	Tribal	None
21	Legion	\$ 2,000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
22	Little League	\$ 2,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
23	Timber Rattlers Game	\$ 1,000	No	Yes	Yes	Open	July	Appleton	Tribal	None
24	AIAA	\$ 2000	No	Yes	No	Ages 12 to 18	September-Nov.	High School	Tribal	Community
25	Wisconsin Dells	\$ 2000	No	Yes	No	Ages 14-18	August	Recreation	Tribal	None
26	Little Hitters	\$ 1000	No	Yes	No	Ages 6-8	June-August	Community	Tribal	Woodland B&G Club
27	Fishing Derby	\$ 500	No	Yes	Yes	All	March	Neopit	Woodland	Woodland B&G Club
28	Truck/Mower	\$ 13,000	No	Yes	No	Community	Seasonal	NA	Tribal	Park Department
39	Gatorade Punt, Pass & Kick	\$ 100	No	Yes	No	Ages 5 to 14	September	High School	Tribal	Recreation
30	Alternative School	\$ 0	No	No	Yes	High School	September-May	Recreation	School	School

SOCIAL SERVICES

Mary Husby, Director

Menominee Tribal Social Services is located on the third floor of the Gordon Dickie Office Building across from the Tribal Office Building. Staff for the Menominee Tribal Social Services Department, funded under the BIA contract, consist of the Director, Child Welfare Assistant and three Social Workers. A fourth social worker for Kinship Care is funded by the Wisconsin Department of Health and Family Services and tribal funds.

In our Child Support unit, we have 1 Child Support Manager, 4 Child Support Specialists, a Child Support Clerk, an Account Clerk, a receptionist, a Child Support Trainer and an Attorney who does child support work and Indian Child Welfare Act legal work. A Computer Programmer is also part of the staff. This department is funded from the Federal Child Support Enforcement Office in Washington, D.C. Tribal funds are used to meet the 10% cash match requirements.

Some grants administered by Menominee Tribal Social Services are the Child Care Development Funds, B.I.A. Administrative funds and B.I.A. Child Welfare Assistance funds. Funds from the Wisconsin Department of Health & Family Services are also administered by the department for the Kinship Care Program. Child Support funding from the federal Child Support Office are managed by this department along with tribal funding.

Financial Section: The Menominee Indian Tribe of Wisconsin received a contract from the B.I.A. in the amount of \$363,216.65 for FY2004 for its Social Services Department. Of this amount, \$44,400.97 was designated for Child Welfare assistance. \$35,651 of the budget was designated for indirect costs. \$37,571 of program funds were designated for activities under the Indian Child Welfare Act Program and \$245,593.68 was designated for Social Services administration. Supplemental funding from the Tribe was required for Social Services to continue operations for approximately two months in 2004. We targeted Child Welfare Assistance funds for Respite day care services and foster care.

We also received a contract from the B.I.A. in the amount of \$100,000 to be used for a special project for Individual Indian Money Accounts. We are contracted to write a policy and procedural manual along with forms which will be developed to assist Tribes in their administration of this program. This work will continue in FY-2005.

Narrative and Statistical Section: In our 638 contract with the BIA for Social Services, Indian Child Welfare Act funds are included as one block grant since these funds are no longer competitive funds. As mentioned previously, \$37,571 was identified for use in our Indian Child Welfare Act program.

These funds, along with tribal funds, allowed us to provide counseling services and court intervention services to children and their families who were involved in child custody proceedings as defined in the Indian Child Welfare Act. One social worker, along with support costs, was funded with this specific allocation.

Program Accomplishments:

A. **Social Services:** During fiscal year 2004 Tribal Social Services provided services to 146 new cases. This total did not reflect the 46 cases which were carried over from FY'03 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 192 cases in FY'2003.

The new case referrals for the year represented the following types of cases: 124 new Indian Child Welfare Act cases, 13 enrollment assistance cases and 3 child welfare assistance cases (foster care and day care). 1 court placement study case, 2 Adult Paternity cases, one advocacy case and 2 cases for adoption services. There were 8 cases for legal services which were provided by the attorney assigned to our program for Child Support and Indian Child Welfare Act cases. These services were provided with Tribal Funds. The enrollment assistance cases involve individuals who have been adopted in the past and require assistance in securing information from closed adoption records. Of the 13 cases requesting assistance for enrollment, 4 cases failed to complete the process/application. Three cases were enrolled with the Menominee Tribe. 3 cases were eligible for the ancillary roll but did not want to be placed on that roll. 3 cases were placed on the Ancillary Menominee Roll. Case closures for the year totaled 147 cases.

Part of the work plan for FY'04 called for a variety of agreements to be negotiated with the state and counties to allow for social services resources available to those entities to be utilized by the Tribe. These agreements were negotiated with representatives of those agencies in conjunction with the Program Attorney or Social Services Attorney. Agreements in place included: An Adoption Agreement with the State of Wisconsin, Department of Health and Family Services, and a Correctional Agreement with the Wisconsin Department of Corrections, Division of Juvenile Correction which allows for youth committed by Tribal Court to be placed at State correctional facilities. Another agreement in place with Menominee and Shawano Counties includes Act 161, which provides for county foster care funds to be used to pay for the costs of foster care ordered by Tribal Court. The agreements also define

roles and responsibilities between Tribal Social Services, Menominee County Human Services and Shawano County Social Services. The agreements also allow the counties to provide involuntary services on behalf of Menominee Children. Another agreement, which was negotiated, concerned a Service Agreement with the Wisconsin Dept. of Workforce Development to allow us access to the State's KIDS System. The last contract that was entered into by the Tribe and the Wisconsin Department of Health and Family Services concerned the Kinship Care Program. This program provides financial benefits to eligible recipients caring for minor relatives. The program received funding for benefit payments in the amount of \$330,670 and \$24,646 for assessment costs. The Tribe supplemented the program for administrative costs above the \$24,646. Services were provided to 122 unduplicated families in FY'04. This represented services to 230 unduplicated children.

Another component in our work plan for the year was to provide adoption or guardianship services to 10 families. We facilitated placement of 5 children for adoption. Two cases for guardianship services were facilitated. We were three cases under our projections for the year.

Another project specified for Tribal Social Services included the preparation and submittal of an application to Wisconsin Department of Health and Family Services for supplemental funding for the Tribe's Respite Day Care Project. The department, in conjunction with the Day Care Center, prepared an application for Child Day Care funds and Child Welfare funds. We were able to secure funding in the amount of \$53,263 for this project. 13 children were served in this program during the year representing 1570 days of day care services which was a slight increase from last year.

During the year the department prepared one application for the receipt of Child Care and Development funding from the Federal Department of Health and Human Services. Our award was \$257,999 which represented a decrease from the previous year. These funds are to be used for day care services for low-income families who are employed or involved in a job-training program or educational program leading to employment. Funding was provided to eligible families at the Tribal Day Care Center and for families at Headstart for Wrap-Around Services.

In addition to the above accomplishments, this department coordinated the activities of the Child Protection Team. This group is comprised of the community agencies involved with child protection matters, including the U.S. Attorney and the F.B.I. 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 greater consistency in meeting to staff cases and to examine more closely those cases which appeared to be of a "borderline" nature. Another accomplishment would have to be the improved communication among all agencies working in the area of Child Abuse/Neglect.

During FY'01, we were assigned the task of managing the Judgment Funds Program/Individual Indian Monies Program based upon revisions made to 25 C.F.R., Part 20. This included developing Policies and Procedures for processing applications for minors and legal incompetents, and developing a distribution plan for a client's use of these funds. Appropriate documents are forwarded to the B.I.A. and the Office of Trust Funds Management for their approval of the release of funds as described in the distribution plan. During the year, 30 applications were processed. Of that total four applications were approved and four denied. Assistance was provided to 22 account holders who were age 18 or turning 18. This program, although mandated by law, is an unfunded program by the B.I.A. There are 2990 cases that are placed in the Individual Indian Monies Program.

B. Indian Child Welfare: The Menominee Indian Tribe designated \$ 37,571 of its BIA Social Services funding for Indian Child Welfare Act activities. The work plan for the year specified that the department provide counseling/intervention services to 55 Menominee youth and their families who were involved in court proceedings as identified under the Indian Child Welfare Act. During the course of the year we were able to provide services to 66 of the 124 cases referred to the Tribe. In 51 cases, contact only occurred with the agencies involved as in most of those cases they were ineligible for services or did not require the Tribe's intervention. In seven cases, there was no agency or family contact as it was readily apparent that these children were not Menominee. We met our objective for the year in this category. However, ICWA notices increased from those reported in FY'03 in which we received 88 case referrals.

Another objective in the scope of work under the contract provided that we would intervene and participate in 100 court proceedings involving ICWA cases. We made 69 court appearances on behalf of cases. Thus, we were below our projections for the year.

The Indian Child Welfare Act Program funded one full time social worker position for the year. Since the ICWA funding has changed from a competitive program to an entitlement program, we have experienced a substantial reduction in funding for program activities. We rely on Tribal funds to assist us for approximately three months of the fiscal year.

Special Needs:

Menominee Tribal Social Services administers the Special Needs Program. This program is totally supported with Tribal Funds and funds the Emergency Catastrophic Program. This 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. This year, because of funding limitations, we prioritized services for medical related emergencies and those related to such catastrophes such as fires, etc. We processed 159 applications for assistance this fiscal year. 130 applications were approved and 29 applications were denied. 97, of the 130 approved, were for medical emergencies.

Conclusion:

What a year it's been! There were expected challenges such as working with county agencies, circuit courts, attorneys and having to accept insufficient manpower resources for this department. These were a given. Then there were the unexpected challenges generated here at home which forced some of us to reach deep within ourselves to reflect and examine who we are as Indian people and what values had importance even in this modern day. Suffice it to say, it has enabled us to become stronger and more sensitive as we assist our children and families in improving their lives.

To those dedicated and committed staff members, you have enabled us to meet most of our objectives for this year. You have contributed to that success. As a department, we know many more challenges await us in the new year. We look forward to them and the opportunities they bring with them.

SOUTH BRANCH COMMUNITY

Tony Warrington, President

This year we have new Officers. President Tony Warrington, Vice President Mary Smith, Treasurer Clare Corn, and Secretary Bettina Miller.

Repairs were made to the Center. The roof got new shingles and vents. Cabinets were installed to hold the kids video games and T.V.

A garden was planted by Tony Miller & Lloyd Pecore. Flowers were planted by Charlene Mattern. Everyone was free to pick from the garden.

The Mission group from Michigan came and put up a swing & slide set and a volleyball court. These were from Mark Caskey's Program. The group of teens also worked throughout the Reservation while staying at the South Branch Center. Dave Grignon came and shared our Culture at a dinner provided and cooked by the Mission Group. The Mission Group of teens & adults camped at the Center for one (1) week. They painted; power washed and cut grass on this visit. They plan to return next year.

We had two (2) youth workers at the Center this summer. They cleaned and kept up the grounds.

Headstart was going to come back to the Center, but did not.

We had a First Bean Feast and are getting ready for a second one. Our first one was a great success with all the Community Members gathered together.

We had the Senior Picnic at the Center and we hope they will pick our Center for it again. It was a great time for all. Buckle provided music for them. There was also a Pig Roast furnished for the Seniors.

We have a Senior worker that serves meals for the Senior Lunch Program at the Center.

The Programs are in full force for the youth. These are taken care of by Clare Corn (JOM) and Trails.

There was a Culture Program which was the Menominee Language taught by Margaret Snow through a grant received from the Green Bay Archdiocese.

Some of the people that helped our Center in the past year were Clare Corn & Lloyd Pecore and others that helped too; I would like to say "A BIG THANKS".

TAX COMMISSIONER

Roberta Reiter, Director

The Tax Commissioner's office monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes. The office is responsible for the State of Wisconsin Cigarette Tax Refunds and the State of Wisconsin Tobacco Refunds. A 5% Use Tax on construction material brought on the Menominee Reservation is collected from contractors.

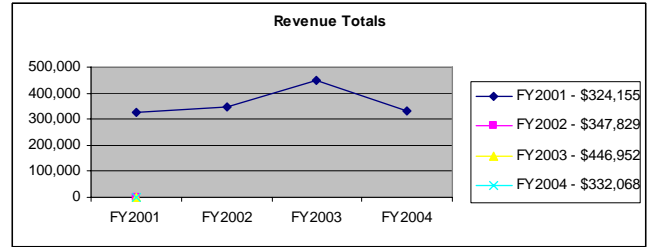
The Gasoline Tax Refund for fleet vehicles is also prepared in the Tax Commissioner's office. To apply for the gasoline tax refund all Tribal departments with fleet vehicles must submit monthly gasoline invoices which are then totaled for the year and submitted on form 8849 provided by the Department of the Treasury – Internal Revenue Service.

The amount budgeted for the Tax Commissioner's Office operation was \$66,687.00. Total Expenditures were \$68,103.97.

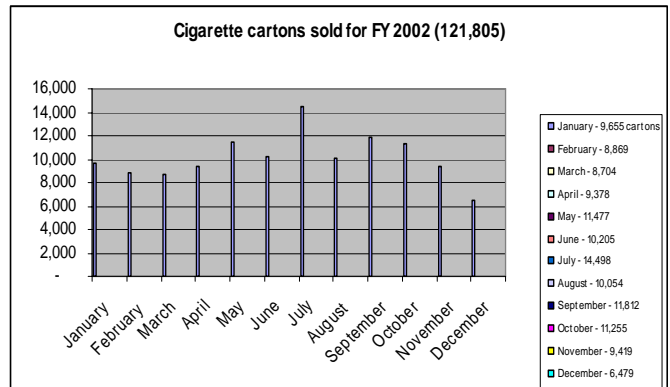
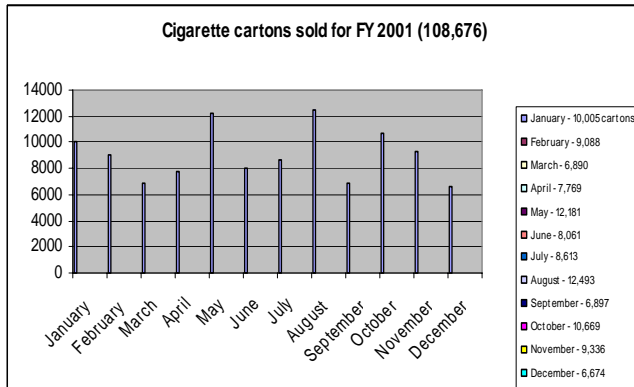
In the graph below shows revenue generated from FY 2001 – FY 2004:

The ordinances that are enforced include:

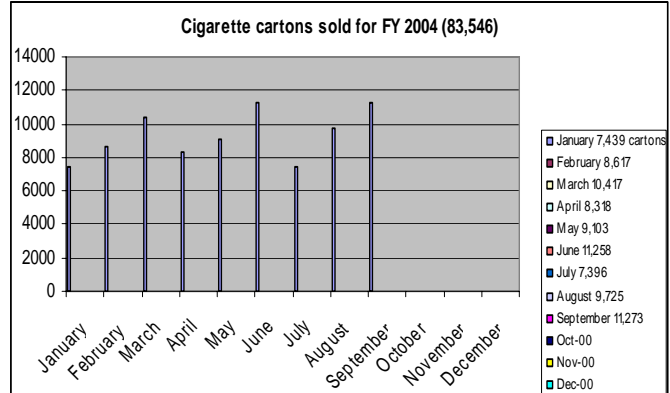
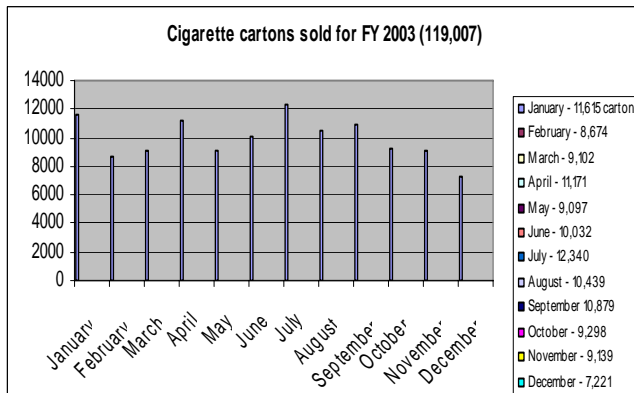
- No. 79-04 Cigarette/Tobacco
- No. 80-13 Rafting
- No. 82-10 Tribal Preference
- No. 82-19 Use Tax on Construction Material
- No. 82-22 Construction Material Purchased from MTE
- No. 83-03 Fireworks
- No. 94-15 Hotel Room Tax.



The following graphs show the cigarette cartons sold on the Menominee Reservation through FY2001 & FY2002.



The following graph shows the cigarette cartons sold on the Menominee Reservation FY2003. In FY2004 the months of January thru September are shown.



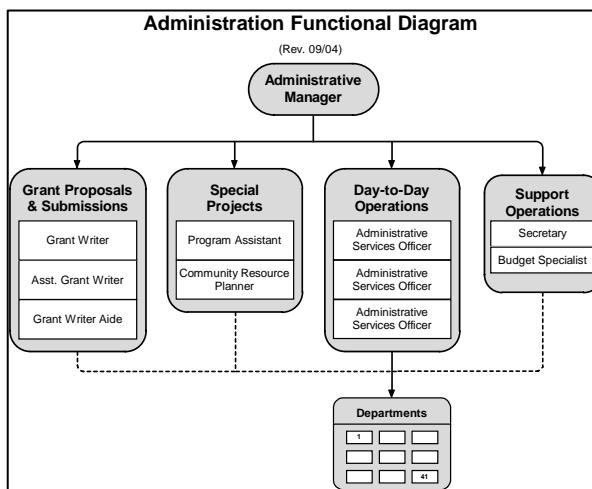
TRIBAL ADMINISTRATION

Jeremy Weso, Administrative Manager

The Administrative Manager and staff provide administrative services to support Tribal programs in the areas of grant writing, grant management, financial management, budget development, project development, contract negotiation, planning, and to a lesser extent, human resource management. In addition, the department is responsible for implementing, enforcing, and monitoring many of the policies and initiatives of the legislative body, and for completing a variety of special projects that the legislative body may call upon Administration to perform. The department also provides staff level supervision to twenty-eight of the Tribe's forty-one departments, and technical assistance to the Legislative and Judicial branches of government.

Administration is staffed by eleven employees who collectively possess over 109 years of service to the Tribe. These eleven employees work in one of the following four functional areas:

- **Day-to-Day Operations.** This section is staffed by four administrators who routinely collaborate and consult with the Legislature, legislative committees, management, department directors, and program managers on a variety of issues ranging from general administration to zoning. In addition, each administrator is assigned to monitor a block of the Tribe's 41 departments, which collectively encompass more than 300 programs, 700 employees, several thousand contract requirements, and \$55 million in operating revenues and expenses. The administrators include Jeremy C. Weso, Administrative Manager; Annette Warrington, Administrative Services Officer; Jennifer Gauthier, Administrative Services Officer; and one vacant Administrative Services Officer position.



- **Support.** This section is staffed by a Budget Specialist (Devin Wynos) and a Secretary (Renee Duquain) who together gather, process, organize and distribute information sent to and processed by the department; research and present reports for use by department personnel; assists others in the department with a variety of assignments, and provide limited technical assistance to departments and programs.
- **Special Projects.** This section is staffed by one Program Assistant (Barbara Tourtillott) and one Community Resources Planner (Brian Kowalkowski). The Program Assistant maintains the department's grant management and filing system, reposit and archives records, develops the annual report, and prepares the indirect cost budget, among other things. The Community Resources Planner assists other departments with planning and special project development, researches and compiles demographic and other statistical information, and maintains the Tribe's Facts and Figures Handbook.
- **Grant Proposals and Submissions.** This section is staffed by one senior Grant Writer (Sigrid Congos), an Assistant Grant Writer (Carmella Peters), and a Grant Writer Aide (Amy Munoz). In addition to writing grant proposals, this section also provides limited technical assistance to departments and programs, initiates the grant management recording and filing process, and distributes federal register notices that are of general applicability. A comprehensive summary of grant writing activities appears near the bottom of this report.

The following is a brief summary of the Department's notable achievements and highlights of fiscal year 2004:

- On February 5, 2004, Anmarie Johnson resigned from her position as the Administrative Manager in order to take the vacant position of Community Resources Manager with the Tribe's Human Resources Department. She was also elected to serve on the Menominee Tribal Legislature and was sworn in on February 9, 2004. Anmarie served in Administration for nearly five years, at first as an Assistant Tribal Administrator followed by her promotion to the Administrative Manager position. She was a strong advocate for Tribal programs and was highly regarded by State funding agency officials for her work on state-funded programs. Though Administration personnel were sad to see her leave, they were equally elated that the job training programs she was taking charge of could not have found themselves a better manager. On behalf of Administration, I would like to wish Anmarie the best of success in her new position and as a member of the Menominee Tribal Legislature.

- Other notable staffing changes included the following:
 - Harley Lyons, Jr. resigned from his position as an Administrative Services Officer on about May 19, 2004. He left to accept the Slot Supervisor position at the Menominee Nation Casino. Harley worked in Administration for nearly a year and was in training to take over Indian Self-Determination and Education Assistance Act contracting responsibilities. Though his service to the department was brief, he was a valuable member of Administration and his contributions to the organization were many. Administration wishes Mr. Lyons well in his new position.
 - Annette Warrington resigned from her position as the MIS Director on about June 4, 2004. She left to take a vacant Administrative Services Officer position in the Department of Administration and began working in that capacity on June 7, 2004. Robert Lansing was hired as the new MIS Director on August 9, 2004.
 - Wendell Askenette resigned from his position as the Housing Director on February 15, 2004. He left to accept an appointed position on the Tribal Judiciary. James Horton was hired as the new Housing Director on May 24, 2004.
 - Georgette Coon resigned from her position as the Menominee Aging Division Director on May 20, 2004. Betty Jo Wozniak, Maehnowesekiyah Director, was temporarily assigned to direct the Menominee Aging Division until a new director was recruited and hired.
 - Al Fowler was promoted to the Conservation Director position on June 25, 2004 following the untimely passing of Leon Fowler on April 26, 2004. Leon began his career with the Tribe in 1978 and was widely recognized as a steward of the environment and conservationism through protection of the Tribe's natural resources. We thank Leon and his family for his devoted service and extend our heartfelt sympathies to Leon's family, friends, and Conservation staff in their time of sorrow.
- Administration served on and/or worked closely with the following committees, taskforces, and teams:
 - Labor, Education and Training – Administration collaborated with and helped the committee draft the Menominee Tribal School Board ordinance. The ordinance, which created the school board and transferred supervision of the school from the Department of Administration to the school board, was ultimately passed by the Menominee Tribal Legislature on March 18, 2004. Administration is not a member of the committee.
 - Budget and Finance Committee – Administration worked closely with the Finance Department and the Budget & Finance Committee to develop the FY2005 budget. The budget ordinance was ultimately passed by the Menominee Tribal Legislature on September 29, 2004. Administration also worked closely with the committee and the Finance Department on the FY2004 Indirect Cost Budget. Administration is a member of the committee.
 - Governmental Affairs Committee – Administration helped the committee develop Rules of Procedures for the Menominee Tribal Legislature, a revised Tribal Revenue Allocation Plan, and revisions to the Tribe's health benefits program, among other things. Administration is a member of the committee.
 - Menominee Tribal Enterprises & Menominee Tribal Legislature Taskforce – Administration assisted the taskforce in its discussions on the forestry backlog, contract negotiations, invoicing, and other areas of mutual concern. Administration is not a member of this taskforce.
 - Menominee Tribal Legislature & Menominee County Taskforce – Administration assisted the taskforce in its discussions on the Act 161 agreement, 51/55 agreement, telecommunications agreement, and other intergovernmental agreements. Administration is not a member of the taskforce.
 - Management Team – The Administrative Manager is one of three members that form the Tribe's Management Team. As a member, Administration shares its management perspective with the other two members and helps the team formulate solutions to organizational issues. Among the issues the team encountered this past year included minor concerns expressed by the Tribe's external auditors with respect to the Tribe's single audit, customer service complaints, training and development, and budgeting.
 - Law Enforcement Ad Hoc Committee – Administration assisted the committee with the development of corrective actions required by the Office of Law Enforcement Services Review of the Tribe's Law Enforcement program.
- Administration sponsored and coordinated a three-day training session for directors and program managers on OMB Circular A-87, Budgeting, and Grant Writing. The training was provided by the Falmouth Institute using funds obtained by the Department of Administration from the Bureau of Indian Affairs.
- Administration worked closely with the MIS Department to finish the Grants Management Database. This database contains a summary of all contracts and grants, and allows users to view actual grant documents

(e.g. award, conditions, modifications, and correspondence) in a PDF file stored in each database record. The use of the database and conversion of grant documents into PDF files through digital scanning has enabled Administration to eliminate microfilm in favor of the more versatile electronic document management system.

- Administration personnel attended several training sessions, including training on Budgeting, OMB Circular A-87, Grant Writing, Indian Reservation Roads Final Rule, Federal Child Support Final Rule, and Indian Self-Determination and Education Assistance Act compacting and contracting.
- Grant Writing Overview
 - This past year was a highly successful year for the two Grant Writers and Aide. Working together with Directors and staff, the Grant Writers submitted sixty-seven grant applications with thirty-eight funded for a total of \$7,361,642 for Tribal programs. Eight of the applications funded this year were submitted in FY03, while we have six grants from FY04 efforts still pending. Twenty-three were denied this past year, including eleven submitted in FY03.
 - Staff also research funding for Tribal Programs who have specific requests, and we monitor and distribute federal funding announcements that support Tribal Programs. The Grant Writer Aide maintains a database for applications and awards, which is further updated by Administration staff to include report due dates, Grantor contacts, and add-on funds that may become available. The database is also used to monitor funds available in the Grant Match Account.
 - The following is a tabular summary of the Department's grant writing efforts:

The Grant Writers wrote (W) or reviewed (R) the following grants awarded this past fiscal year. This is not a comprehensive list of all grants managed by the Tribe, but only those that have received assistance from the Grant Writers. No grants are written without support of program staff; a grant marked as 'written' is an indication of significant effort from the Grant Writers and is not intended to diminish the contribution of program staff.

NAME OF GRANT	PROGRAM	DATE SUBMITTED	DATE FUNDED	AMOUNT FUNDED	
Aging Emergency Sup't (FEMA)	Menominee Aging Division	4/30/2004	5/10/2004	\$2,500	R
Diabetes Prevention	Clinic	7/14/2004	8/25/2004	330,000	W
Emergency Medical Services	Clinic	10/5/2003	3/17/2004	3,226	R
Special Diabetes	Clinic	10/21/2004	12/23/2004	513,630	R
Lake Sturgeon Restoration	Conservation	FY2003	1/26/2004	91,000	W
Timber Wolf Reintroduction	Conservation	FY2003	1/26/2004	55,986	W
Community Child Care Initiative	Day Care	FY2003	10/30/2003	55,961	R
Early Childhood Excellence	Day Care	FY2003	10/30/2004	144,664	R
EPA Brownfields	Environmental Services	7/1/2004	9/29/2004	129,000	R
Integrated Resource Mgmt Plan	Environmental Services	4/15/2004	7/21/2004	56,060	W
Wis. Recycling Grant	Environmental Services	FY2003	3/1/2004	81,159	R
Food Pantry - FEMA	Food Distribution	4/30/2004	7/20/2014	1,200	R
Em. Shelter/Transitional Hsg	Housing	2/6/2004	6/18/2004	17,500	R
ICDBG	Housing	FY2003	2/4/2004	500,000	W
State Shelter Subsidy	Housing	10/23/2003	3/16/2004	15,000	W
TANF	JTP	2/13/2004	3/24/2004	633,965	W
Drug Free Communities	Maehnowesekiyah	3/26/2004	9/22/2004	61,285	W
Family Violence Prevention	Maehnowesekiyah	4/15/2004	8/6/2004	55,596	R
STOP Violence Against Indian Women	Maehnowesekiyah	2/25/2004	3/4/2004	270,000	W
Wellness and Prevention	Maehnowesekiyah	5/20/2004	9/14/2004	500,000	R
COPS in Schools	Menominee Tribal Police	FY2003	5/1/2004	375,000	W
Sex Offender Registration	Menominee Tribal Police	FY2003	10/15/2003	17,385	W
Tribal Victim Assistance-Fed	Menominee Tribal Police	3/4/2004	9/27/2004	57,706	W
Victims of Crime - State	Menominee Tribal Police	8/5/2004	9/20/2004	31,773	W
VOCA Supplement - State	Menominee Tribal Police	6/21/2004	7/15/2004	817	R
ANA Governance	Tribal Administration	4/22/2004	9/15/2004	168,760	W
Title VII Indian Education	Tribal School	4/30/2004	6/30/2004	59,349	R
Alliance for Wisconsin Youth	Youth Develop. & Outreach (YDO)	5/14/2004	9/24/2004	10,000	R
Juvenile Accountability Discretionary Grant	YDO	7/2/2004	9/15/2004	260,674	W
Juvenile Accountability Block Grant - Teen Court	YDO	2/19/2004	6/8/2004	13,670	R
Mentoring Children of Prisoners	YDO	4/24/2004	7/14/2004	61,000	R

Early Intervention & Diversion	YDO (Mentoring)	10/16/2003	1/22/2004	27,851	R
Safe & Stable Families	YDO/Social Services	9/13/2004	9/14/2004	55,244	W
Brighter Futures	YDO	3/19/2004	4/27/2004	122,000	W
				\$4,778,961	

Summary

R = Reviewed; totaling
\$1,677,123

W = Written; totaling
\$3,101,838

The following grants are renewed annually and required minimal assistance from the grants office.

Grant	Department	DATE SUBMITTED	DATE FUNDED	AMOUNT FUNDED	
Child Support Enforcement	Social Services	FY2003	10/1/2003	\$830,805	-
Head Start/Early Head Start	Early Childhood	4/28/2004	10/3/2004	1,611,876	R
Trans. Capital Assistance	Transportation	10/7/2003	8/25/2004	140,000	R
Trans. Operating Assistance	Transportation	10/7/2003	8/25/2004	246,932	R
				2,829,613	

Total Grant Funds awarded in FY 04 through Grant Writer assistance:	\$7,608,574
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On behalf of the Department of Administration, I want to thank the Menominee people for providing me this opportunity to note the department's many achievements in fiscal year 2004. I hope to continue the Department's progressive efforts and build on its successes in FY2005, and look forward to working with the Tribe's exceptional leaders, directors, employees, and customers in what promises to be another memorable and rewarding year. /s/ Jeremy C. Weso, Administrative Manager

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

The primary role of the court is to provide judicial services on the Menominee Indian Reservation with other State and Federal government agencies. Children, family and guardianship matters are handled through Tribal Social Services and Menominee County Health & Human Services Department.

Following are court personnel: Chief Justice, Trial Judges (2), Associate Justice (one vacancy), Deputy Clerks of Court (4), Administrative Assistant and Bailiff.

<u>STATISTICS</u>	<u>Filed</u>	<u>Heard</u>
Motor Vehicle	767	973
Curfew & Underage Drinking	465	465
Conservation/Adult Ordinances	70	112
Truancy	202	349
Restraining Orders	62	103
Adult Criminal	275	1,371
Civil Cases	240	205
Juvenile/JIPS	87	299
Custody	6	6
Adoptions. TPR's	5	4
Child Support/Paternity	135	490
Wellness Court	16	292
Extradition	34	30
Other	1,533	1,533

*Civil cases include Small Claims, Civil, Divorce, Probate, Relinquishments, Name Changes and Guardianships.

**Includes Order to Show Cause (OTSC), Motions, Capias, Bench Warrants, Reviews, Status Hearings, Temporary Physical Custody (TPC) and Sanctions.

BUDGET – FY '04

BIA	\$413,108
Tribal	<u>126,333</u>
Total	\$539,441

INCOME RECEIVED – FY '03

\$415,906.39

PROBLEMS

High volume of work continues: 1) High volume of Child Support and Paternity; 2) Court urgently needs an additional Deputy Clerk of Court. These issues continue to place continual stress on clerks and limit their abilities to fulfill their responsibilities.

ACCOMPLISHMENTS

The court maintains a positive working relationship with agencies in crime reduction on the Menominee Indian Reservation/County.

NIGHT COURT

Due to the United States Supreme Court decision Nevada vs. Hicks and the amended Menominee Tribal Ordinance (81-22), the Menominee Tribal Court hears extradition matters.

GENERAL STATEMENT

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

TRIBAL UTILITY

Dave Corn, Director

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

Customers:

Middle Village	Neopit
Residential sewer,water,elec = 78	Residential sewer,water = 210
Commercial sewer,water,elec = 5	Commercial sewer,water = 19
Commercial elec only = 10	

Keshena	Zoar
Residential sewer, water = 306	Residential water = 23
Commercial sewer, water = 55	Commercial water = 4

Trailer Court	Redwing
Residential water = 17	Residential water = 21

Administration: The Menominee Tribal Utilities Department consists of a director, office administrator, and (3) utility operators.

Utility Improvements:

- *New roof on Redwing well.
- *Replaced motors at Neopit lift station.
- *Replaced water main in the Pine Ridge area.
- *Completed the upgrade at the Middle Village wastewater treatment plant.

Future Projects:

This fall we will be starting the Keshena project which includes the Keshena well, pump house, water tower and water main looping. After one year of operation, the Keshena wastewater treatment plant is meeting all design limits. The project has been completed and is a big success!

UNIVERSITY OF WISCONSIN EXTENSION

Donna Schwobe

The University of Wisconsin Extension extends the knowledge and resources of the University of Wisconsin to people where they live and work. Our vision is to be Wisconsin’s educational network for engaging people and their communities in positive change. The Menominee County/ Nation Extension office has three primary educational program areas: Wisconsin Nutrition Education Program, Family Living and Community, Natural Resources and Economic Development.

Wisconsin Nutrition Education Program (WNEP): A UW-Extension nutrition education program that helps limited resource families and individuals choose healthful diets, purchase and prepare healthful food, handle it

safely and become more food secure by spending their food dollars wisely. This is done in collaboration with local agencies in Menominee and Shawano Counties that serve low-income families and where education access can be made. Last year educators made a total of 3,513 contacts--66% of which were youth ages 5-11 in a classroom setting. The main focus of educational programming for youth is to teach early healthy eating habits and the importance of physical exercise to help prevent diabetes and cardiovascular disease. As a result of the programs, the majority of youth participants could name the food groups, knew the difference between anytime and sometime foods and responded with comments like: "eating healthy is important, playing games and being outside keeps you healthy". Teachers felt that teaching nutrition and physical activity are essential to prevent later health issues. Families are reached through Tribal Food Distribution and WIC Program. Thirty-four percent were families with children. In the last year, 152 WIC participants learned about such topics as child portion sizes, a social campaign "Walk, Dance and Play", the importance of fruit in the diet, usage of WIC products, etc. Topics are chosen based upon a survey of participant's wants and needs.

Family Living Program: As part of the Menominee County Wellness Program, educational programs were planned including a brown bag on Holiday Stress and a County employee Health Fair. In collaboration with the Shawano Family Living Educator, a five-session workshop was conducted on Food Preservation topics such as canning tomatoes, jams/jellies, canning low-acid vegetables and pressure canning. 56 residents from Menominee and Shawano attended the classes. Indications from participants were they had less fear of using a pressure canning, realized how food safety is so important and being organized when canning.

Community, Natural Resources & Economic Development Program: The CNRED program provided local government education in the areas of comprehensive planning, adoption of village powers, town plan commissions, Wisconsin Board of Review certification and open meetings law. As a result, the Town of Menominee voted at its annual town meeting, to adopt village powers, thus allowing the Town to proceed with the appointment of a town plan commission and to prepare for the acquisition of funds from the Wisconsin Department of Administration to develop a comprehensive plan. CNRED worked collaboratively with the Menominee County Conservation Office to educate local recreationists about Eurasian Water Milfoil by distributing the "Clean Boats, Clean Water" material to: area businesses--Shot Gun Eddy, Smokey Falls Rafting and Pamoncutt Campground; area lake groups-- LaMotte Lake conservation committee, Moshawquit Lake property owners and the Legend Lake Fair; county property owners on SE Bass Lake; and the Menominee Land & Water Conservation Committee. The CNRED Educator participated in the development of a joint small business program between Shawano County, the Menominee Tribe, Menominee County and the Stockbridge-Munsee Tribe. Program offerings include: "Starting a Small Business" orientation workshop, "First Steps-Introduction to Starting a Business" and NxLevel™ business planning. Presentations were also made to women business owners and educators interested in using online education to teach entrepreneurship. In addition to these local activities, the CNRED Educator served on the Cooperative Extension "Scholarship of Teaching and Learning with Technology" group which: offered a statewide conference on (6) Wisconsin campuses for faculty and staff using technology in education; reviewed and disseminated research on teaching and learning with technology; coordinated and hosted a virtual community of online discussions; and planned a Fall 2004 professional development activity on assessment of student learning when teaching with technology.

Cross Programming: Fifteen Menominee youth service providers participated in 8 days of strategic planning, coordinated and facilitated by UWEX. Participants identified their agency organizational mandates, their mandates as a group, their individual agency's strategic issues and their strategic issues as a group. The group developed detailed action plans for the top 4 strategic issues and began work on the development of an implementation plan. UWEX educators convened and facilitated local planning between County Health & Human Services, Tribal Clinic, Maehnowsekiyah, Tribal Grant writer and Menominee Indian School District regarding the availability of UW Medical School Health grants. Planning focused on the development of a project to expand and enhance the local public health system in Menominee County/Nation and the potential to collaborate on the development of a common data collection system.

WOODLAND YOUTH SERVICES

Laurie Reiter, Director

NO REPORT

ZOAR CEREMONIAL

Terri Katchenago

The Zoar Ceremonial Building is maintained by the Tribe. The building is used for the community for "Big Drum Services", seasonal services, funerals and spiritual healing.

The building is also used when requested for AODA awareness, youth Trails meetings, JOM youth arts & crafts, community meetings with the Tribal Legislators and as an emergency site.

This year's budget was increased and the Tribal Maintenance department was able to do many repairs to the building such as new emergency lights, panic hardware for the doors and new ceiling tiles. We were also able to purchase a new refrigerator and stove for the building