

**MENOMINEE INDIAN TRIBE
OF WISCONSIN**



**ANNUAL REPORT
2005**

Greetings:

This annual report represents a broad cross section of work undertaken on behalf of the Menominee Indian Tribe of Wisconsin.

On behalf of the Legislature, I want to thank the many employees who contributed to our accomplishments this past year. Providing services to our membership is a collective effort and often requires skilled orchestration, so we are grateful for the time, commitment and dedication that our employees put forth to ensure that the membership is well served.

In addition, I want to thank the many employees and community members who serve on various committees of the tribe, for a lot of the hard decision making is done at this level. Your commitment and service is greatly appreciated.

Finally, I want to thank my colleagues on the Menominee Tribal Legislature for their service to the tribe, for they have an enormous responsibility protecting our people, land and resources. They often work long hours and I appreciate their spirit of generosity and that of their families, who make sacrifices along the way.

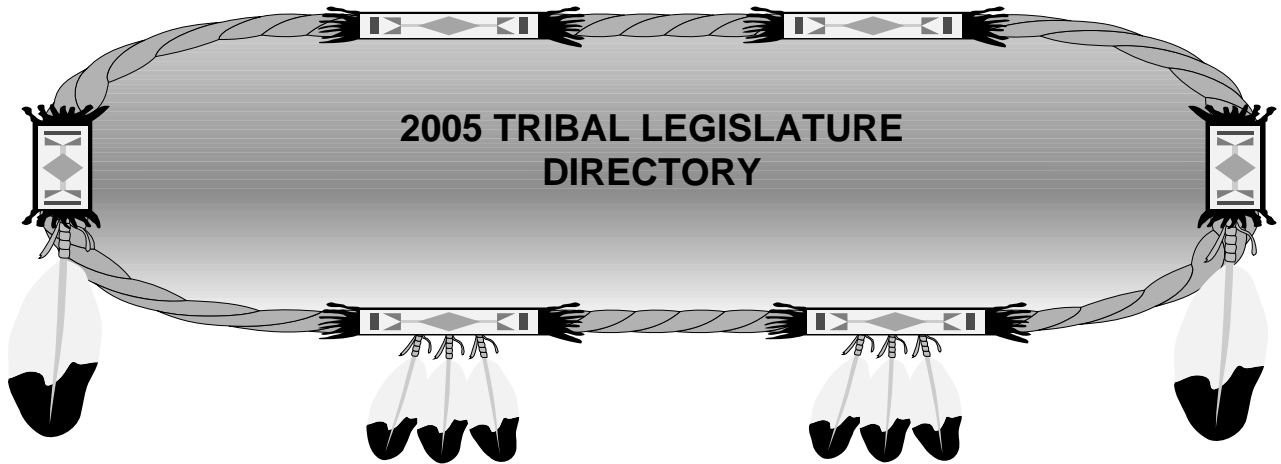
Wae wae non,

Michael Chapman, Chairman
Menominee Indian Tribe of Wisconsin

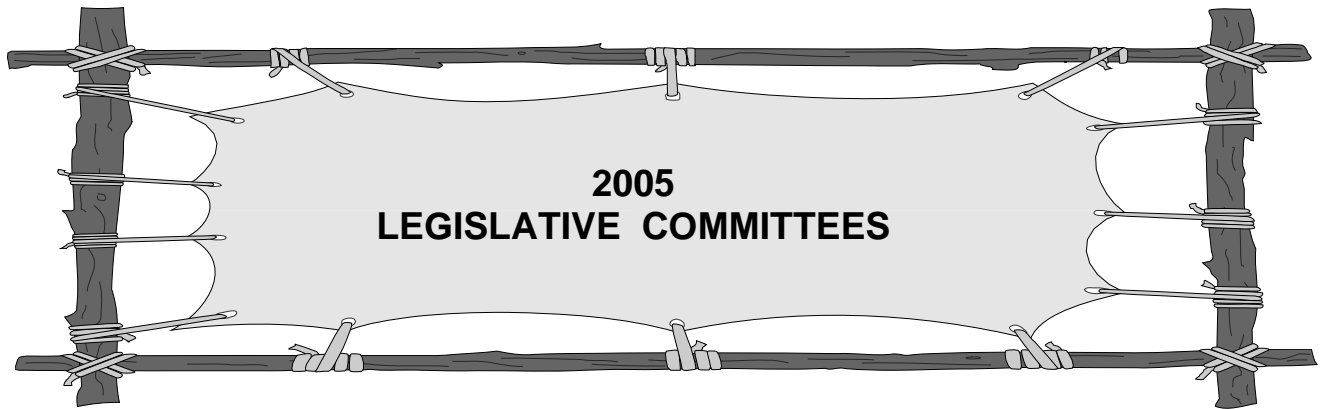
PROGRAMS

2005 TRIBAL LEGISLATURE DIRECTORY.....	1
2005 LEGISLATIVE COMMITTEES	2
AGING DIVISION.....	4
ATTORNEY, PROGRAM.....	4
CHILD CARE SERVICES	4
CLINIC.....	5
COMMUNITY DEVELOPMENT.....	23
CONSERVATION/RIGHTS PROTECTION	23
EARLY CHILDHOOD HEADSTART/EARLY HEADSTART.....	24
EAST- WEST UNIVERSITY.....	25
EDUCATION.....	26
ELECTION COMMISSION.....	28
ENROLLMENT	29
ENVIRONMENTAL SERVICES	29
FINANCE	31
FOOD DISTRIBUTION	31
GAMING COMMISSION	32
GENERAL ASSISTANCE	33
HISTORIC PRESERVATION.....	35
HOUSING HUD	37
HUMAN RESOURCES	42
INSURANCE.....	43
INTERNAL AUDIT DEPARTMENT.....	48
JOHNSON O'MALLEY	48
LANGUAGE & CULTURE COMMISSION	50
LAW ENFORCEMENT	51
LIBRARY.....	54

LICENSING AND PERMIT DEPARTMENT	54
LOAN FUND	56
MAEHNOWESEKIYAH TREATMENT CENTER	56
MAINTENANCE	59
MANAGEMENT INFORMATION SERVICE.....	62
MENOMINEE NATION NEWS.....	64
MENOMINEE TRIBAL SCHOOL	66
OPERATION OF TRIBAL GOVERNMENT.....	67
PROBATION/PAROLE	68
PROSECUTOR.....	70
PROPERTY MANAGEMENT/PROCUREMENT.....	71
RECREATION	72
SOCIAL SERVICES.....	74
SOUTH BRANCH COMMUNITY	77
TAX COMMISSIONER	78
TRANSPORTATION.....	79
TRIBAL ADMINISTRATION.....	79
TRIBAL JUDICIARY	86
TRIBAL UTILITY	87
WOODLAND BOYS & GIRLS CLUB	89
YOUTH DEVELOPMENT & OUTREACH.....	90
ZOAR CEREMONIAL	93
COLLEGE OF THE MENOMINEE NATION	94



MICHAEL CHAPMAN CHAIRPERSON P.O. BOX 1029 KESHENA, WI 54135	TERM-06	799-5113 Office 799-4037 Home
ANNMARIE JOHNSON VICE-CHAIRMAN W674 RED WING WAY KESHENA, WI 54135	TERM-07	799-4419 work 799-4831 Home
THEODORE WARRINGTON SECRETARY N4375 COUNTY HWY . AA SURING, WI 54174	TERM-07	799-4218 Home
GARY J. BESAW HC 1, P.O. BOX 219 A NEOPIT, WI 54150	TERM-08	799-5600 Work 799-3242 Home
LAURIE BOVIN N2840 STATE HWY 55 KESHENA, WI 54135	TERM - 06	799-5490 Work 799-4106 Home
LAURIE REITER P.O. BOX 446 KESHENA, WI 54135	TERM-06	799-3641 Home 756-2439 Work
STEPHANIE AWONOHOPAY P.O. BOX 1115 KESHENA, WI 545135	TERM-07	799-3236 Work 799-3171 Home
KENNETH A. FISH P.O. BOX 173 KESHENA, WI 54135	TERM - 08	799-4268 Home
KAREN WASHINAWATOK N3582 HWY 55 KESHENA, WI 54135	TERM - 08	799-4661 Work 799-3288 Home



BUDGET & FINANCE COMMITTEE

CHAIR: Anmarie Johnson

Stephanie Awonohopay
Laurie Reiter
Jeremy Weso – Administration
Kathy Kaquatosh – Finance
Dan Maine - Insurance
Jamie Wayka – Community Member
Harold Wilkes - Casino

ENFORCEMENT & RESOURCE PROTECTION

CHAIR: Gary Besaw

Tony Warrington
Mark Waukau
Bill Kussel
Al Fowler
Brian Lepscier
Barbara Nelson
Gary Schuettpeiz
Lynette Miller
Trilby McIntosh

HEALTH & FAMILY COMMITTEE

CHAIR: Karen Washinawatok

Mary Husby
Duane Waukau
Shannon Wilber
Betty Jo Wozniak
Jerry Waukau
Betty Gray

LABOR, EDUCATION & TRAINING

CHAIR: Stephanie Awonohopay

Dr. Verna Fowler
Gary Pyawasay
Dr. Donna Powless

COMMUNITY DEVELOPMENT

CHAIR: Ken Fish

Dave Corn
Bernard Vigue
Rick Warrington
Pat Corn
Dave Grignon
Jim Horton

GOVERNMENTAL AFFAIRS

CHAIR: Laurie Boivin

Karen Washinawatok
Jeremy Weso
Kathy Kaquatosh
Ben Kaquatosh
Bob Lansing
Marci Hawpetoss

HOUSING COMMITTEE

CHAIR: Theodore Warrington

Jim Horton.
Dave Corn
Kim Komanekin
Joseph Holl
Lloyd Pecore

Virginia Nuske
Rose Wauka
Wendell Waukau
David Wynos
Karen Washinawatok



TRIBAL AD HOC, TASK FORCES & COMMUNITY COMMITTEES

MTL/MISD TASK FORCE

CHAIR: Michael Chapman
Annmarie Johnson
Karen Washinawatok

MTL/MTE TASK FORCE

CHAIR: Laurie Reiter
Stephanie Awonohopay
Ken Fish

KESHENA COMMUNITY

CHAIR: Gary Besaw
Michael Chapman
Ken Fish

SOUTH BRANCH COMMUNITY

CHAIR: Theodore Warrington
Laurie Boivin
Karen Washinawatok

ZOAR COMMUNITY

CHAIR: Stephanie Awonohopay
Gary Besaw
Tony Warrington

MTL/MEN. CO. TASK FORCE

CHAIR: Laurie Boivin
Michael Chapman
Theodore Warrington

CASINO AD HOC

CHAIR: Comm will determine
Laurie Reiter
Stephanie Awonohopay

NEOPIT COMMUNITY

CHAIR: Laurie Reiter
Stephanie Awonohopay
Annmarie Johnson

MIDDLE VILLAGE COMMUNITY

CHAIR: Annmarie Johnson
Ken Fish
Laurie Reiter

CHICAGO COMMUNITY

CHAIR: Karen Washinawatok
Laurie Boivin
Theodore Warrington

AGING DIVISION

Joyce Kotschi, Director

The Menominee Aging Division has undergone significant administrative changes over the past year. A new Aging Division Director is in place and several of the staff had had their job duties reviewed, realigned and in some cases, expanded. Many of these changes have come as a result of budget constraints.

The Aging Division through the Nutrition Centers located in Keshena, Neopit and South Branch continue to provide meals for elders age 55 and older. Meals are also provided through these Centers to those elders who are homebound. The Nutrition program is serving approximately 3,000 meals per month. This is approximately 1,000 more meals per month than in 2003. Information and assistance is provided to the elders through weekly presentations at the Centers by various speakers. These have included presentations by representatives from Judicare, Elder Law, Social Security, Tribal Health Services and information about the Medicare Part D program. Intergenerational activities have been offered that pair children from the local community schools and the elders in various participatory programming.

The Benefit Specialist provides advocacy for elders in matters pertaining to legal issues and other types of concerns such as problems with Social Security, landlord tenant issues and help with understanding changes in Medicare.

The Caregiver Support Program provides temporary respite for family caregivers. The Coordinator also administers the Senior Companion and Foster Grandparent programs.

The Wolf River Community Based Residential Facility (CBRF) is pursuing licensing by the State of Wisconsin in order to access the limited funding available for residents. It is our hope to become less reliant on Tribal funds for the operation of the facility.

The Aging Division will be working with various departments and agencies in order to conduct an Elders Needs Assessment in 2006. We hope to obtain information that will help us to plan for the future needs of the Menominee Elders.

ATTORNEY, PROGRAM

Attorneys Keshena, Orcutt and Wilhelmi

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 has been funded through the indirect cost pool.

The Attorney's 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 Wisconsin Supreme Court.

Within the past the year the Attorney's Office was fortunate in obtaining the capable services of an assistant attorney who has caught on quickly. As a result, the turnaround time for contract requests, etc. has been reduced to same day service and more attention is devoted to Tribal matters.

CHILD CARE SERVICES

Penny Escalante, Director

Program History The Department of Early Child Care Services, formerly known as the Menominee Tribal Day Care Center, has been serving children and families of the Menominee Indian Tribe of Wisconsin since October of 1988. The facility is open year round and is licensed for 156 children age six weeks through twelve years of age. We are nationally accredited by NAEYC-National Academy of Early Childhood programs.

Program Philosophy Children learn through play and positive role modeling, thus it is the adult's responsibility to provide appropriate learning materials and social environment to enhance the learning process.

Program Vision: The center will strive to provide a safe, stable environment where children can learn, explore, create and play with the supervision of qualified teaching staff. Developmentally appropriate learning materials and activities will provide opportunities for intellectual, physical, social-emotional and cultural growth. The social

environment will encourage respect for the child as an individual, promote self esteem, provide a nurturing atmosphere, and experiences that will enrich the child and family.

Services Provided The center over the year provided educational child care services for 145 children ages 6 weeks old to 12 years of age. We have a curriculum that helps the teacher individualize activities to aid each child in reaching their developmental goals. The Menominee Language and culture is incorporated into the curriculum and other activities we do at the center. We offered Regalia making for the parents and we are really pleased to see the parents attend, this shows the interest of retaining our cultural traditions and we even had one child create his own grass dance outfit.

We continue to have Menominee Language and Culture incorporated into our classroom with the help of our dedicated Menominee Language Teacher. With the help of the Menominee High School Drummers and Singers we offered mini pow-wows and gatherings for the children and their families. We also held our Annual Day Care Pow-Wow to bring together surrounding early childhood programs and schools. We had had about 250 people attend.

With the help of a grant we collaborated with the College of the Menominee Nation to offer training opportunities for community and staff. The trainings included Brain Development; Science, Math, and Literacy; Child Abuse and Neglect; Beginning Sign Language; Personal Health and Hygiene; Scrap booking; Nutrition; Domestic Violence and the effects on children; CPR and First Aid, and Universal Precautions. We had many in attendance at the trainings with the average being twenty people. We collaborated with Youth Development and Outreach program to offer Menominee Parenting classes here at the center.

We do provide other big activities to help the parents become involved in their child's educational experiences. We had an Open House, Safe Halloween Party with activities, Autumn Pow-wow during Thanksgiving, Christmas we had Santa visit the children, Easter Bunny visited and parents were invited to do activities, Valentine Day Sweetheart Pow-wow.

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 approximately 4,000 eligible Indians and have an active user population of approximately 8,000 people.

In Fiscal Year 2005 we spent approximately \$14,146,330 on health services compared to \$13,540,203 in 2004.

2005 Financial Summary Report

	Ledger #	Contract Title	Total Expend.
1	101-195	Clinic Emergency Medical Services	\$4,800
2	156	2005 3 rd Party Budget	\$5,140,200
3	159	2005 3 rd Party Reserve	\$1,000,000
4	308	2005 Indian Health Service Contract	\$7,200,000
5	317	IHS Special Diabetes Project	\$425,000
6	316	Primary Prevention Diabetes Program	\$90,000
7	701	Women, Infant & Children	\$87,033
8	702	MCH Reproductive Health	\$75,328
9	704	WIC Farmer's Market	\$1,045
10	705	WIC Immunization	\$637
11	714	WI Well Women Program – HIPPA	\$3,000
12	715	IAP-LHD Immunization	\$10,736
13	717	Cooperative American Indian Health	\$10,000
14	722	WI Well Women's Program	\$12,594
15	729	MCH Perinatal Health	\$5,852
16	732	Medicaid Eligibility Outreach	\$40,475
17	736	EMS Funding Assistance	\$ 0
18	739	Child Lead Poisoning	\$929
19	741	Preventive Health & Health Services Block Grant	\$8,094
20	742	Fluoride Mouth Rinsing Program	\$2,031
21	743	Asthma Services	\$7,000
22	745	WI Well Women's Program Consolidated	\$6,516
23	746	WI Well Women's Program Expanded	\$1,303
24	910	WINGs Obesity (GIITC)	\$5,720
25	911	Rural Infant Health Project	\$10,000
26	914	MATEC HIV/AIDS	\$837
27	917	GLITC/WENC Tobacco Mini Grant	\$2,000
		TOTAL	\$14,146,330

Our goal is to maintain our current level of comprehensive health care services. IHS only funds about 40% of our level of need. The uninsured people we are responsible for under the Contract Health Service Program is approximately 746.

The Clinic has been forced to ration its health care. We have been on Priority I funding for CHS since 10/1/04, and our deferred care list has grown to 505 people and total dollar amount of \$691,556.

Through the leadership and vision of the Tribal Legislature, funds in the amount of \$281,000 have been appropriated from Tribal Funds to assist with some CHS deferred care services for 2006.

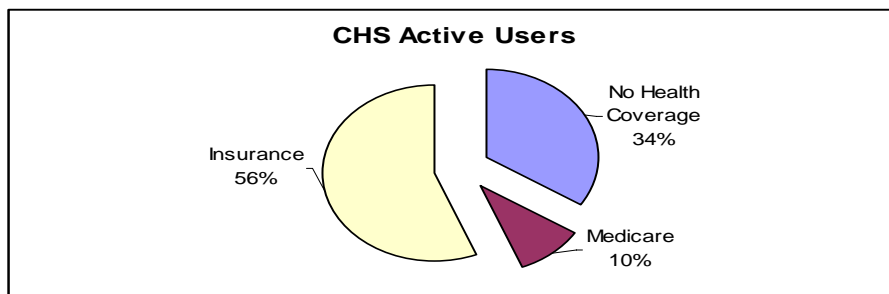
The Clinic employs over 120 employees.

The tribal health care system we have developed over the last 25 years must be maintained if we are going to decrease the health disparities and health outcomes for our People.

CONTRACT HEALTH SERVICES

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 programs, if available. The Contract Health Program has 2,210 active patients. 746 patients or 34% are not covered by any type of insurance, 226 have Medicare and 1238 are covered by health insurance. 458 patients or 21% of active users are 55 years and older.



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 and 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 a grave outcome.

Examples: Heart Attack, Asthma Attack, Kidney Failure

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.

Examples: Breast Biopsy, Cardiac Stress Test, Medications not available at Clinic

PRIORITY III: PRIMARY AND SECONDARY CARE: Treatment of non-emergent conditions that would have a significant impact on morbidity and mortality.

Examples: Cataracts, Gall Bladder Removal, Knee Pain

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.

Examples: Hip and Knee replacements, Bariatric, Nursing Home Care

PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefit.

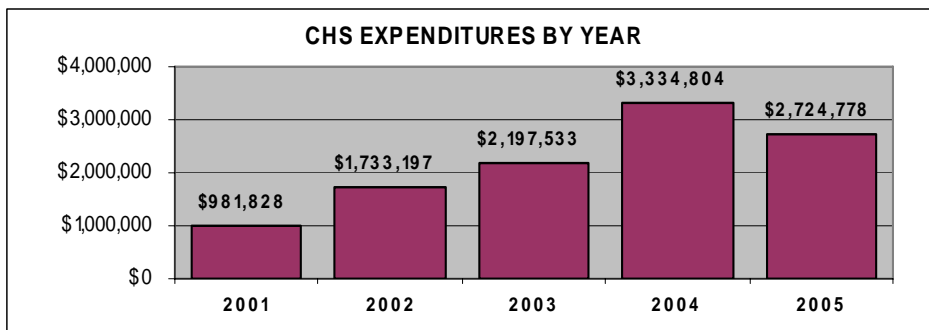
Examples: Services not covered by Medicare/Medicaid, Tattoo Removal, Lasik

On 10/01/04, Contract Health went on Priority I services (Emergent, Life Threatening) only. Patients, with Priority II referrals or lower, could elect to proceed with referral, with the understanding that they will assume responsibility for payment. All other referrals are placed on the Waiting List.

In 2005, 2,804 referrals were sent out for specialty care and diagnostic procedures. A total of 587 Priority 1 referrals were approved for Contract Health, 2,217 were Self-Pay (includes patient self pay, workers comp, medical assistance, etc.).

	REFERRAL BY CATEGORY		
	CHS	SELF PAY	TOTAL
Heart	81	193	274
Circulatory	13	22	35
Skin Disorders	22	72	94
Dental	113	38	151
Endocrine, Nutrition, Metabolic	6	28	34
Female Breast, GU	63	386	449
Gastrointestinal	71	265	336
Male GU	12	28	40
Musculoskeletal	72	577	649
Kidney, Bladder	28	64	92
Neurological	17	89	106
Pregnancy Care (high risk)	16	129	145
Eye	27	71	98
Ear, Nose and Throat	4	100	104
Lung	42	155	197
TOTAL	587	2,217	2,804

Even on limited Priorities, CHS is continually faced with funding shortages. Contract Health expenses in 2001 were \$981,828. Over the next 4 years, the expenses had increased to \$3,334,804 in 2004, and \$2,724,778 in 2005.



This year, Contract Health had a total of 24 patients with Priority I (Emergent, Life Threatening) expenses above \$20,000 in the amount of \$1,369,365 which was 50% of our total expenditures.

HIGH COST CASE SUMMARY

Cases Above \$20,000

CASES	TYPE	AMOUNT
8	Trauma	645,142
5	Cancer	306,869
5	Gastrointestinal	222,253
2	Heart Problems	97,529
3	Metabolic	73,373
1	Urinary Disorder	24,199
24		\$1,369,365

Deferred Care Services

The Deferred Care Waiting List is comprised of those referrals that do not meet the criteria for funding level of Priority 1 Services. As of 10/01/05, there are 505 referrals for Deferred Care estimated at \$691,556.

DEFERRED CARE SERVICES

<u>Priority Description</u>	<u>No. Referrals</u>	<u>Est \$ Amount</u>
Pr II: Acute Primary & Preventative Care Services	307	316,876
Pr III: Chronic Primary & Secondary Care Services	179	353,080
Pr IV: Chronic Tertiary Care Services	19	21,600
Total	505	\$691,556

In October, 2005, the Menominee Tribal Legislature approved an allocation of \$281,000 for Deferred Care Services. Referrals will be approved based on medical need using established IHS guidelines by a review committee comprised of the Medical Director, CHS Coordinator, and the Primary Provider.

Contract Health is a payor of last resort program according to Federal Guidelines. Patients who are potentially eligible for other health care coverage (Medical Assistance, GAP, SeniorCare, etc.) must apply for that program. This year, 438 referrals were made to Alternate Resources. 511 persons were eligible. 159 applications were sent in and approved by State of Wisconsin SeniorCare Prescription Program. There were 13 successful applications for Social Security Disability, 11 cases are still pending.

In January, 2006, Medicare will begin offering a prescription drug program called Medicare Part D. CHS Staff have attended training throughout the year, so that we can assist Medicare patients in applying for this program.

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. This information is important as all clinic staff depend on information in one form or another.

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

When a patient is seen at the clinic, we are able to bill the cost of those services to the patient's health insurance, Medical Assistance, Medicare, etc. The payment received from the insurance is put back into the clinic budget which is then used to continue to provide clinic services such as medications from the pharmacy, doctor visits, x-rays and so forth.

The Patient Registration department had 81,713 encounters this year which was an average of 327 patients per day. This is a 22% increase over 2004 encounters.

People registering for clinic services, need to bring in their insurance cards at each visit. This is especially important if the insurance information has changed.

MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment to the Menominee Tribe. The department consists of five (5) 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 8:00AM to 12:00PM and 1:00PM to 4:30PM.

The providers this year had 23,352 patient visits. This represents 1821 more patient visits than 2004. The physicians delivered 112 babies this year. The nursing staff managed 10,605 patient calls, answering health questions, and notification of lab and test results. Averages of 575 patients are seen monthly through the walk-in system, a 32% increase from 2004.

The Physical Therapy department continues to operate three (3) days per week. The no-show rate is 26%. The Therapists see approximately 130 patients per month.

The department continues to utilize the services of Dr. Fletcher, cardiologist, one (1) half day per month. This eliminates the need for patients to travel to Appleton for those services.

Dr. Larsen, a podiatrist is a new service offered to our patients. He sees patients at the clinic once a month. He is able to see an average of 12 patients a month. We are looking to expand his service to twice a month.

Another added service is Zoe Zimmerman, RN, she has been trained as a certified asthma educator. She is able to do spirometry, and patient teaching related to lifestyle changes and med administration to our asthma patients.

The department also added the "Ask A Nurse" phone time. Patients may call in for homecare advice and if necessary the RN can give the patient a same day appointment. She has received 494 homecare advice calls since the service started.



The five (5) 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 29 patients in local Nursing Homes.

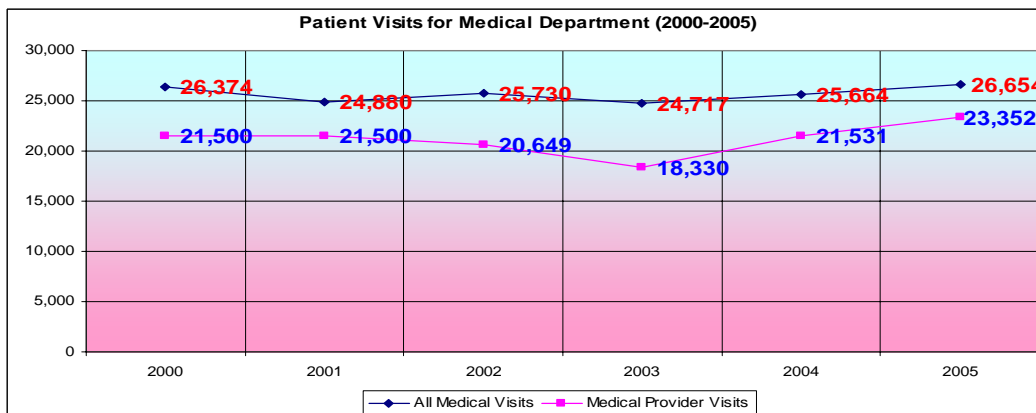
Dr. Guenther serves on the Tribal Child Protection Committee.

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 and as Preceptor for Medical Students and Residents. Two (2) Residents, four (4) medical students and two (2) Nurse Practitioner 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 Medical Records Department also know as the Health Information Management Department provides services to patients, clinic staff, and outside agencies including confidential health record maintenance, timely filing of patient reports and information/materials, transcription of voice recorded patient information, and proper disclosure of health information for a variety of needs,

Department staff attended mandatory training required for JCAHO accreditation and other training to enhance skills and knowledge in records management.

The Health Information Management Committee held regular meetings over the year which included reviewing and approving patient care forms and performing other necessary functions involving protection of patient information.

A new method for transcription duties was instituted that distributes the work equally between clerks present that day. This new method is working well. Transcription of dictated material is completed by 2:30 p.m. the day after the visit.

Total number of patient encounters by the *Medical Services Department for 2005 was 26,654

** Physician, Nurse Practitioner, Resident, Medical Student, Nurse, Physical Therapist, Laboratory technician, and Radiology technician as primary provider*

EMERGENCY MEDICAL SERVICES

The Menominee Tribal Rescue Service provides Basic Life Support Services along with the advanced skills of cardiac defibrillation, advanced airway management combi-tube, and administration of epinephrine for anaphylactic shock caused by allergic reactions. Some of the more common basic services include doing a patient survey/exam, gathering medical history information, administration of oxygen, glucose, charcoal, application of bandaging and splints, immobilizing of injured patients using various types of equipment, and transport to a medical facility when needed. Our service deals with a wide variety of illnesses and injuries. Some of the ways these injuries occur are by motor vehicle accidents, four wheeler, bicycle, boating, rafting, falls or other accidents at home, work, school, the casino and 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.

We also provide first aid services as time permits for area events such as school sports, Pow-Wows, and fitness events.

We currently have 23 EMTs of which three (3) are full time and 20 are part time "on – call".

Of these, two (2) are EMT-Basic and 21 are EMT Basic IV-Technicians. The goal is to have all new Basic EMT's be at the IV-Technician level within one (1) year of employment.

All of our EMT's are using the following skills and medications approved by the State of Wisconsin for use at the EMT-Basic level: (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.

In addition to the above skills and medications, the EMT-Basic-IV-Technician can supplement the above skills with the following skills: (1) Start intravenous fluid administration per standing orders enroute to the hospital when the patient's condition warrants it or on any other patient that medical control gives an order for intravenous fluid administration. (2) Administer narcan for suspected narcotic overdose. (3) Administer dextrose for diabetic patients with low blood sugar.

(4) Administer nitroglycerin for chest pain of a suspected cardiac origin.

Number of Calls	886	
Resulted in Encounters	857	
Patient Transports	571	64%
No Transport Needed	315	36%

For the reporting period, Menominee Tribal Rescue Service has responded to 886 calls, encountering 857 patients of which 571 were transported to a medical facility for definitive care. The remaining 315 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.

Outside ambulance services were called upon 119 times for ambulance calls while our service was busy or for advanced life support services including, 20 ALS ground ambulance intercepts and 6 medical helicopter transports.

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

BILLING

The Billing department is responsible for billing all patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing a computerized billing/accounts receivable software system. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear and contact payments, and selling Over the Counter (OTC) medications. The staffing plan of the department includes the business manager, systems coordinator, network administrator, five billing specialists, and three coding specialists.

For the reporting period October 2004 through September 2005, the Billing department processed \$10,537,420.00 in services. Of this amount, \$2,795,363.00 is considered to be non-billable or non-revenue producing, leaving a billable amount of \$7,742,057.00. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments was \$3,319,101.00. Payments received from insurance and patient payments for the period was \$4,554,250.00. The beginning accounts receivable was \$1,244,258 with a period ending balance of \$1,112,964.00. The following table summarizes this data.

Accounts Receivable - Services/Payments/Non-billable Adjustments & Write-Offs 10/1/04 – 9/30/05

DESCRIPTION	FY 05	Increase/(Decrease) from Previous FY
Accounts Receivable		
10/01/04 Beginning Balance	\$ 1,244,258.00	
9/30/05 Ending Balance	\$ 1,112,964.00	\$(131,294.00)
Total Services Posted in System	\$10,537,420.00	\$ 710,870.00
Total Payments Posted in System	\$ 4,554,250.00	\$ 335,797.00
* Total Non-Billable Services	\$2,795,363.00	\$ 232,176.00
Total Adjustments	\$ 3,319,101.00	\$296,000.00

*non billable services are services provided to tribal members who have no insurance source to bill and are automatically written off.

The following table summarizes cash receipts for services that were received in person or via the mail and the categories used for tracking purposes as well as the percentage each category represents compared to the total.

Cash Receipts Received 10/1/04 – 9/30/05

DESCRIPTION	Percentage of Total	FY 05	Increase/(Decrease) from Previous FY
Medicare	5%	\$ 237,367.00	\$ 9,192.00
Medicaid	26%	\$1,248,810.00	\$ (1,532.00)
General Insurance	65%	\$3,080,879.00	\$477,903.00
Personal & Other	4%	\$ 175,367.00	\$ 23,662.00
Totals	100%	\$4,742,423.00	\$509,225.00

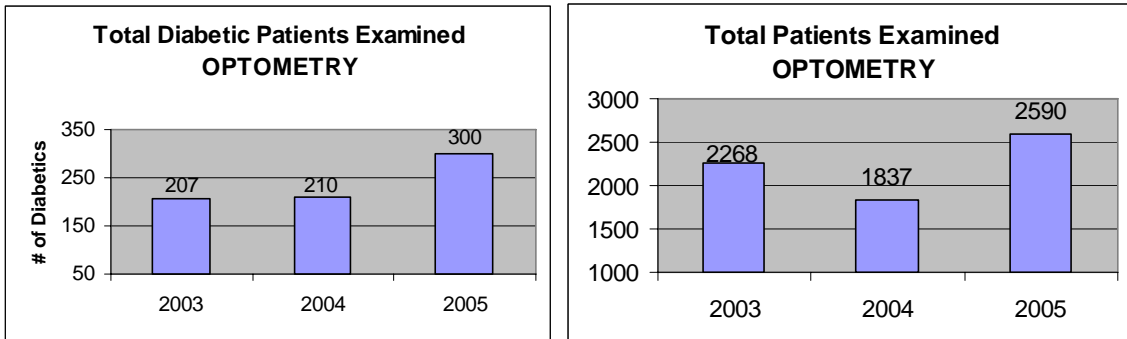
The following table summarizes department specific training/seminars attended by various staff in addition to all mandatory clinic in-service training held throughout the year.

Billing Department Specific Training 10/1/04 – 9/30/05

MONTH	# OF STAFF ATTENDED	TRAINING/SEMINAR TOPIC
October, 2004	2	*Medicare's Drug Card Discount Program
	2	*HIPAA Security for Government & Healthcare
March, 2005	3	*Medicare Part B 2005 Update and Effective Use of Modifiers
April, 2005	1	*Collecting Accounts Receivable
May, 2005	1	*Medicare/Medicaid Billing for Mental Health
August, 2005	3	*The New Medicare Drug Benefit
	1	*Audiology – Prior Authorizations
September, 2005	1	*Handling Difficult & Demanding Customers
	5	*6 th Annual Midwest Coding Symposium
Totals	19	9

OPTOMETRY

The Optometry Clinic consists of two (2) full time Optometrist, one (1) part time Optometrist, and three (3) Optometry technicians. 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.



Controlling pathology associated with diabetes remains a top priority in the department as Native Americans have proven vulnerable. Diabetes can be associated with profound impairment to vision. The prevalence of Native Americans with diabetes is high; thus, 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 before permanent vision loss occurs. The department continues to perform dilated eye exams on all diabetics and objectively monitor advancement via a 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 (30.2% for 2005) alarmingly continues to outpace the no-show rate department wide (21.8%). All diabetics are thoroughly educated at each visit and informed why it is important to follow-up for their next scheduled appointment.

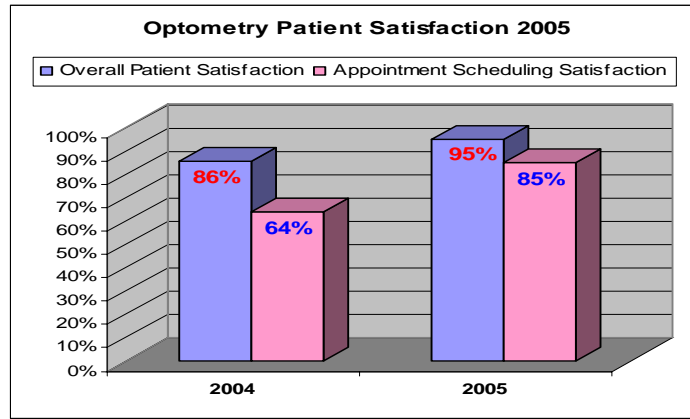
Other chronic illnesses treated in the Optometry department include Glaucoma, Cataracts, Macular Degeneration, Hypertensive Retinopathy, inflammatory conditions and many other debilitating ocular diseases. The department was able to purchase a hand-held intra-ocular pressure gauge this year to assist in the care of our glaucoma patients. This tiny instrument has proven extremely convenient for off-site patient evaluations and patients with poor mobility.

The walk-in clinic has proven successful in its first full year since its re-inception. Patients are encouraged to sign-in at patient registration at 8:00 AM on Tuesday mornings and then register at the Optometry department. The first five patients are given a comprehensive exam. Patients have enjoyed the convenience of not having to schedule. The walk-in clinic has allowed patients better access to the department. Should patients need to be seen quickly for an exam, they are able to arrive Tuesday morning, sign-in and get an examination.

Drs. Chelberg and 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 a comprehensive eye examination.

For the first time, the department was involved with the diabetes screening at MTE. Dr. Chelberg screened about 60 workers and was able to photo document the retina thanks to our portable camera.

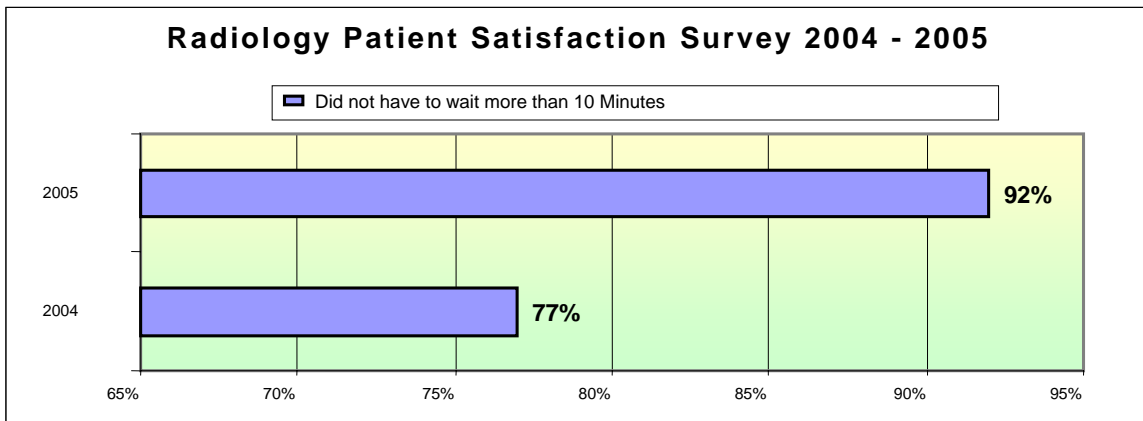
Contact lenses are now billed through the Clinic. This is a change from the previous policy, where the doctor ordered and billed the contacts through his personal account. As a result of this policy change, a complete inventory of trial contact lenses now exists allowing for quicker fitting of our contact lens patients.



RADIOLOGY

Joan Wearing started working in Radiology regularly 12 hours per week. X-ray film files have been purged through 1994. Film folders were color coded according to their numbers for easier filing.

Total X-ray Exams & Interpretations	4,506
Total Patient Encounters	4,770



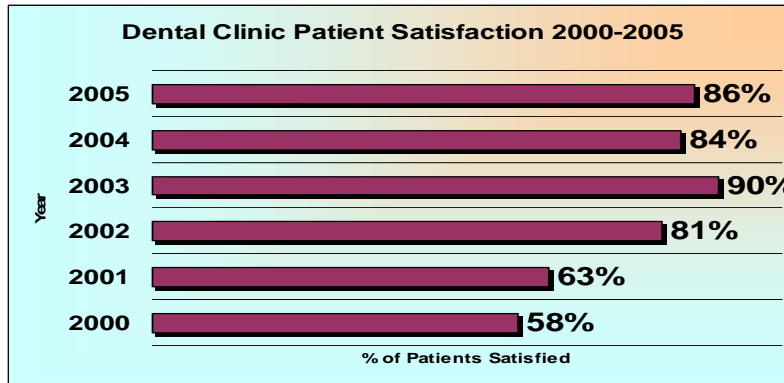
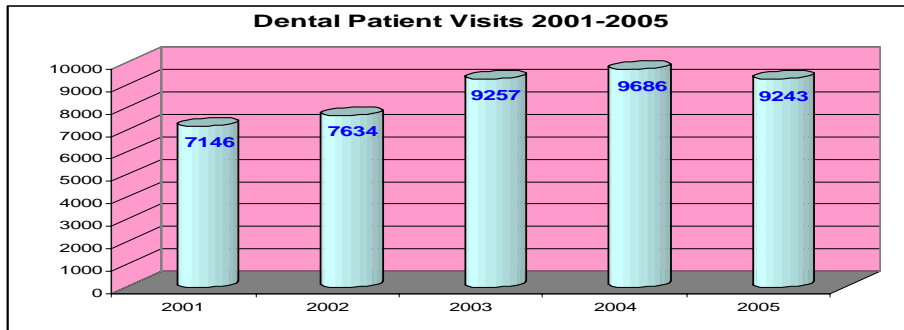
DENTAL CLINIC

GRANTS IN 2004: (1) Fluoride Mouth Rinsing Grant- \$2031 awarded in 2005 for school fluoride programs.

COMMUNITY PREVENTIVE PROGRAMS: (1) The effort to increase the clinic availability to diabetic patients continues to go well. (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 is offered to 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.

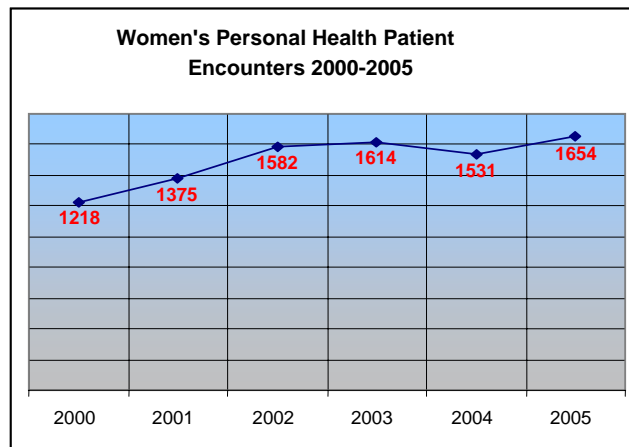
CLINICAL PREVENTIVE PROGRAMS: (1) Tammy Keller, RDH has been working with the well baby program and WIC to provide oral screenings and fluoride varnish to the children in those programs. (2) Pit and fissure sealants are placed on permanent posterior teeth when indicated and a sealant clinic is held every 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: Despite having been without one (out of 4) of the dentists for 9 months, projected totals for 2005: Patient visits: 9243 (9686 in 2004), Walk in visits: 2206 (2152 in 2004), Gross billings: \$1,650,413 which is 96% of the total in 2004. A new dentist started Aug 1, 2005.



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.



The WPH program saw 1654 clients this grant year, which is 123 more than last year. Our number of clients continues to grow yearly and we had quadrupled the number of clients seen since 1992.

Prepared childbirth classes are held every other month/1 night /week for four (4) weeks. Child care classes have been added to the program again this year. They are held every three (3) months.

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

Women's Personal Health Department continues to work with the CDC and offer free Chlamydia urine testing. One of our main focuses this year was to look at the number of teen pregnancies and ways to prevent the high numbers of pregnancies in this age group. There were a total of 26 teen pregnancies in 2005, compared to 23 in 2004.

LABORATORY

The laboratory averaged 1,044 patient encounters per month. Year end total is estimated to be 12,528, this would represent a 13% increase in the number of patient encounters for the laboratory department. The average number of tests performed in-house has been 3,741 tests per month for the first eight (8) months of 2005. The year end total for 2005 is projected to be 44,887, also a projected 13% increase over 2004. Tests referred averaged 692 per month for the first eight (8) months. Projected 2005 totals are estimated to be 8,307 which are significantly higher than 2004 levels. Some of this increase can be attributed to the increase in the number of patient encounters. Other factors contributing to the increase is a number of outbreaks of infectious diseases such as pertussis, blastomycosis, and salmonella resulting in a larger than normal request for these referred tests. Also patients receiving pain medication from the physicians are now being screened for abused drugs which also results in a larger number of referred tests. The number of drug screen clients continues to fluctuate from year to year. So far in 2005 the laboratory averaged 19 clients per month with a projected year end total of 228.

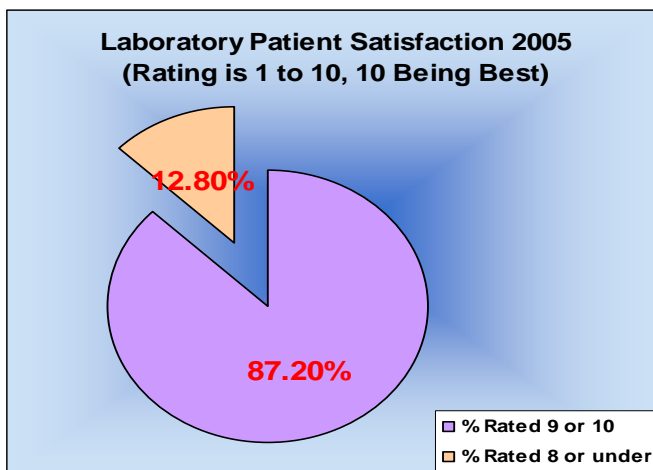
Staffing for the laboratory remains at three (3) full-time positions. One (1) staff member continues to work on average four (4) days per week. An "on-call" employee continues to work one (1) day per week.

The laboratory has an operating budget of \$417,376. Budget modifications were requested to provide additional funding for outside laboratory services to cover the projected shortfall due to higher usage.

Several "Requirements for Improvement" noted in the JCAHO survey conducted in 2004 were completed in 2005.

Marshfield Laboratory, our main reference laboratory, installed a new web based access software in 2005 to upload test requisitions and down load test results. This replaced a phone dial up system which was slow and outdated.

The Beckman-Coulter Micro-Diff Hematology Analyzer was replaced with a Sysmex POCH-100i Hematology Analyzer in 2005. Also a new laser printer was procured to print reports from Marshfield Laboratory through the web portal.



MENTAL HEALTH

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 position which has been open since November 2004, and a Consulting Psychiatrist who provides psychiatric evaluation, consultation, medications, and clinical supervision to the mental health staff. The Clinical Psychologist position is being recruited for and there is a possible candidate being considered. 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

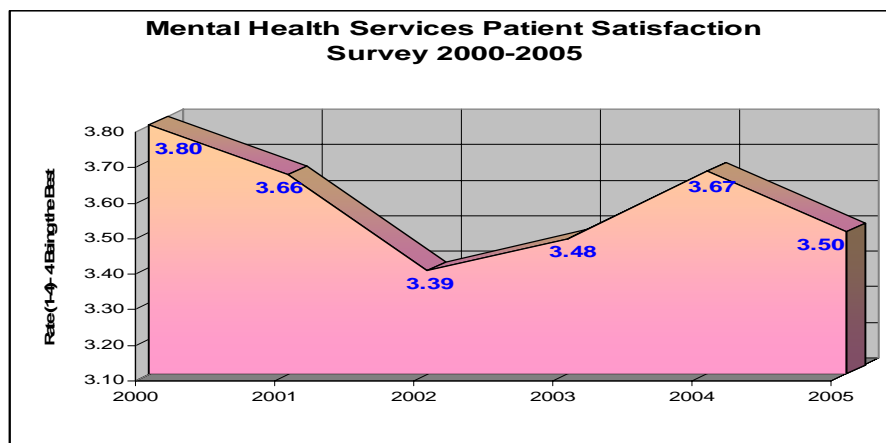
providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

The total contacts have decreased over this past year by thirty-five percent (35%). This obvious decrease is explained by the vacant staff position of the Clinical Psychologist. 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. The overall no-show rate continues to be unacceptable. The higher rate can be anticipated with scheduling out further from when the appointment is made due to not having the third provider so the client can not be seen in a timely fashion. As indicated above, the lack of having this third position presents a number of difficulties to individuals seeking mental health services. The no-show rate results in a loss of services provided and a loss of income to the Tribal Clinic.

Mental Health Services continues to work with other Tribal Clinic departments, Community agencies, Tribal organizations, local schools, and other agencies in the immediate geographical area. Finally, statistical information can be viewed on the attached form.

MONTH	PATIENTS SCHEDULED	PATIENT CONTACT	CONSULT	COLLATERAL CONTACT	TOTAL CONTACT	NO-SHOW
JAN	175	89	36	15	140	53
FEB	159	91	27	29	147	41
MAR	204	109	42	37	188	61
APR	186	99	37	24	160	60
MAY	151	90	32	28	150	42
JUNE	196	96	32	25	153	64
JULY	168	102	28	6	136	48
AUG	197	112	27	37	176	58
SEPT	160	81	30	34	145	50
*OCT	177	97	32	26	155	53
*NOV	177	97	32	26	155	53
*DEC	177	97	32	26	155	53
TOTAL	2127	1160	387	313	1860	**636

* The last three (3) months statistics are a projection of anticipated contacts based on the average of the previous nine (9) month.
 **The 636 is a 35% no-show rate.



COMMUNITY HEALTH NURSING SERVICE

The Community Health Nursing Service is responsible for Communicable disease surveillance and follow-up, implementation of the immunization program, coordination of the HIV/AIDS educational and prevention services,

skilled nursing services within the department and in the home, transportation, health check, rural infant healthcare and jail health.

Public health services provided for Menominee County Health and Human Services included:

- 1) Communicable disease follow up on

57	Cases of Chlamydia	4	Cases of Hepatitis C
6	Cases of Gonorrhea	1	Case of Hepatitis A
6	Cases of Blastomycosis	1	Case of Giardia
6	Cases of Herpes	13	Cases of Pertussis
15	Cases of Salmonella		
- 2) Medication injections for MCCHS clients ordered by Dr. Bommakanti.
- 3) Immunizations for 1,517 people.
- 4) TB tests done on 376 people.
- 5) TB medications management on two (2) clients.

A total of 3,482 Home visits were made over the year providing skilled nursing services that include medication review and management, wound care, central line care, diabetes education, and physical assessments. The nurses work with community programs and outside agencies to ensure their needs are met.

Two (2) staff provided transport to outside medical facilities and to the Menominee Tribal Clinic for a total of 57,241 transport miles.

Nursing service is provided to the Tribal jail on Tuesdays and Fridays with 258 Patient contacts made over the past year.

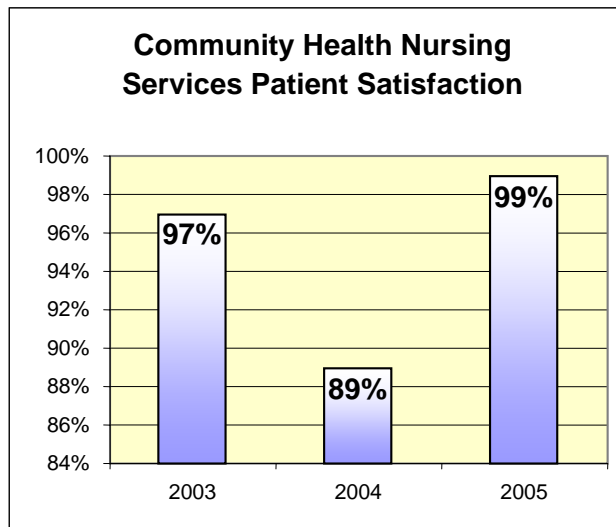
Health checks are offered on Tuesday and Thursdays. A total of 119 children were screened over the past year.

The Rural Infant Health worker made home visits to 113 newborns to assess weight, feeding, proper sleep position and checking for smoke alarms. She is also a Certified Child Passenger Safety Technician. Car seats were provided to 75 children this year with information on proper installation.

All CHNS staff is involved with health promotion/disease prevention. They assist staff from other departments at health screenings in the community, and wellness events such as the triathlon, poker walk, and Pow-wow run. HP/DP provided various Menominee Tribal Clinic Departments with health and educational materials such as pamphlets, posters, videos, and models to use in the course of patient education.

The HIV/AIDS coordinator arranges the Annual World AIDS Day Walk. Last year 85 people attended. HIV/AIDS prevention and disease management educational materials are provided to area schools and worksites as requested. Condoms are available to the public through the CHNS department. Menominee Tribal Clinic continues to lead the way in local tribal HIV prevention and awareness activities. We continue to stress HIV testing for all pre-natal patients. The Empty moccasin Memorial is on permanent display in Community Health.

The Community Health Department also oversees two (2) State grants- the IAP-LHD Immunization Grant and the Cooperative American Indian Health Grant. The Immunization Grant provides program supplies for our Immunization Program that is designed to increase and maintain the immunization rates within our community. We provide an incentive program, purchase immunization medical supplies, and provide training opportunities for staff with this grant. The CAIHG provides various departments with funds to support programs specific to their departments. The Community Health Loan Closet provides durable medical equipment on a temporary basis to those in need within the community. A fluoride program is sponsored through the Dental Department. WIC/Nutrition provides a breastfeeding support program through these funds and also provides educational materials specific to the WIC program for their clients. Mental Health Services utilizes these funds to purchase and update testing tools used in client care. Finally this grant funds the Infant Layette Program used by the Rural Infant Health Program for the newborn baby visits provided by the worker. This program was designed as a "door opener/incentive" for the worker when setting up or doing her home visits.



NUTRITION SERVICES/DIABETES PREVENTION

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. This year the clinic received a five (5) year grant award aimed at decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. The tribe was one of only 36 tribes to receive this grant. This first year has been devoted to planning and hiring of qualified staff, with year 3-4 aimed at implementation. Two (2) staff were hired with nutrition and wellness backgrounds.

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.

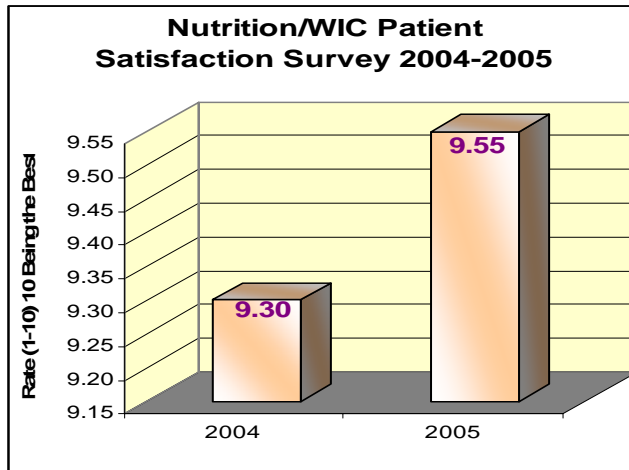
Highlighting this year's activities was the 5th Annual Relay for Diabetes held in August. There were a record number of participants this year with well over 240 walkers participating. Teams of family and friends exercised around the high school track and there were several activities for the kids this year. All of the Wellness Series events in the past year have shown dramatic increases in participation levels.

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. Nutrition In-services to Head Start Staff, Food Distribution, and Community Food Service staff were offered. A bariatric support group and a Nutrition Advisory Committee were attempted and offered to the community over the past year. Food Safety workshops were provided to the food service personnel using the ServeSafe curriculum. Nutrition and Diabetes In-services were provided to home health workers.

Wellness Screenings were offered throughout the community in collaboration with the Diabetes and Wellness departments. The Nutrition Director was appointed to the national review board of food packages for Food Distribution Program on Indian Reservations. This board met over the past year to further address the availability of healthy foods to the Menominee and other Indian Reservations.

Statistical Information (YTD)

Individual Client Visits:	355	Obesity	103
Diabetes	218	Agency Contracts	1,276



WOMEN, INFANT, AND CHILDREN (W.I.C.)

The Women, Infants, and Children Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program has provided assistance with childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation.

Notable highlights from this year include: The state WIC program is switching the computer operating system to a web-based system which will provide real-time client information. 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) was recently recertified by the International Board of Lactation Consultants. She continues to successfully maintain 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.

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.

Statistical information (YTD)

Caseload FY03	513
Caseload FY04	524
Approved Caseload FY05	545
Last 4 month average	549
Education Contacts	2,296
Breastfeeding Incidence	60%

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 last years 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.

WELLNESS

A wide spectrum of activities are going on that 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.

The clinic received Diabetic Prevention Grant coordinated by Dr Bivins and Scott Krueger. Because of this we were able to add a new Wellness Person and Dietician to staff. Not just treat diabetes but prevent it in future! Wellness is

a team approach and we stay connected through the Health Promotion Disease Prevention Committee. (share staff, resources, equipment, and funding.) The special diabetic project has been a lifesaver for funding.

Tobacco funding decreased from about \$28,000 dollars a year to \$2,000 dollars. We met and exceeded our goals and data should show improvements. Counties that had tribes within them had money cut and the money was distributed to GLITC program. There are ongoing meetings with Spirit of Eagle Group, Center for Tobacco Research and Intervention, and University Wisconsin Madison on Tobacco Abuse with focus on Cessation in Menominee People for future funding.

This is the 11th year that weekly Wellness Classes are held for 6th grade at the Tribal and Neopit Public School; Life Style Wellness Curriculum. Topics include leadership, asset building, learn unwritten rules for success in school, learned optimism, positive attitude, anger and stress management, values, humor, prejudice, sex education, abstinence, sexual trans disease, tobacco abuse, communication with parents, first aid, self care, blastomycosis, asthma, diabetes, and syndrome x.

As Coordinator of the “Menominee “WINGS” project”, completed baseline prevalence of obesity, cardiovascular, and diabetic risk factors in Menominee Children K-2. The intervention phase started: Fitness Director Nick Vraney runs after school fitness programs for third graders in fall, spring, and summer, at KPS and Tribal School. 4th graders 3 hour sessions on diabetes awareness, education, and prevention, than put on a program for parents to learn about diabetes. WINGS project ended data indicated that we need to start earlier and awarded a new grant from Wisconsin partnership called “ Strong Family Strong Child” Obesity Prevention Project in Head Start Menominee Kids. Hire Menominee Mentors to work with families in homes with goals to decreased screen time, increase family activities, and decrease soda and fruit consumption.

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

Donated some financial resources, staff, and time to community garden project, sturgeon festival, culture camp, youth Olympics, youth basketball and baseball tournaments, high school graduation lock in, and country line dancing. Worked with Diabetic, Fitness, and Recreation program on new playgrounds, walking trails; skate board park, Frisbee disk golf, basketball courts, and worksite fitness equipment. Taught Menominee High School health classes; conducted Health and Fitness Screening and presentations on “What Menominee Die From, What went wrong? And How to Prevent it!”

Addressed High rate of sexual transmitted disease Chlamydia in teens, had assembly at high school and six (6) months follow up Chlamydia rates decreased by 50%.

Continue to groom x-country ski and snow shoe trails at high school.

College of Menominee Nation: Presentations: Western Medicine and Wellness.
Adolescent Health and Menominee, Career Day Motivational For Youth, and X-Country Skiing

Presentation to 130 Menominee J.T.P.A. summer youth workers, on “Hidden Messages in Education, Business, and Community

Asset Building presentations to promote awareness to Youth Providers and Collaborative Council to be used in schools and community.

Learned Optimism presentation at Native American Prevention Conference in Baraboo.
Menominee Diabetic Conference and Head Start and Tribal School staff.

Member of Wisconsin Native American Tobacco Network: Menominee Youth attended “Elder and Youth Traditional use of Tobacco Retreat” at Wisconsin Dells.
Coordinator turnover at G.L.T.T.C. has caused some cancellation to sustain momentum of some tobacco programs.

Ongoing Menominee Smoke Free Homes and Vehicle programs head start through 2nd grade all schools, pictures of kids on car visors and presentations.

Asthma survey and education at Keshena Primary School

Coordinated 5th year of 6th grade Tobacco retreat. Fifty (50) Menominee 6th graders at Cedar Creek Lodge in Wausau.(4 hours of presentations on proper use of tobacco, scope of problem, addiction, health effects, costs, etc.)

Menominee High School Alternative to Suspension smoking cessation program ongoing.
Meeting with Wisconsin Smoking Quit line staff about smoking quit line and native people.

Smoking cessation new clients at clinic 327.

PHARMACY

The Pharmacy provides the Menominee patients with medications and appropriate information about these medications.

ACCOMPLISHMENTS: The Pharmacy & Therapeutics Committee added the following drugs to our formulary: Vicodin 5/500, Azopt Ophthalmic solution, Seroquel and Biaxin.

The Patient Satisfaction Survey results were very good with an overall rating of 9 out of 10. Patient comments were positive.

This year, 2005, the Pharmacy will dispense approximately 98,000 prescriptions. This is up from last year by about 40 prescriptions per day. The busiest month was August when we filled 9,022 prescriptions. The busiest day since the last annual report was Nov. 23, 2004 when we filled 723 prescriptions. For 2006, I estimate we will dispense 104,000 prescriptions.

Jaime Thiel was hired as a Pharmacy technician. Paula Peters and Amber Kaquatosh were hired as a Pharmacy Assistants.

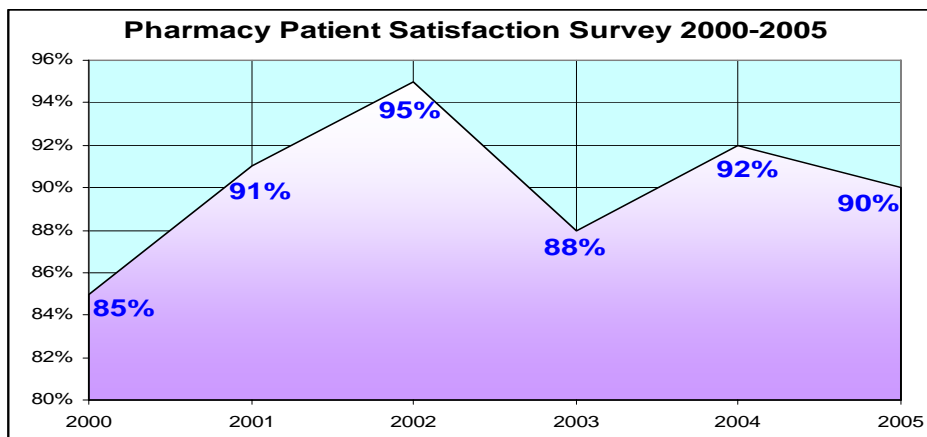
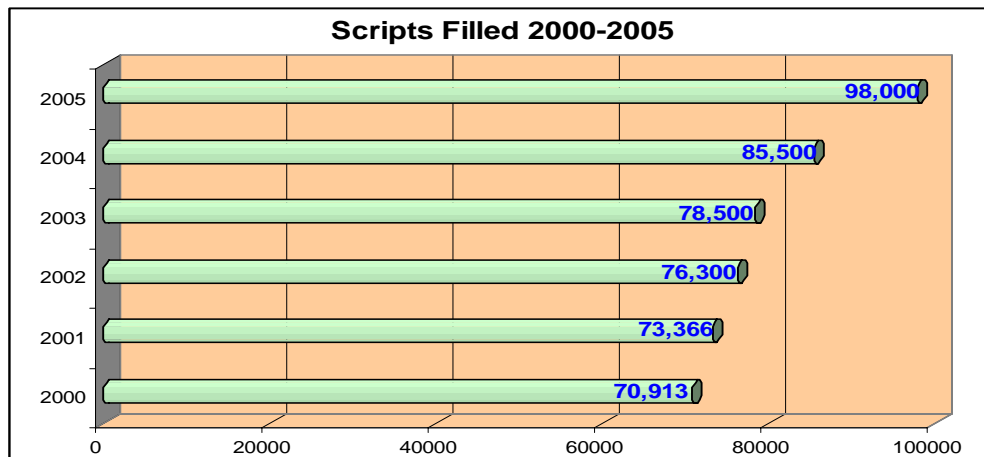
The pharmacy switched wholesalers to McKesson Pharmaceutical which is through the Indian Health Service. This switch is saving money with drug purchases. Since the switch, only 2 drug items have gone up in price and 29 have gone down in cost.

We had a pharmacy student from Wilkes University in Pennsylvania.

PROBLEMS: Insurance drug problems continue to be a challenge to deal with, as insurance carriers are being more restrictive in drug coverage.

The drug volume has gone up drastically resulting in increased drug spending more than projected. I am looking into automation to help with the volume.

Year	Total \$ Spent	% Increase	# Scripts Filled/YR	Cost/RX
2000	\$ 649,594	-24%	70,913	\$9.16
2001	\$ 733,607	13%	73,366	\$10.00
2002	\$ 714,285	-3%	76,291	\$9.36
2003	\$ 839,311	18%	80,686	\$10.40
2004	\$1,000,000	19%	87,518	\$11.43
2005	\$1,200,000	20%	98,000	\$12.24
2006	\$1,332,000	11%	104,000	\$12.81
Average: 11% Increase/Year				



DIABETES

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.

Physical activity is very important to the Diabetes Program. Multiple exercise activities are held throughout the year. A fall and spring weight loss/wellness group was held for all community members. This group met two (2) times each week for 12 weeks and included 15 minutes of education on various topics and 30 minutes of exercise. Other exercise activities included the Tuesday Night Summer Walking Series, the Diabetes Relay, the after school physical activity program for 3rd grade students at both the Tribal School and Keshena Primary School and the Tour de Rez. PACE Exercise classes were held one time each week at the Senior Centers. The Diabetes Program also assisted the Heart of Menominee Poker Walk/Run, the Menominee Triathlon, the Pow-Wow Walk/Run, and the Tribal School Athletic Program. Exercise equipment has been placed at the worksites so that employees can get the benefits of exercise during lunch and break times. Exercise bikes are being used by Diabetics on the registry and showing improvements in HgbA1C lab values.

There were 10 Health screenings done throughout the year at various worksites including all schools. These health screenings include blood glucose, blood pressure, cholesterol, HDL, lung volume, body fat composition, carbon monoxide, skin fold, height, weight, strength and waist circumference. Three hundred forty-two (342) people were tested. Of these, 53 people were found with pre-diabetes and 17 new cases of diabetes were found.

Education on Diabetes is done at every opportunity. Two (2) educational conferences are held each year for all community members. Presentations were done at all senior centers, schools, and head start.

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, a Health Educator

for the Diabetes Prevention Program, and a representative from Administration. The Diabetes Program has three (3) Certified Diabetes Educators on Staff.

There are currently 655 patients on the Diabetes Registry; five (5) of these patients are under the age of 18. 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.

COMMUNITY DEVELOPMENT

Bernard Vigue, Director

The Community Development Department is composed of the following: Solid Waste & Recycling, Land Use, Planning, Community Development, Menominee Business Center, Roads, and Facilities. Our total budget is approximately \$4,000,000 with the Tribe contributing approximately \$285,000.

FY05 projects:

- 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
- Major Roads construction projects were Our Children’s Road, Joe Summers, Neopit Sidewalks, and the construction of the Red River Bridge.
- Completed a Tribal Transportation Plan for the BIA
- Cleaned up illegal dump sites on the reservation
- Completed a one year wind energy study from the Cellcom Tower site on Camp Four Hill There is a lack of wind power for economical wind power generation
- Coordinated the establishment of a Menominee Chamber of Commerce

FY06 Planned activities:

- Major Roads projects: County AA, Keshena Well, Keshena Water Tower, Bass Lake, Cemetery, South Branch Community Center, County V V., Casino sidewalk, and Fairgrounds
- Construction of a new well for Zoar
- Develop business plans, obtain funding, and construct a retail center in Keshena
- Complete a study of the Wastewater System in Neopit
- Replace the Fairgrounds and Keshena Falls bridges.
- Design/construction of bridges for Bass Lake, Spears Road, Stacy Dam, and Smokey Falls footbridge
- 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 at scattered sites

CONSERVATION/RIGHTS PROTECTION

Al Fowler, Director

This program will achieve the on-going 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/warnings, in-service training, conducting annual fish and game surveys, stocking of fish and adhering to prescribed fish and wildlife management methods. This report is broken down accordingly.

Financial Data:	Budgeted	Current	Projected	Balance
BIA Funds	\$358,658.91	\$ 0.00	\$358,658.91	\$ 0.00
Tribal Funds	\$229,913.00	\$207,252.42	\$229,913.00	\$ 22,660.58
Totals	\$588,571.91	\$207,252.42	\$588,571.91	\$ 22,660.58

Outputs:

	<u>FY. 2005</u>	<u>F.Y. 2004</u>
Reportable Incidents	367	383
Warnings Issued	10	8
Citations Issued	58	65
In-service Hours.	240	164
Interagency Assists	37	38
Complaints Received	108	53

Executive - We can finally report that financially it was a very good year. This was due in part to the procurement of some U.S. Fish and Wildlife Service grants for Timber Wolf Reintroduction and Lake Sturgeon Management amounting to an additional \$150,000. With that two technicians were hired and this helped off-set some of this department's normal expenses which resulted in some savings of tribal funds. We also obtained some federal dollars for Chronic Wasting Disease (CWD). We also received an add-on from the BIA for \$19,000 we are attempting to put aside dollars for our building move and have put out for some bids to achieve what appears to be a lofty goal. Late in the year, we also began getting price quotes on a possible new office facility to house this department. We also note that the Director participated in the Strategic Planning process with other directors at the Menominee College.

Conservation Law Enforcement - Warden personnel had a busy year as shown, there were 367 incidents reported which resulted in the issuance of some 58 citations mostly for trespassing and solid waste. Warden personnel all participated in training to achieve their mandated 40 hours of in-service which included their service weapon qualification. Warden personnel also sponsored the annual Hunter Safety in which some 60 students participated and were consequently graduated. Our new warden, William Cox left for Artesia NM in June for his Basic Police Recruit Training which he graduated with highest honors in late September. Two of our personnel received awards for participation in the Junior Achievement program within the Menominee School District. We find that working with the youth helps to better achieve rule compliance and respect for our resources. A sour note is that our patrol activities are hampered by the excessive maintenance on two old patrol vehicles.

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 stocks are doing really well. Two technicians were retained to assist with Lake Sturgeon monitoring and Timber Wolf projects. In February of this year, we began our first sturgeon spearing season which was an historic milestone for the Tribe as the Tribal Chairperson, Conservation, Conservation Commission, U.S. Wildlife Personnel and DNR representatives attend the opening day of the event. Also in February, we were hit with some bad news that the alpha female of our wolf pack was accidentally, but illegally snared on the reservation. That was a major blow to our project since the female was pregnant with seven pups. As for CWD testing, we paid out \$915 to hunters for their deer heads which equates to 61 deer heads. The beaver subsidy program is still ongoing and we paid out \$5,600 which equates to 160 beaver. Under this objective, our spring wildlife surveys indicate that our deer herd increased from 9.4 deer per square mile to 11.4 which brings us closer to our management goal of 12 – 14 deer per square mile. This increase can be attributed to the closing of the deer shining hunting method.

Environmental Quality

Again this year, junk cars were the central focus of enforcement agencies on the reservation as the Junk Car Ordinance was amended to include Conservation as an enforcement agency. Also, there were twenty-six solid waste incidents reported and investigated, six of which resulted in citations.

EARLY CHILDHOOD HEADSTART/EARLY HEADSTART

Mike Skenadore, Director

Menominee Nation Early Childhood Head Start/Early Head Start

It is the goal of Menominee Nation Early Childhood Head Start/Early Head Start Program to provide a comprehensive educational program for children from birth to age five and their families. Our service area includes the Menominee Indian Reservation and surrounding communities in Langlade, Shawano and Oconto counties. We have the capacity to serve 210 children through our Head Start program and 32 infants and toddlers through our Early Head Start program. The program is based in two centers, the Dolores K. Boyd Center in Keshena and the Middle Village Child Care Center housed in the Maehnowsekiyah center. There are a total of 4 infant on toddler rooms and 12 pre-school rooms for 3 and 4 year-olds.

Enrollment in Head Start continues to lag behind projections with 182 (86% of capacity) students enrolled in the two centers. The staff has begun researching the basis for this historical under-enrollment. The resulting plans will shape our recruitment plans for upcoming years. The Early Head Start program has enrollment of 32 children (100% of capacity) with 8 pregnant mothers with a waiting list of more than 35. As we plan for upcoming years we will be examining the allocation of our resources.

During the 2005-2006 program year we will be implementing the "AI's Pals" prevention and social skills curriculum in conjunction with Maehnowsekiyah. All of our teachers have completed their training in the delivery of the "AI's Pals" curriculum with a refresher given this fall. When fully implemented, "AI's Pals" will help our children

understand their feelings and deal with inappropriate behavior in a more constructive way. The program will also mesh with Menominee Indian School District's kindergarten prevention program.

Implementation of the Creative Curriculum for Infants and Toddlers and the Creative Curriculum for Preschoolers is continuing. This year we are providing more supervision of classroom activities and frequent checks to ensure that teachers are using the curriculum and that they have the appropriate resources and training to fully implement the curriculum.

Early Head Start and Head Start teachers continue to take advantage of the educational opportunities available to them through the College of Menominee Nation. We have 12 full-time teachers who have received their Associates degree with 13 more somewhere in the process of receiving their Associates degree. Head Start has been working to strengthen its relationship with CMN by more closely monitoring student progress, providing space and time for students to study with tutors and rewarding employees who achieve educational milestones.

The Head Start/Early Head Start program is looking forward to our triennial on-site Federal review. During this process a federal review team will be present to review all aspects of our program. The staff is working very hard to prepare for our review. We are identifying focus families for the team to meet during their review. We are additionally working to identify focus staff groups as well as community partners. We are looking at the review process as an opportunity to check our performance against federal standards and help us generate areas for improvement.

The 2005/2006 program year will be a transitional year as a new program director has been hired. While the implementation of initiatives started in previous years will continue to move forward there will be some new areas of emphasis:

1. Student transitions from Early Head Start to Head Start and from Head Start to Kindergarten will be two of the focal points of our program. We will be working with all involved to ensure the smoothest possible transition for our Head Start children.
2. Another area of our program that will receive added attention this year the Policy Council and committee structure within Head Start. The staff is prepared to provide needed support to help the Policy Council and the various parent sub-committees function at a very high level in providing the leadership for our program that helps us fulfill our mandates.
3. Community partnerships, such as the partnership we have with the Menominee Tribal Clinic, are going to be receiving more attention this year. We will be working to detail all of our partnerships in writing and have signed agreements between the agencies involved with Head Start.
4. Organizational structure will be an on-going area of added emphasis. The goal of structural changes will be a Head Start program that distributes tasks and responsibilities appropriately and equitably. These structures will also improve accountability to the community and our funding sources.

As we look to the future we will continue to provide the highest quality early childhood educational opportunities for our children and their families. We will enhance the opportunities and services for our children and parents through increased cooperation with community agencies and we work to have the most qualified and best educated staff possible.

EAST- WEST UNIVERSITY

Karen Washinawatok, Keshena Campus

The Keshena Campus proudly announces that our academic program continues to offer a four-year degree. The Keshena Campus collaborates with community programs serving all ages. Students, staff and faculty attend community gatherings in addition to offering free Menominee Language classes, workshops to improve the health status of individuals who participate, employ instructors who are familiar with the heritage and culture of the Menominee community and continually focus on the renewal and maintenance of values inherent to indigenous people. East-West University has received approval and funding to research the learning styles of native youth, working in conjunction with Northwestern University and the Chicago American Indian Center. East-West University, Keshena Campus also coordinates training activities with the assistance of community resources. Panel members provide increased understanding of native people and our values through cultural-based sessions for the Environmental Protection Agency – Region V managerial and program staff serving American Indian communities.

The Bachelor of Arts degree program in Behavioral & Social Sciences guides the student through an interdisciplinary group of courses on a quarterly system. The fall transition included assessing prior credits earned on official transcripts, developing campus specific materials and expanding the academic program offerings. The program demonstrates how applied scientific research aides in understanding and resolving critical and social

issues. Students majoring in this area will have both the technical ability and the attitude to understand global/tribal interdependence, the artistic, social and scientific contributions of many nations and cultures; the role and importance of science and technology in social and human development; and the need to recognize individual human beings as the fundamental focus of all socio-economic and cultural activity.

The program also provides students with the skills to succeed in graduate study of history, psychology, sociology, political science, law, government, international/intertribal relations and similar fields. Students will be educated to work in various professions including all human services professions, counseling, research and evaluation, government and non-governmental international/intertribal service and public relations.

East-West University is designed to develop the student's ability to communicate effectively along with the basic skills of listening, perceptive reading and clear writing. In the advanced courses students will develop an ability to read and write with an increased awareness of structure, substance and style; sophistication in expository and creative writing; a sense of literary and film history genres; an ability to debate persuasively; and an appreciation of differing values in human existence.

The institution will broaden the educational and cultural programming to meet the educational needs of those who plan to remain in their respective communities while seeking employment and leadership opportunities. As a non-denominational and independent institution of higher learning, East-West University admission is open to all and does not discriminate on the basis of sex, race, national origin, tribal affiliation, religion, socioeconomic background or against persons with disabilities. We are an equal opportunity employer and educator.

We invite you to call or stop by with questions, to enroll and register for fall classes which are offered on a quarter basis at the Keshena Campus (located across from St. Michael's Church).

The Higher Learning Commission of the North Central Association (NCA) of Colleges and Schools granted East-West University accreditation to award bachelor's degrees effective December 1983. The NCA conducted a site visit in October and the committee recommended site approval for the Keshena Campus. All courses are accredited by the Higher Learning Commission of the NCA.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

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

1. Financial Aid Application assistance on the Internet and help with admission forms
2. Education counseling
3. Information and financial aid workshops
4. Student advocacy regarding financial aid and academic follow-up to maintain eligibility for continued funding, according to Tribal policies.

Academic Year 2004 – 2005	Ending May 2005	FY 2005 Budget:	\$253,208.44
A. Number of new students	27	Expended	<u>249,425.13</u>
B. Number of active students	166	Balance	\$ 3,783.31
C. Number of graduates	25		

HIGHER EDUCATION SUMMARY: We have had another record year of student completions. Funding remains an issue for students starting the fall semester because grant funds are depleted before September. Fall grants cannot be processed until after October 1, the beginning of the next fiscal year.

ADULT VOCATIONAL TRAINING

This program provides BIA/Tribal grants to eligible Menominee students attending a 1 - 2 –year vocational/technical degree, diploma or certificate programs. The grants are also based on financial need. Students must apply for financial aid and be accepted into degree/diploma or certificate programs. Services provided to these students are the same as provided to students in the higher education program.

Academic Year 2004 – 2005 Ending May 2005
 A. Number of new applicants 26
 B. Number of Active Students 79
 C. Number of Completions 7

FY 2005 BUDGET: \$219,775.22
 Expended 216,587.89
 Balance \$ 3,187.33

AVT SUMMARY: The number of students in technical programs increased 3% compared to last year.

EDUCATION SUPPLEMENT:

FY 2005 BUDGET: \$202,000.00
 Expended 200,740.67
 Balance 1,259.33

All supplemental funds are used for scholarships for undergraduate and graduate students in colleges, universities and technical colleges.

ADULT EDUCATION

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

Services provided are:

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

Academic Year 2004 – 2005		FY 2005 BUDGET:	\$47,522.49
Total Number of GED/HSED Completions	42	Expended	<u>42,341.42</u>
Total Number of Adult Education Completions	9	Difference	\$ 5,181.17

AE SUMMARY: The new GED Instructor began in January 2005. All agencies were notified when she came on board. It took approximately 1 - 2 months to rebuild the number of participants previously recorded.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B4)

HIGHER EDUCATION & A.V.T.

Student grants under these contracts are usually expended well before the end of the fiscal year. Because of this, in order to equitably serve students who are earnest in their efforts to achieve their education, a policy was adopted by the Tribe in December, 2004 requiring students to maintain satisfactory academic progress (2.00 GPA or better) in order to remain eligible for continued funding. Students who began the fall 2004 semester were grandfathered in under the old policy that allowed for probation if the GPA was less than 2.00. Students who began the spring 2005 semester were notified of the change. The policy has been incorporated into the Student Handbook.

W.I.E.A. sponsored a legislative breakfast in Madison on February 16, 2005. This was the most successful breakfast held to date with 17 State Legislators in attendance. The Education Director continued to advocate for the restoration of the Wisconsin Indian Student Assistance Grant and the needs of Indian students in Tribal and public schools.

Also in February a Financial Aid Workshop was held at MISD in cooperation with the Guidance Counselor for students and parents.

The Education Director was involved with the formation of a Circle K Student Organization at CMN. The focus of the organization is developing leadership skills as well as community and youth oriented projects.

The Wisconsin Indian Education Association (WIEA) held their annual conference on the Stockbridge/Munsee Reservation in April. The Education Director did a workshop on youth day for high school students on "How to Write a Successful Essay." WIEA offered Four (4) \$1,000 scholarships statewide on a competitive basis to Indian students. One (1) of the four was awarded to a Menominee Student. A Menominee woman was selected as "Indian Educator of the Year" and both were recognized at the awards banquet held during the conference. When the Tribal Legislator scheduled to be the speaker at the annual JOM High School Seniors recognition banquet in May he was unable to attend, the Director stepped in as guest speaker.

ADULT EDUCATION

The GED Instructor is working well with students. Through her efforts and encouragement, at least 5 GED/HSED students have followed through with continuing education programs locally.

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 & Special Police Chief Election was November 10-11, 2004 Tribal Members certified as "On Reservation" Candidates for this election were:

Fay Annamitta	Kenneth "Bum Bum" Fish
Gary J. Besaw	Karen Washinawatok
Barbara "Bobbi" Caldwell	Anthony "Tony" Waupochick, Sr
Evelyn "Cookie" LeRoy Church	James C. Wayka
Joan R. Delabreau	Bruce A. Wilber, Jr.
Judith L. Duquain	

The following were certified as Candidates for the Special Police Chief Election:

Adrian "Dusty" Miller	Mark K. Waukau, Sr.
Nathalyn "Nan" Waupoose	

Voting results at the polls and absentee on November 10-11, 2004

Neopit Fire Station	207
Keshena-Gordon Dickie Center	438
Absentee Received	586
Total	1,231

The top six in the Primary Tribal Legislature Election were:

Karen Washinawatok	679	Anthony Waupochick, Sr.	532
Joan R. Delabreau	632	Kenneth "Bum Bum" Fish	410
Gary J. Besaw	619	Barbara "Bobbi" Caldwell	387

The remaining candidate's votes went as follows:

James C. Wayka	382	Bruce A. Wilber, Jr.	307
Judith L. Duquain	315	Evelyn LeRoy Church	214
FayAnnamitta	309		

The Final Election was held on January 12-13, 2005 and the winners were:

Karen Washinawatok	743	Gary J. Besaw	507
Kenneth "Bum Bum" Fish	540		

The remaining candidate's votes were:

Joan R. Delabreau	491	Barbara "Bobbi" Caldwell	360
Anthony Waupochick, Sr.	419		

The Police Chief results were as follows:

Mark K. Waukau, Sr.	720	Adrian "Dusty" Miller	432
---------------------	-----	-----------------------	-----

Voting results at the polls and absentee requests:

Neopit Fire Station	155
Keshena-Gordon Dickie Center	517
Absentee Received	576
Absentee	1,248

The Tribal Election Commission budget for FY2003-04 - \$53,925.00

ENROLLMENT

Gaynelle Hawpetoss, Director

The Menominee Tribal Enrollment Department provides services directly to tribal members as well as other tribal programs, Menominee Tribal Enterprises, Menominee Election Commission and Menominee Indian School District. The department's primary duty involves the update, maintenance and oversight of the Menominee Tribal Membership Roll.

	<u>2005</u>	<u>Total</u>
New Members	137	8343*
New Ancillary Enrollees	150	937
Blood Quantum Changes	51	N/A
Relinquishments	16	163
Members Deceased	37	2267
Eligible Voters	6293	
Minor Membership	1964	
Members Age 55 and older	884	

In 1954, the Menominee Rolls consisted of 3,312 tribal members; these are the base roll members. The living* membership totals 8,343 as of September 30, 2005.

Current Projects:

Amending Enrollment Ordinance 79-15 - Clarification has been added to the original enrollment ordinance. After review from the Enrollment Committee, the Government Affairs Committee will review and recommend changes to the Menominee Tribal Legislature. Highlights of the amendment include: adding the requirements of the ancillary roll, per capita guidelines and enrollment application process.

Archiving Documents – With the assistance of TANF trainees, thanks to Community Resources, historical documents are being preserved and archived. In the past these records were utilized as working documents and have undergone deterioration. The main obstacle to this project is the considerable expense of archive supplies.

Automation – New enrollment software has been purchased and installed. Department staff will undergo training and the final stage will be the conversion of data to the new system.

File Organization/Reorganization – With the assistance of TANF trainees, thanks to Community Resources, department files have been reorganized to be user friendly. Additional endeavors include the filing and reconciling of blood quantum corrections that have been approved.

Menominee Names– In conjunction with the Menominee Culture Commission, the Enrollment Department will begin compiling a list of Menominee names. The Culture Commission and designated staff members will review this list for correct spelling and name translation. Tribal members are encouraged to add their Menominee names to their enrollment record.

Department Reorganization – With the new fiscal year the Enrollment Department has a new position, Research Technician. This staff person will be available to conduct research for tribal members or potential tribal members, based on a fee. Research will include new enrollment applications, blood quantum corrections and reconciling of records.

ENVIRONMENTAL SERVICES

Gary Schuettpeitz, 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 2005

- Work completed on wetlands assessment funded under EPA grant.
- Continuation of many water related projects including lake monitoring and sampling, stream assessments, and sturgeon reintroduction.
- Contracted with Robert Pillsbury from UW Oshkosh to conduct wild rice suitability study. From the study, he mapped out suitable area on certain lakes where the habitat for the rice is most suitable. Project was funded under NRDA. Will be using this information in an attempt to reintroduce wild rice to those specific lakes.
- Continued working with IHS in development of suitable sewage treatment facility for Neopit. Several options considered including a sewage treatment plant, piping the waste to Middle Village, and upgrading the existing lagoon system. Probably will be looking at upgrading the existing system.
- The Tribal Surface Water Ordinance was submitted to Tribal Legislature and approved.
- The FEMA Natural Hazards Mitigation Plan was approved by the Tribal Legislature and County Board and submitted to FEMA for approval. Some comments back from FEMA, and resubmitted to both governing bodies. Final document approved by FEMA. Funded under FEMA Grant.
- Received grant from Wisconsin Office of Justice Assistance to develop protective measures for public water facilities on the Reservation.
- Developed an Ordinance that gives the CHNS Director the power to quarantine persons in case of specific disease outbreaks.
- Provided several community meetings on Blastomycosis, and then worked with GLITC in developing a scientific study of Blastomycosis on the Menominee Reservation. Once study is complete will be presented to community.
- Continue to work with both the Bioterrorism Consortium of Lake Michigan, and Health Resources Service Agency Region 3 in addressing bioterrorism issues. Attended and participated in several exercises including a region wide mass vaccination clinic in Green Bay.
- Also in conjunction with bioterrorism issues the local plan was developed and approved by governing bodies.
- Two household hazardous waste collections completed during the year for a total of over 16,000 pounds of waste removed from the reservation and properly disposed or recycled.
- 16 abandoned mobile homes removed under grant from BIA.
- Worked with other Tribal Agencies in providing opposition to the proposed LP Bulk Plant in Keshena.
- Again begun monitoring nuclear waste issues when some indications were shown that this area is again being looked at as a repository.
- Supervised demolition and clean-up of the old County Highway Shop.
- The air monitoring program was expanded to collect samples from the Neopit area to address concerns with the smoke from the MTE Mill.
- Received approval from Tribal Legislature on MOU with Department of Agriculture concerning animal diseases.
- Worked with MTE in developing proposal for removal of water from Neopit Millpond for log sprinkling. Using new ordinance was able to issue permit for the withdrawal.
- Developed and implemented a fish habitat improvement project for Sand and Fredenberg lakes.
- Begun work with IHS on developing a new well for Zoar. Received grant to develop and implement project.
- Developed National Incident Management System compliance proposal which was eventually approved by governing bodies.
- Completed Site Specific Eligibility Determination for the following sites under Brownfields program:
 - Former Camp 33, MTE – Sawmill, Moshawquit Lake dump, Boivins LUST site, Keshena dump, Neopit dump, Zoar dump, South Branch dump Hwy M, South Branch dump St Josephs Rd, Maskewit Rd.
- Worked with Community Development in planning the new Tribal Gas Station.
- Provided assistance to USGS on mercury sampling study of West Branch.
- In excess of 100 small LP tanks found in several areas of the Reservation. Worked with Law Enforcement to attempt to determine who dumped. Unable to get evidence charge anyone.

- Reviewed and commented on Forest Management Plan. Staff becoming more involved with Forestry issues through out the year.
- Continuing to issue permits for stream crossings in forests, road construction, and other areas involving water and wetlands.
- Work has begun on the Integrated Resource Management Plan. Committee is meeting every several weeks to develop goals and objectives to the plan.
- Worked with BIA and BOR on issues with the Neopit dam, and temporary fix until replacement is scheduled for about 8 years. Have not yet developed a suitable fix that would address all concerns. The early warning system had not functioned properly, and we are scheduled to have the dam connected to the National Monitoring system this fall.
- Investigated numerous complaints of fish kills this summer. Determined to be super saturation of oxygen causing the problem.
- Gathered and forwarded information on electrical generators at Casino to EPA for possible permit issuance.
- Training or orientation provided in many areas including:
 - Invasive species, clandestine drug labs, chemically contaminated patient management, Haz-mat awareness, general safety, bloodborne pathogen, fire extinguisher, nuclear waste issues, terrorism awareness, Blastomycosis, environmental and environmental health concerns.
- Grants submitted and received for:
 - Hazardous waste collection, floodwood restoration, wild rice reintroduction, Sleep Safe program, child passenger program, Brownfields, general assistance program, air monitoring, homeland security equipment grant, and others.
- Staff continues to work with Fox River agencies in NRDA Settlement with paper mills. Funding received thus far for the wild rice assessment and reintroduction, and floodwood restoration.
- Staff continues to work with FERC Agency in the Balsam Row project.

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 twenty employees in finance to perform accounting functions for over 60 million dollars. Payroll processing came back to finance in January 2005 that increased staffing. Finance also started the implementation of new software; plans are to have it completed in FY 2006.

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

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 provide walk-bys and have recipes available with recipes made so participants could taste them. The Nutrition Aide received help from the Tribal Clinic dietitian/WIC Director, Diabetics Nurse Educator,

and UWEX staff. Next year if funds are available we plan to start earlier. The Nutrition Aide will begin by interviewing participants to find out what kind of nutrition information they need.

Our Midwest Region Food Distribution Programs is back under the USDA food ordering system. The evaluation of the Southwest Multi-Food Warehouse Pilot is expected to be complete by the end of the year, and we are hoping that this pilot will be approved for the Food Distribution Programs. The Southwest program will be run the same as the Midwest Pilot Project except for the way the food for the program is purchased. We hope it will be more cost effective, because USDA purchases the food for the warehouse to distribute.

The Food Distribution Director is on the Food Package Review Committee and will be working to provide more fresh and frozen product and make changes in the Macaroni & Cheese and replace Farina with Cream of Wheat

The USDA Bonus Products we received this past year were frozen ground Bison, frozen 3lb. Hams, and Cranberry Sauce.

In 2005 we served 11,631 participants with Food Distribution and 6,694 with TEFAP Pantry food items. This is the second year we applied for and received FEMA funds, which we used to purchase more food items from Second Harvest for our TEFAP Pantry.

GAMING COMMISSION

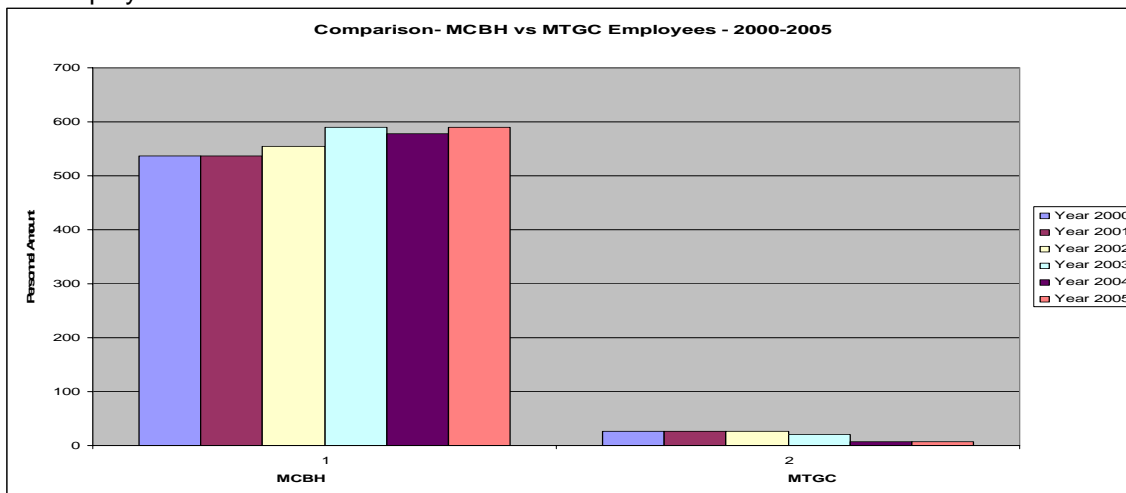
Lynette Miller, Director

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, and Background Investigations.

The Commission staff consists of an Executive Director, one Auditor, one Staff Auditor, one Compliance Officer, two Background Investigator Specialists and one Background Investigator. The five Commissioners are:

	Term expires:		Term expires:
David A. Waupoose – Chairman	August 2006	James Horton-Commissioner	August 2006
Susan Waukau – Vice Chair	August 2007	Randal Chevalier-Commissioner	August 2007
Duane Waukau – Secretary	August 2008		

Currently, there are approximately 600 Menominee Casino Bingo Hotel employees compared to 7 gaming commission employees.

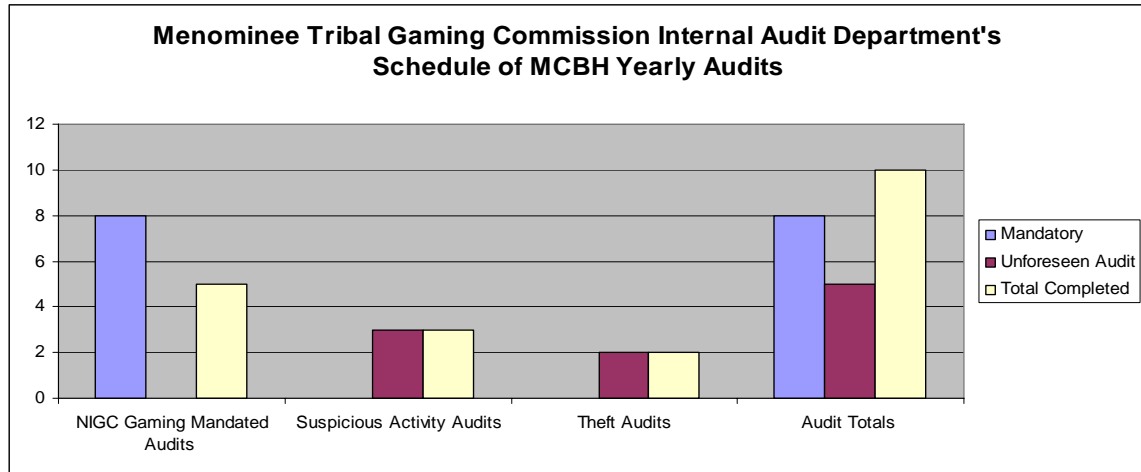


The current ratios of gaming operation employees to gaming commission employees are as follows:

Background	200 gaming operation employees per 3 background investigators
Audit	200 gaming operation employees per 3 audit department employees
Administration	600 gaming operation employees to 1 Executive Director
Commissioners	120 gaming operation employees per 5 Commissioners

AUDIT:

The following chart indicates the number of National Indian Gaming Commission (NIGC) audits that are required and the number that the audit department was able to complete, the number of unforeseen audits and the number that was completed, the number of theft audits and the number that was completed followed by the audit totals for the year. Unforeseen and theft audits are never scheduled. These audits become first priority over any required NIGC audit that may be scheduled to be completed. This justifies the reason for the incomplete NIGC audits.



BACKGROUND:

The background department was able to complete 170 background investigations, process 111 license applications, interview 248 and fingerprint 138 licensees this year. The gaming operation experienced at least a 49% turnover of employees this year, which is about 288 employees that begin the background process then quit before completion. The highest turnover of employees for 2004/2005 was in the months of January, May, June and July.

A Background Investigator Specialist was added to the background department in May of 2005 due to the resignation of another gaming commission employee. This addition has assisted us in increasing the completed background investigations.

The Gaming Commission staff and the Commissioners have always worked in the best interest of the Menominee Nation to promote and ensure the integrity, security, honesty and fairness of the operation and the ancillary activities of the gaming operation and for this I would like to thank them for their dedication to their regulatory functions and for 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 and clothing. We are a program of last resort. Clients must have exhausted all available resources. Our target population is adult Indians without dependent children. Clients must be enrolled in a Tribe and live on our reservation. We must not be used to supplement or supplant other programs. College students are not eligible. The amount of their grants usually exceeds GA standards and can not be mixed. Although this policy has been controversial, there is no basis for ignoring the rule. Clients in jail are not eligible, their basic needs of food and shelter are being met. Clients in treatment receive a one time payment of twenty five dollars. High school students are not eligible unless the can prove unmet needs. They are dependants of their parents. If the parent's income is above the standard, the student is not eligible. Clients are required to immediately report any changes that may affect their eligibility or grant amount.

Clients receive a monthly grant and medical coverage. Each participant is issued a medical identification card. The medical coverage begins the first of the month and clients must use the Tribal clinic for services. They can be referred out to other hospitals through Contract Health. In the event of an emergency, clients must go to the Shawano Medical Center. Coverage ends when the Grant is stopped or all the funds are exhausted.

All clients must comply 15 hours a week with the work experience program and actively seek employment. Clients must approve and sign an Individual Self-sufficiency plan. This plan is developed by the client and case worker to

meet their goal of employment. They must perform successfully in work related activities, community services, training and/or other employment programs developed in the plan. They must participate successfully in treatment and counseling services identified in the plan. They must accept local and seasonal employment and make satisfactory progress with their plan. Clients bring in their job search each week as proof they are looking for employment. Clients that can not work must bring in verification from their doctor. Clients that quit or refuse a job, without good cause, are not eligible for 60 days. We will send a written notice to the client 20 days before any action is taken that will affect their grant. Clients have a right to appeal any decision they disagree with. They must notify the program that they want to file for a hearing. The request must be made within 20 days of the date of the notice. Also an agency conference can be set up to see if the disagreement can be worked out.

Our funding this year was difficult. Last year it was bad, this year it is worst. We were having budget problems. In a February meeting with Administration and Finance we were informed if funding did not come, they may have to shut the program down. Some funds can in and some got mixed up. The GAP program has staffing of one director and one case worker. To conserve our budget we took alternating lay offs. Gloria would be laid off for two weeks and when she returned I would take a lay off. We did this for two months. We were informed this was not working and were running out of funds. Gloria was laid off the middle of May. I was laid off the 24th of June. The program was shut down. Clients did receive their July 1st check.

The Tribe received some funds and I was recalled back to work on August 29th. The funds were not sufficient to recall Gloria. I was put on a 32 hour work week and must develop a redesign plan for the program.

CHART OF ACCOUNTS B.I.A. BUDGET REPORT FY 2005

<u>YEAR</u>	<u>BIA EXPENDITURES</u>	
	<u>ADMINISTRATION</u>	<u>GRANTS</u>
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
2005	89,653	62,124

B.I.A. REPORT FY 2005 QUARTERLY ANALYSIS OF GRANTS FUNDS

	<u>AVERAGE CASE LOAD</u>	<u>COST</u>
FIRST QUARTER OCT-NOV-DEC	159	27,423
SECOND QUARTER JAN-FEB-MAR	127	23,011
THIRD QUARTER APR-MAY-JUN	50	8,654
FOURTH QUARTER JUL-AUG-SEP	16	3,036
TOTALS	352	62,124

B.I.A. REPORT FY 2005 UNDUPLICATED CASE COUNT

<u>AGE</u>	<u>18-20 YRS</u>	<u>21-34 YRS</u>	<u>35-49 YRS</u>	<u>50-65 YRS</u>	<u>TOTAL</u>
<u>UNEMPLOYABLE</u>	1	2	5	5	13
MALE					
FEMALE	0	0	0	8	8
<u>EMPLOYABLE</u>	9	14	27	6	56
MALE					
FEMALE	4	3	14	3	24
TOTAL	14	19	46	22	101

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

Posoh Nec Omeahnohminniwuk (Hello My Fellow Menominees)

REPATRIATION

The Tribal Historic Preservation Office (THPO) is continuing its effort to bring Menominee ancestors home in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). To date, the THPO has repatriated 69 of our ancestor's remains and associated funerary objects and brought them home for reburial with traditional Menominee ceremonies. The THPO has asked tribal elder Dewey Thunder, Sr. of Zoar to help and advise us with traditional aspects the repatriation process. Dewey (Nebowit) is very knowledgeable of Menominee traditional burial customs, ceremonies, and traditions and has been extremely helpful in our repatriation effort. We have pending repatriation requests with the Peabody Museum of Cambridge, Massachusetts, Philadelphia History Museum and the State Historical Society Museum of Madison, Wisconsin and we will continue the "consultation" process, in accordance with NAGPRA, with the respected museums until the repatriations are completed.

MENOMINEE LANGUAGE REVITALIZATION

The THPO successfully completed the three year Administration for Native Americans (ANA) Menominee Language Preservation Grant. The grant consisted of training tribal members to become certified Menominee Language and Culture teachers. The THPO met the requirement of the grant by helping certify four tribal members to become certified Menominee language and culture teachers, and by translating, from English to Menominee, 15 legends that is being printed and will be distributed to Menominee language and culture teachers in the reservation school system. We also held Menominee language sessions that involved the secondary Menominee language speakers. The THPO also coordinated the first Menominee Language Immersion Camp that was held at the Menominee Logging Museum in August 2005. The five day camp immersed 20 reservation youth, ages 9-12, in the Menominee language involving Menominee cultural and traditional activities that included making Menominee traditional crafts (baskets, traditional pottery, hand drums), the traditional moccasin game, berry picking, nature hikes involving tree and traditional plant identification. A parent's night was also held at the camp where the parents of the participants enjoyed a traditional Menominee meal and watched skits from camp participants. The annual camp is in memory of Ingrid Washinawatok El-Issa, whose Menominee name is Opeqtaw-Metahmoh or flying eagle woman, and her life work was to help save and preserve indigenous cultures in both North and South America.

TRIBAL HISTORIC PRESERVATION OFFICE

The Tribal Historic Preservation Office continues to work under a special designation that was given to us by the National Park Service in 1999. Under Section 101 d 2 of the National Historic Preservation Act, the Menominee Tribal Historic Preservation office assumed responsibilities the State Historic Preservation Office once had on the Menominee Reservation. The Menominee THPO receives an annual grant from the National Park service to pay for operational costs and to implement cultural projects. The Menominee THPO is an active member of the National Association of Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee, Wisconsin Tribal Liaison Committee to the Wisconsin Department of Transportation, State Burial Sites Preservation Board.

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 a environmentally controlled facility to house the artifacts. The THPO is planning to change the composition of the Board of Directors of the Menominee Historical Foundation, Inc., which helped create the Menominee Logging Museum. The purpose of the change would add tribal members who are knowledgeable of museology, funding raising, and Menominee culture and traditions. After the composition of the Board of Directors is changed, a major fundraising campaign will be initiated that will help raise funds for a new cultural museum and to repair existing logging museum buildings.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT

The Menominee THPO continues to monitor Section 106 compliances issues on the Menominee reservation and in Menominee ceded territory. Section 106 of the National Historic Preservation Act mandates that tribal, federal, and state agencies and entities, that use federal funds or need federal permits for projects, must comply with the provisions of Section 106 and must consult with tribes. A major change is pending with the approval of forestry prescription process associated with logging activities on the Menominee Reservation. The Menominee THPO will sign and approve the section on the prescriptions associated with historic properties (archaeological sites, mounds, burials, burial grounds, historic homesteads, and historic districts) before the prescription is sent to the BIA for

approval. This will afford more protection to historic properties that may exist in forestry compartments that are planned to be cut. Currently, we conduct “consultations” with tribal, state entities, and federal agencies that include the Federal Highway Administration, Wisconsin Department of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission, Bureau of Indian Affairs, and Indian Health Service with Section 106 compliance issues. In most instances, an archaeological survey must be completed before any “ground disturbing activity” can begin and the project can continue. The “consultation” under Section 106 continues with a site review, meetings or letter correspondence with the lead agency implementing the proposed construction project or permit process.

MENOMINEE YOUTH CULTURE CAMP

This year’s youth culture camp was held at Wayka Falls on July 10-14, 2005 and was coordinated by the THPO. Thirty Menominee Reservation youth ages 12-16 attended this year’s camp and participated in Menominee culture teachings (not from books), traditional games of lacrosse and stick ball, drumming and singing, Menominee language instruction, and traditional arts and crafts. Youth participants also participated in horse-back riding, a visit to an archaeological sites and mounds and prehistoric habitation site on the reservation. The adult counselors were Sherri LaChapelle, Marla Mahkimetas, Melanie White, Ron Corn, Jr., Joey Awonohopay and Ben Grignon who did an outstanding job working with kids with their talents and being knowledgeable of Menominee history, culture, language and Menominee traditional crafts and did not teach from books, but learning from Menominee elders past and present. Parents of the 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.

STURGEON FEAST AND CELEBRATION POW-WOW

This year’s Sturgeon Feast and Celebration pow-wow was a great success. Because of overwhelming attendance from the community of last year’s event, we had to move the pow-wow to the Menominee Indian High School which can accommodate more people. This year the event was in memory Ingrid Washinawatok El-Issa whose life long work was to preserve and save indigenous cultures throughout the world. The feast consisted of 15 sturgeons along with other traditional Menominee foods. Each year the Menominee celebrate the return of the sturgeon with ceremony, feast and dancing much like ancestors had done for centuries.

TRADITIONAL WILD RICE HARVEST

The annual traditional wild rice harvest took place on the West Branch of the Wolf River below Neopit at the “rice beds” in September 2005 which is known as Pawahan Kesoq or the “wild rice gathering” month. Students from the Menominee Tribal School and Menominee Indian High School participated in the wild rice harvest. The wild rice was processed in the traditional way much like our ancestors did in the past. It is important that we teach the Menominee youth the techniques of harvesting and processing the wild rice in the traditional way because it is part of their identity and someday they may want to harvest and process the wild rice when they become adults and pass it onto their children. The harvest and processing of the wild rice started with ceremonies that included tobacco offerings and prayers in the Menominee language as was done for centuries by our ancestors.

TRADITIONAL LACROSSE GAME

This year’s traditional Menominee lacrosse game was played at the Menominee Indian High School. The lacrosse game is played annually for people who need help in the community, especially if someone is sick. The traditional belief is that the energy and strength that is exerted by the players of the game goes back to the people that are sick or need help for various reasons. Traditional Menominee prayers and tobacco offerings were given as sunrise and before the game at the Menominee High School. Good sportsmanship prevailed throughout the game and a give away of calico and a feast followed the game.

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 High School and community members utilize our historical documents, historical photographs, and other historical and cultural resources and reference material we have in our office. The department also participated in a week long JTPA orientation program for their summer youth workers. Over the five days we presented workshops to 175 youth on the topic of Menominee history, language, culture and traditions.

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 largest collection of logging artifacts and is an important component of Menominee history. On October 1, 2005, the

Logging Museum held the annual Lumberjack Breakfast and Uncommon Forest Products Workshop. The workshops at the event included Black Ash Basket Making, Birdhouse and Bat House Making, Traditional Pottery, Traditional Plants and Foods, Mushroom Cultivation, Herbal Salves, Historic Furniture and the high light of the day was the duo of Wimpy and Chopper Waupoose who provided fiddle and guitar music of the “old logging camp” days. About 400 hundred people the Lumberjack breakfast and Uncommon Forest Products Workshop.

HOUSING HUD

Jim Horton, Director

The Menominee Tribal Housing Department is under the structure of the Menominee Indian Tribe of Wisconsin. The Housing Department has a total of 43 staff members and is comprised of eight main sectors; administration, finance, maintenance, resident services, home improvement, loan offices, emergency shelter, and inventory. The Housing Department owns and is responsible for the maintenance and upkeep of 360 units located on the Menominee Indian Reservation and 46 Rental Assistance Vouchers located on and off the reservation. The units consist of one to five bedroom homes. In order for a family to get into a unit they must complete an application, pass background checks and income verifications.

The Director implemented a Sweat Equity Program that allows tenants and debtors to work off their arrears debts by working at the Housing Department or any other Housing entity, i.e., Emergency Shelter. Tenants that have entered into the Sweat Equity Contract have worked in a variety of areas such as; clerical, maintenance, yard work, and cleaning. We hope this program will clear up old debts as well as allow tribal members to get back into Housing and/or homeownership.

One of the major accomplishments of the Housing Department was the Tax Credit Rehab project. We completed a twenty-four (24) unit Tax Credit Rehab project. The 24 units were selected on a criteria basis and were completely renovated with a mixture of adding or enlarging rooms, new roofs, insulating, siding, new windows and doors, carpeting & flooring, cabinets, countertops, porches, paved driveways, and all received energy efficient appliances. The families were relocated to another Housing unit until their home was renovated and they were moved back in. All tenants were completely happy with their new home.

EMERGENCY SHELTER PROGRAM (EAGLES NEST) -The Eagles Nest Emergency Shelter is a 10 room, 25 bed facility located in Neopit, WI. We are designed to shelter both individuals and families in need of immediate shelter. The Eagles Nest is operated under four primary grants: ESG/THP, State Shelter Subsidy Grant, FEMA, and NAHASDA. We provide a clean and safe environment where residents can work toward permanent housing. The shelter consists of three floors, with the first floor being handicap accessible; elders are given priority to the two residential rooms on the first floor. Also located on the first floor is a shared kitchen, dining room, living room, playroom, laundry facilities, and two offices for the five Eagles Nest staff. Donations received from the community and local agencies are kept in the basement and are also available to community members free of charge.

Intake - The Intake Process consists of completing an application, and signing a Residential Agreement and General Rules. A waiting list is utilized when the shelter is at capacity and an application is received. However, we operate on a ‘first come, first serve’ basis. Once an applicant becomes a resident they have access to all services provided, which include case management, referral services, and assistance learning daily living skills. The staff at Eagles Nest offers these services in a manner that supports and encourages the dignity and self worth of all clients within our programs. Upon intake the Eagles Nest provides residents with their own refrigerator and freezer space, cupboard space, and access to our pantry. Residents are given hygiene kits and supplies for daily personal care. Each household is assessed at intake and we assist in setting realistic goals to obtain permanent housing. Through our referral services we connect each household with any community resource (based on household needs) that may further assist them. Educating residents on the available resources allows continued independence beyond the shelter.

Referral services within the community and outside agencies are:

WIC	Human Services	Menominee Tribal Clinic	TANF
Judicare	Food Distribution	Shawano County W2	JTP
Forward Services	Food Stamps	Maehnowesekiyah AODA	SSI
Housing Department	DVR	Maehnowesekiyah DV Shelter	CMN

Transitional Housing Program

In addition to our Shelter we also offer three Transitional Units to current residents of Eagles Nest. All three units are located in Neopit and consist of a 2, 3, and 4 bedroom house. The length of stay is up to one year and is only offered to residents that are financially able to sustain the unit, but still have obstacles to finding permanent housing.

Statistics

Within this fiscal year the Eagles Nest has housed 59 households, which total 158 persons, consisting of 81 Adults and 77 children. Nights of service total 6,997 which increased from last year's number of 6,026. This number is reached by multiplying household size by length of stay resulting in how many nights of service were provided to people in need of shelter.

SUPPORT SERVICES DIVISION - During this fiscal year the Support Services division was created to better service our clientele. Under this division are Low Rent, Homeownership, Finance, Inventory, and Security/Inspector programs. Each plays an intricate role in providing housing services to Tribal Members.

The Low Rent program consists of 218 single family units and 25 apartments. The apartments are a mixture of single person and elderly. There is a staff of three that manage these units.

Homeownership program is expanding yearly. It is our goal to provide quality homes to the Tribal Membership. This year we added an additional 24 homes to the homeownership list. With the help of five personnel, we hope to grow bigger next year.

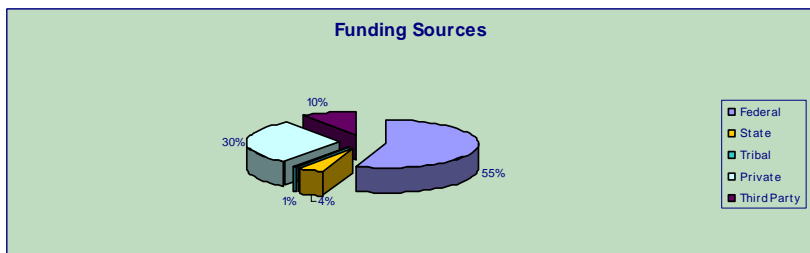
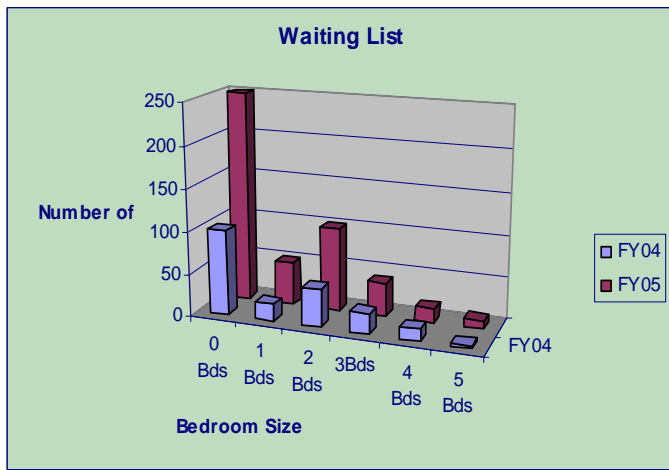
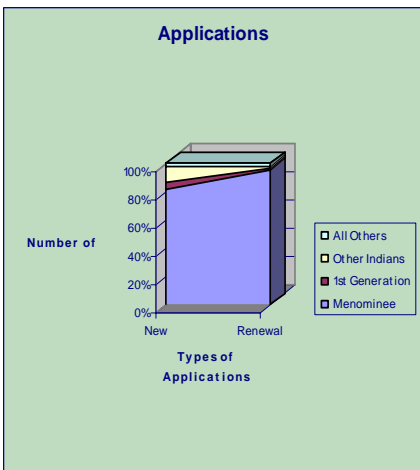
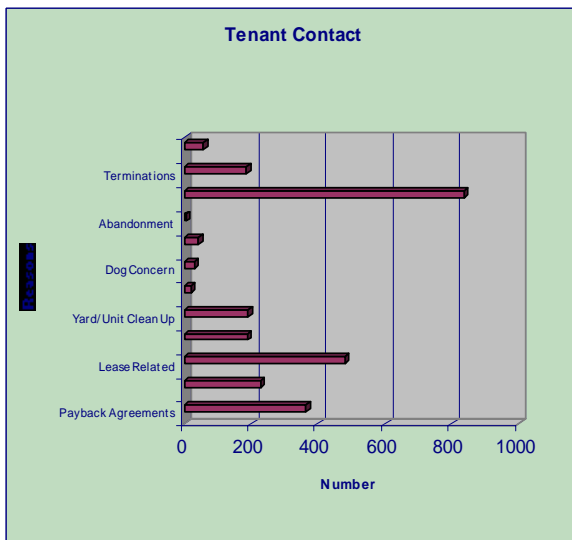
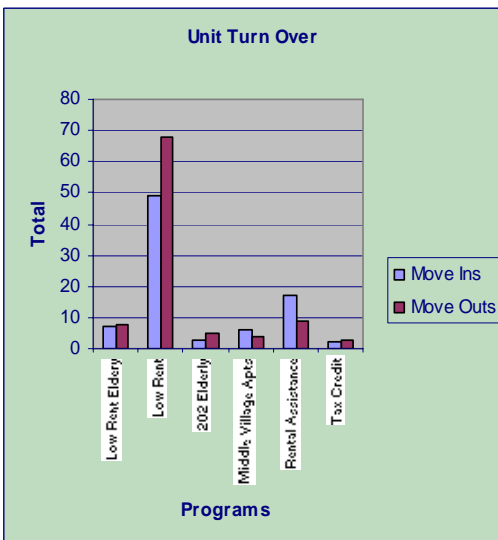
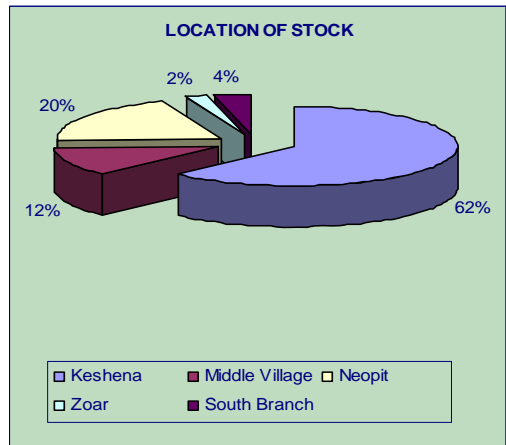
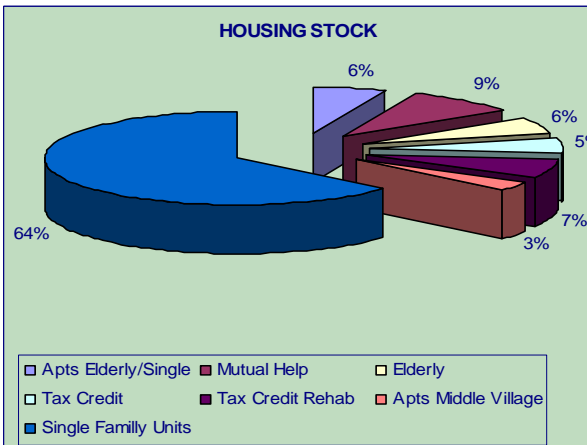
Management of both programs consists of rent changes, case management, referral services, inspections, and education. During this next fiscal year, we hope to have developed training curriculum for our tenants regarding house maintenance, housekeeping, and fiscal management.

The Finance department has personnel of three that manage the daily financial activities. We have one Lead Accounting Technician, one Accounts Receivable Technician, and one Accounting Technician. Each is responsible for tenant accounting, payables and receivables, and grant monitoring.

The Inventory program manages and tracks \$250,000.00 worth of inventory daily. Two personnel are responsible to order, receive, and distribute inventory. It is also the inventory programs responsibility to recommend new supplies that would aide in production and efficiency of rehabilitating the units and keeping costs down for the Housing Department and the tenants. Quarterly physical counts are taken of the inventory to maintain accountability and accurate record keeping.

We also have one Security/Inspector. Main duties are to report lease violations, deliver paper services, and conduct tenant move-ins. The position is a non deputized officer, however, is educated and trained in the law enforcement field.

Next is statistical information that will assist in understanding the Support Service Division and its major functions.



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 resource for assistance. This program can assist the eligible applicant in one of three ways:

Category “A” – Interim improvements, up to \$2,500 in repairs to homes that will remain substandard.

Category “B” – Major repair, up to \$35,000 to repair homes that will meet the standard definition of homes.

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.

These funds were used to do major renovations on two (2) category “B” projects. The average cost of the renovations was about \$30,000 each. We also replaced two (2) older mobile homes with double wide homes. The average cost to replace these units was \$60,000 each. This program year starts October 1st of each year. However, we are not notified of whom we can serve or how much we can spend on each site until the following summer. We received enough funding to serve an additional family with a new double wide mobile home and to do an additional two (2) rehab jobs. This work is under way and hopefully be completed by the end of December.

The Elderly Assistance Program is designed to assist our Elders with home repairs to help them to become more self sufficient in living in their own homes. In order to qualify, a person must be at least 55 years or older and they must own their own home. They must also meet the Poverty Income Guidelines. We do not list any Social Security or SSI as reportable income under this program. Repairs included; replacement of shingles, furnace inspections and replacements, electrical repairs, plumbing repairs and drain field replacement and repairs. We completed ten (10) jobs at an average cost of \$2,834.

The Disabled Maintenance Program guidelines were the same as the Elderly Assistance Program. Repairs were also the same, but included handicap ramp construction, handicap bathroom modifications, and the widening of doors to make it easier for wheelchairs. We completed twelve (12) jobs at an average cost of \$1,032.

The Menominee Housing Department’s non-programmable funds were also used to assist and support the Elderly & Disabled programs with heating, electrical, plumbing, and roofing. We were able to assist 26 homeowners at an average cost of \$1,842 in the Elderly program and 17 families in the Disabled Maintenance program at an average cost of \$2,818.

The Weatherization Program accepted the applications and forwarded them to the NEWCAP office in Oconto. NEWCAP then set the work schedule and what work they would complete. In order for a person to be eligible under this program they have to be approved for Energy Assistance through the Menominee County offices.

Indian Health Service (IHS) is a federally funded program that could assist new homeowners with a water well, well hook-up, and septic/drain field. This program could save a new homeowner about \$15,000. The only problem with the program is that any BIA funded new home will receive first priority for construction. There are no income guidelines on this program. Our current project consisted of four (4) new wells with hook-ups to the house, three (3) septic/drain field systems, two (2) community sewer & water connections and two (2) connections to the systems near Lakeview.

LOAN COORDINATOR – The 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.

Accomplishments: - Processed 24 loans to tribal members under the Emergency Home Repair Loan Program (Total \$86,220.83).

Provided home buying and mortgage financing assistance to 147 tribal members interested in purchasing a home, refinancing their mortgage, or performing home improvements.

Three families received mortgages on trust land through Wells Fargo’s Native American Lending Office in Sioux Falls, SD. The loans were made under the HUD 184 Loan Guarantee Program. Our Tribe was approved to participate in this program for a number of years – however, we did not have a lender who would do the loans. We are happy that our tribal members finally have an opportunity to take part in this program.

Through the USDA – Rural Development Department, two families received Direct - 502 loans on trust lands to purchase a home.

Two families purchased homes in the Shawano community through conventional lenders.

Financial Education Programs:

Presented the Building Native Communities – Financial Skills for Families Program to eight (8) participants in the TRANS Program at the College of Menominee Nation, to the Headstart staff, and to four (4) parents of Headstart. Also completed training the Headstart Staff in the full Building Native Communities Curriculum. The final session on Accessing Credit and Understanding Your Credit Report was presented to thirty seven (37) staff members.

Coordinated the Train the Trainer Program for the Building Native Communities – Financial Skills for Families training at the CMN Culture Center. Nineteen (19) people from various organizations took part in the training. Ten (10) were from the Menominee Community.

The BNC Trainer's Team presented the Building Native Communities – Financial Skills for Families Program to the Tribal Directors and Tribal Legislature to receive their support for the training. Both groups have agreed to allow tribal employees time away from work to attend the training programs. Many tribal departments have requested the training for their staff and/or clients.

Worked with Alan Prael of FISC – Financial Information Services Center to present a workshop called Credit When Credit Is Due in our community. The workshop was held at the Housing Department with fourteen (14) people attending.

Worked with the Menominee Indian School District on the Junior Achievement Programs in the schools. Junior Achievement Programs are held in schools across the nation and have proven to be successful in addressing the financial literacy needs of our youth. The JA programs held at MISD this past year include: Our Community - 2nd grade, Our Region – 4th Grade, Personal Economics – 8th Grade and Success Skills in the High School Consumer Education class.

The volunteers were from the community businesses and tribal departments. The following volunteers are to be commended for their dedication and contributions to the students through the JA Program: Al Fowler – Conservation, Nick Uttecht – Tribal Clinic EMT, Trilby McIntosh – Wolf River Insurance Agency, Alan Caldwell – CMN, Roberta (Robin) Ninham – Housing, Renee Mahkimetas – Menominee Business Center, Verna DeLeone – CMN, Carrie Wilber – MTE, Darrell O'katchicum – Gaming Commission, Michelle Madl – CMN, Walter Cox – Conservation, Bill Schmidt – MTE.

With funding from Northwoods Nijii Enterprise Community, we worked with the Survey Research Center at UW River Falls and Menominee UW Extension on the Home ownership needs survey for our tribal members. The survey was sent to a random sample of approximately 950 tribal members in a 50 mile radius. Provided incentives to return the survey which included a \$15 gas certificate and a chance to win one of three cash prizes of \$150. The response was excellent – we received 448 responses. The report is in the process of being completed. The final results will be shared with community leaders and any tribal member who is interested.

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 3,594 work orders; 2,769 routine, 53 urgent, 41 emergency, 218 roach spray, 49 move-in inspections, 7 voucher inspections, 65 move-outs, 100 after-hour calls, 4 breaking & entering, 28 annual inspections, 260 bi-annual inspections. Preventive maintenance is done on an annual basis that includes; checking and cleaning furnaces and woodstoves, pumping out septic systems, checking well systems, changing filters, vacuuming cores on refrigerators, and checking boilers. Maintenance is also done on the departments' vehicles and equipment as needed. Pest control spraying is done on a weekly basis for units that were identified by inspections.

The maintenance department also utilized the Tribal Assistance for Needy Families Program in remodeling homes. They were trained in a variety of different jobs that would help them gain employment elsewhere. The training included; dry walling, how to install cabinets and doors, laying tile, how to use a laser and transit, and how to read blueprints. They all did a great job.

An MOU was signed between the Housing Maintenance Department and the CMN TRANS program (Transportation Alliance for New Solutions). Three groups of students participated in the program and did on the job training in dry walling, flooring, installing cabinets, hanging doors, installing windows. They also learned how to shoot elevations with laser and transit, blueprint reading, and equipment signals.

The maintenance department utilized the Summer Youth Program again this year. The youth workers cleaned out units and did lawn care. They also helped the Community Based Residential Facility (CBRF) with their lawn care. The maintenance crew enjoyed working with the TANF, TRANS, and Summer Youth workers. Hopefully this on the job training will assist all the workers in obtaining jobs in their future. One low rental unit was destroyed by fire this year. It is in the process of being rebuilt.

All of the elderly units and 515 apartments received energy efficient light bulbs from a grant that was received from the Wisconsin Focus on Energy Department.

Maintenance staff received training in; tribal facilities & property management, maintenance management, inspector training, boiler recertification, fire prevention, and all staff attended training on meth labs.

HUMAN RESOURCES

Ben Kaquatosh, HR 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 2005	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000
	20,818,740.	19,563,091.	18,893,705.	19,359,337.	25,188,289.	18,847,452.

Workforce FY 2005	Menominee	Descendant	Other Tribe	Non-Indian
	483	30	18	196

Gender	FY 2005	FY 2004	FY 2003	FY 2002
Males	227	263	195	210
Females	500	495	502	404

EAP Referrals FY 2005	Administrative	Self Referrals	Completions
	20	05	N/A

Hearings	FY 2005	FY 2004	FY 2003	FY 2002
Complaints	11			
Grievances	35	33	60	36
U.C. Hearings	10	N/A	N/A	N/A

Drug Testing	FY 2005	FY 2004	FY 2003
Marijuana positives	09	07	10
Cocaine positives	08	11	09
Random tests performed	337	144	260

Policies and Procedures

This past year, several man hours were spent in meetings in the review, modification and development of the policies and procedures. Initially, the HR work team spent time on the policies and then the Governmental Affairs Committee took charge and worked on the changes that had occurred from the HR work team. It is coming to an end for the revision or rewrite, which took an inordinate amount of time due to the need to schedule meetings and then to evaluate the various changes that were recommended by each team member and committee as a whole.

Compensation and Pay Classification Study

Our current compensation plan was purchased through a company by the name of DMG, based out of Madison, Wisconsin. This company has since disposed themselves of this aspect of their business; consequently the Archer Company who originally sold the system to DMG for marketing has reacquired the franchise and is now the contact person for any new business in this area. There have been several changes within the system since we purchased the plan, one major change is that their software is "window based" and is an upgrade from the old system. Their software is a state-of-the-art system that includes the matrix-point-factor job evaluation system. It is my belief that this company dedicates itself to customer service, quality assurance, technological advancement and overall efficiency in operations. We felt a need to go back to the original company as there is no need to reinvent the wheel and have duplicate work performed by another company. This company is based out of Rock Hill, South Carolina and has the resources of an experience and professional consulting staff.

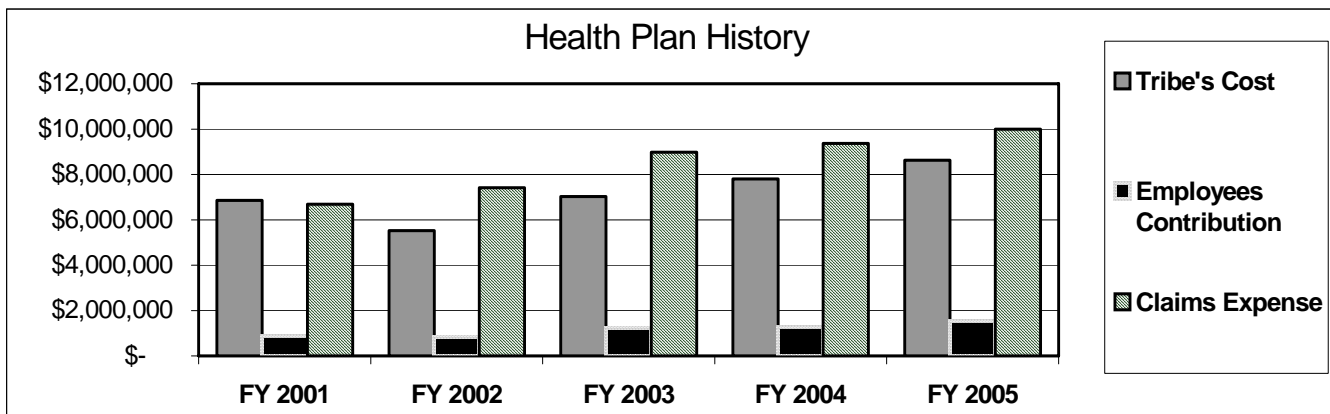
Serenic Software

Our staff was involved in many man hours in the initial implementation of this system. These hours were devoted to duplication of data into the current software system as well as the projected new software system, therefore running a parallel system to work out the problem areas before relying totally on the new system input/output. Initially the project was to be completed at the end of summer with the data being in the system and up and running at the start of the new fiscal year. Unfortunately, this projected date was not met due to complications within the system. Hopefully, the project can get back on track with more direct assistance from the Serenic staff and personnel.

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, Maehnowesekiyah, Courts, Law Enforcement, and various other Tribal Programs... Employee benefits includes: medical including prescription drug plan, dental insurance, workers compensation, short term disability, life insurance, and 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 any surpluses. The plan continues to improve operating results. Even though the plan year ended with a slight deficit (\$129,942), this number includes \$44,704 in administrative fees and reinsurance paid in FY 05 for expenses due in FY06. Also effective 10-1, the Tribe switched Third party Administrators, as a result the TPA cleaned out their pended claims which resulted in a final year end check request of \$458,950, normally the weekly check requests are in the \$150,000 range.. We switched Pharmacy Benefit Managers during the year which helped reduce our prescription drug 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 \$8,632,187 and the employees contributed \$1,591,065 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 05. During the year we had 68 large claims, totaling \$3,827,211, these large claims accounted for 45% of total medical claim expense.

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 \$787,663 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 10/01/04 – 09/30/05 the Menominee Indian Tribe had an average total of 805 employees covered under the health plan. The total paid for claims from the Self Funded Account for this period was \$9,985,085. The average paid claims for each employee and/or including family members per month was \$1,035. 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 until 3-1-05, when we switched to Innoviant. During the period of 10/01/04 – 09/30/05 the total paid for prescription was \$1,053,452 compared to \$1,057,796 last year. It should be noted that the switch mid year to Innoviant did help as monthly drug costs with Merck were averaging about \$85,000 compared to an average cost of \$65,000 with Innoviant... The total for administration fees was \$1,075.

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 10/01/04 - 9/30/05. This provided the Tribe with a managed care savings of \$1,114,316.

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 09/01/05 our group insurance carrier has been **Unimerica Life Insurance Company**, previous to **Unimerica** we had AIG/American General Assurance Company. Our rates remained the same on 09/01/05 at .22 per \$1000. From the period of 10/01/04 - 09/30/05 the total cost for life insurance coverage for all Tribal, College and Casino employees was \$79,972.

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 10/01/04 – 09/30/05 the plan covered 352 participants throughout the year an average of 29 per month. The amount paid in claims was \$174,945. Administration cost of \$14,047 was paid to C.M.S. \$27,662 was paid for Reinsurance to protect the Medical relief Block Grant monies from a large single claim. The stop-loss level was \$50,000. The small number of participants was due to the GAP program not being funded for a portion of the year, although we were able to utilize the entire funds provided in the Grant.

401K – Retirement Plan

The asset manager of the Menominee Indian Tribe's retirement plan was Interactive Retirement Systems with Nicolet National Bank becoming the Plan Trustee. These changes were approved by the Legislature to hold down cost and improve plan performance. Through Nicolet the plan can access more than 5,000 mutual funds. By moving to Nicolet, we were able to improve the plan investments offered to participants.

The entities in the Tribes 401k retirement fund include all Tribal employees and Casino employees. The College has a separate account. There are currently 722 participants in the 401k plan, compared to 931 last year. The large drop in participants was due to the fact that we distributed account balances below \$5,000 to individuals no longer participating in the plan. As of 9/30/05 our plan assets totaled \$14,048,880 compared to a plan balance of \$10,859,608 at 9/30/04. This is a 29% increase in plan assets.

The loan provision instituted in prior years seems to be working as loans have decreased to 300 in FY05.

Interactive Retirement mails the quarterly statements directly to the employees. The participants continue to have twenty-four hour access to accounts through the Internet at www.interactiveretirement.com or through the Voice Response System at 1-800-506-4305 on the phone lines. Distributions still require filling out the forms through the Insurance Department.

Worker's Compensation Plan

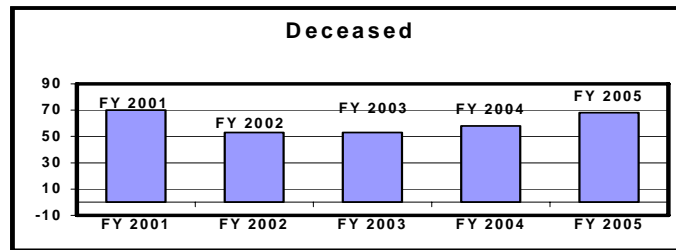
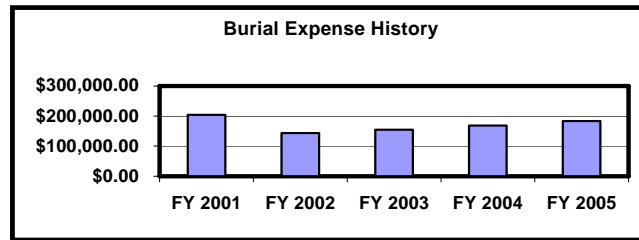
The tribe continued the self-funded worker's compensation plan this fiscal year and Berkley Risk Management, Minneapolis, MN remained our third party administrator for the plan year. Medical claims were \$79,994, indemnity

paid \$25,495 and expenses paid \$4,125. Reserve account (what we expect to pay) was \$87,421. Total cost was \$197,038.

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 68 families providing \$183,609.07 of burial assistance. In previous years the budget allocation was based on the average costs of the past five years, this year the allocation was a fixed amount with the excess coming from the earnings on the Burial Endowment.



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 10/01/04 to 9/30/05 the annual premium was \$290,300. Coverage included property, general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability, medical malpractice, and commercial crime. During this period losses were minimal.

Casino:

For the period 10/01/02 to 09/30/04 for the Menominee Casino is also insured with Affiliated Factory Mutual and Hudson Insurance.. Coverage includes property, general liability, inland marine, automobile, umbrella, boiler & machinery and commercial crime. The annual premium for the policy term was \$150,000. There were minimal losses paid out under the Casino's policy.

Housing:

For the period 10/01/04 to 9/30/05 the Housing Authority's premium for the fiscal year was \$79,281. 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. 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.

Employee Advocate Program

The goal of the Employee Advocate Program is to help employees and managers achieve a win-win outcome and enhance their working relationship. Our perspective is neutral and our role is to make sure both parties state their issues in a way that is clear and complete. Here are some things that the program can offer:

- Clarify relevant rules and guidelines
- Provide coaching and guidance in how to approach issues positively.

When someone request assistance, and believes their position appears to have merit based on the information they give me—the program will give feedback to help employees and managers make informed decisions. The program treats all issues with the greatest discretion and respect, and maintains confidentiality to a degree that is necessary. This program will also provide departmental consultation and counseling to all employees as related to Tribal policies and procedures, related employee laws, complaint procedures, and grievance procedures.

Other Services Offered:

The Employee Advocate Program will also be offering different programs that include the following **Incentive Program:** Designed to motivate desired behaviors among the people who impact our businesses throughout the Tribe. A few examples include:

Employee Recognition

- | | |
|-------------------------|---------------------------------|
| Reward Years of Service | Teamwork Recognition/Leadership |
| Recognize Achievement | Customer Service Recognition |
| Attendance Recognition | Employee of the Month |

Employee Morale Program: Designed to enhance Employee Relationships, Company Communication, Employee Input, Personal & Professional Growth, Fulfillment and Employee Spirit.

- Events: Examples: Creating Spirit Teams, Team Building, Departmental Communication. I will be conducting and Employee Morale Assessment to all departments. This assessment will give me a better idea of where each department needs assistance in building Employee Morale.

Conflict/Resolution: Provides a responsive, informal, confidential, effective, and inexpensive means of resolving conflict as an alternative to formal proceedings. This would be a first step in resolving conflict between employees through positive discussion, mediation, conflict/resolution, or other appropriate methods in a timely manner.

Occupational Wellness Program

The Occupational Wellness program was developed to promote and educate the employees of the Tribe, College, and Casino about healthy living, disease awareness, and injury prevention.

The vision of the Menominee Occupational Wellness program is to lead Tribal, College, and Casino employees on a path to better health by helping them embrace healthy lifestyle changes that will reduce the prevalence of preventable diseases in the work population. Our hope is that the Menominee employees take pride in achieving better health and that the upcoming generations will learn from their experiences.

The Occupational Wellness Program will focus on educating, motivating, and supporting the employees as they change their lifestyles. The program will provide the necessary steps for decreasing health risk factors and will work towards helping employees achieve long term health benefits.

In July, a marketing campaign was launched using the title “Menominee Path to Health Employee Incentive Program”. Presentations, flyers, e-mails, bulletin boards, and wellness displays were designed to promote the October health screening and upcoming on-site programs.

A health screening is being planned for October of 2005 for all employees that are insured with the tribe’s self-funded plan. The screenings will provide measurements for blood pressure, cholesterol, triglycerides, and fasting blood glucose. A health risk assessment questionnaire will also be available. It is projected that approximately 450 employees and their spouse will participate. We will be using the services of the Wausau Benefits Carelink2health program to manage the data from the screening and health risk assessments.

The Goals of the Path to Health program are:

1. Assess the health risk factors of the insured employee/spouse population annually.
2. Encourage all employees and spouse to get an annual physical exam.
3. Decrease the number of risk factors in high risk individuals and provide programs that will help employees change high risk behaviors.
4. Provide services to help employees/spouse manage diseases.
5. Motivate healthy low risk employees to maintain their health status.
6. Increase physical activity in the employee population.

7. Increase awareness of major health issues, disease prevention, and injury prevention.
8. Decrease health care spending on unnecessary medical visits and preventable diseases.
9. Provide healthy food options for all employees.
10. Develop an incentive program to motivate employees to participate in wellness efforts.

The following on-site programs are being planned for 2006:

1. Healthy Life Weight Management Program
2. Smokeless Cessation Program
3. Systematic Stress Management Workshops
4. Exercise Options
5. Self-Care Education
6. Ergonomics injury prevention

Each year a needs assessment will be planned to look at data from three main areas: Insurance Claims, Interest Surveys, and from our Annual Screening and Health Risk Assessment. This data will help us determine the programs success and what direction we need to take.

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 six individuals: Sue Blaha, Deb Reiter, Edey Escalante, Carey Waubanascum, Ann Marie Berg, and Bridgett Miller. Ann Marie was hired as the Occupational Wellness Coordinator to improve the overall wellness of employees. Bridget was hired as the Employee Advocate to improve employee morale and productivity. 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.

Effective October 1, 2004, the health plan changes are: We improved the Wellness Benefit from a \$300 maximum to a schedule of Wellness Benefits, so employees would get annual physicals and required test completed as a preventative measure to improve overall wellness of employees. The employee contribution was raised to \$86 per pay period for Family coverage, and \$43 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 \$276,314 to a break even basis. We still need to work on getting down the large number of high dollar claims over \$25,000. The Wellness Program began this year to improve the health of employees. We are still experiencing large claims in excess of \$25,000 which account for over 45% of the health plan budget.. In 2004 the Health Plan had 68 claims in excess of \$25,000. In 2003 there were 58 claims in excess of \$25,000.

During 2004 the Insurance department accomplished a number of its goals. We switched Third Party Administrators, so we could electronically enroll employees and make changes to their coverage, and take advantage of Wausau Benefits Wellness and Disease Management programs. 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 there money. On a go forward basis our goals will be to improve are 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 MITW management 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

- First year coordinating the external audit
- Provided responses the External Auditor's Management Letter. There were only two recommendations compared to six in fiscal year 2003
- Worked with the Chairperson and Management Team to develop the fiscal year 2004 Management Discussion and Analysis for the new requirements of the external audit. Presenting to the Legislature prior to submitting to the external auditors to be bound in the full disclosure audit.
- 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.
- Reviewed and updated internal policies of the department
- Conducted investigations as needed
- Researched and prepared reports for the Legislature regarding MTE staffing and financial information for the BIA subcontracts with MITW.

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. 06 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. 2005 the Menominee Johnson O'Malley program provided 9,981 cumulative service units in the supplemental services programs and 159 service units in Parental Costs or Financial Assistance, with total of 10,140 service units provided. We did not meet our projection of service units of 10,380 we are 240 below our

projection. A needs assessment was conducted in F.Y. 05 to see what the top ten conditions affecting our communities and to better plan our JOM programs.

In F.Y. 2005 we spent \$80,988.11 in administration cumulative expenses.

In the **Parental Cost** line item a total of 159 service units were provided in F.Y. 2005 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, Volleyball camp, Football camp, Baseball camp and, Basketball camps.

In Fiscal Year 2005 a total of \$8,288.17 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, Higher Education and JOM a college career day was provided for Sophomores, Juniors and Seniors from MISD. In f.y. 05 The Career Day was held at the College of Menominee Nation, with speakers, a discussion with a panel of former college graduates and a tour of the College was held. In collaboration with JOM the JTP departments an orientation for the Afterschool work program was held. A campus tour to Fox Valley Technical College was held for interested high school students. JOM six week work program was held, 20 students were hired, mock interviews and orientation was held, all JOM youth workers completed First Aid and CPR training and received certificates. All JOM youth workers helped run the Youth Olympics. The JOM Program held the 28th Annual Senior Recognition Banquet for all Menominee Graduates within our area, a total of 81 Menominee Students were recognized and 300 parents, family members and community members were in attendance. Participated in a Menominee and Gresham Chem Free Graduation parties.

Total service units provided in career exploration for F.Y. 2005 was 491.

In Fiscal Year 2005 we spent \$17,534.77 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 Keshena Youth Center. We also provided Arts & Crafts at Neopit Woodland Boys & Girls Club, Keshena Youth Center and South Branch Center in the summer. In the centers students can participate in activities or get homework completed. The centers are an after school program that offers youth a safe place to go in the evening hours. Total service units in Resource Centers are 4,399. All centers participate with after school help with homework, other activities include: treats for Christmas Tree Lighting, Simple quilt making was held in the Neopit and South Branch centers which students had to be accompanied by a parent or an adult family member a pot luck dinner was held at each center at the end of the 4 week program, "Girls Night" with Adolescent Health Program, holiday activities, board game night, Bingo Night, Reading circle, Movie night, Arts & Crafts, all centers made holiday cookies. Parents want more activities to do with their children.

In Fiscal Year 2005 we spent \$25,262.83 in cumulative expenses.

In Fiscal Year 2005 the **Positive Youth Development** program provided a total of 5,090 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 school year. Sponsored Boys & Girls basketball games Menominee Eagles basketball playoffs on WTCH, sponsored MISD spring athletic post, assisted with Menominee Sturgeon Feast Celebration, AODA book covers, Gresham Dollars for Scholars project, Gresham POPS Chemical Free Graduation Party and MISD Chem Free Graduation party, Gresham Yearbook, Menominee Youth Olympics-all participants received school supplies, remaining supplies were distributed to all communities on the Reservation. Other Community events include: Santa visit in all communities, Toys for Tots toy distribution, Winter Fest, 3 on 3 Basketball Tournament, Easter Egg Hunt, Family Fun Day and holiday dances. Provided Tribal School and MISD Middle School students with a performance from Lakeland Union High School Journey Class on AODA issues, bullying and decision making. Assisted schools with incentives for students such as: movies, trips, amusement parks, I-Max Theater and museum. 1st Annual Youth Awareness Day at MISD-AODA Issues.

In Fiscal Year 2005 we spent \$8,052.95 in cumulative expenses.

The JOM Program collaborates with Tribal Recreation, Adolescent Health, Woodland Boys & Girls Club, Menominee Wellness-Healthy Heart, Maehnowesekiyah-Trails, Family Preservation, Tribal Police Department, Menominee Indian School District, Shawano/Gresham School District, College of Menominee Nation, Higher Education. 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 2005 we spent \$4,026.13 in cumulative expenses.

LANGUAGE & CULTURE COMMISSION

Rose Wayka, Director

The mission of the Menominee Language & Culture Commission to reaffirm and fully implement all provisions of the Menominee Tribal Ordinance 96-22. This mission will be accomplished by the promotion, protection, preservation and the enhancement of the Menominee language, culture, history 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 the 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 the greatest of 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 descendants of the original people who are the ancestors of those who have existed in their homeland for thousands of years.

Tradition and cultural values should be instilled in tribal members so that each Menominee, beginning with the youngest and continue throughout the adults 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 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 aid in the preservation and promoting of Menominee language, history, traditions and culture the Director and/or Commission elder members were involved with many different community agencies, tribal and education programs. This was done by giving assistance of incorporating language and culture to various community agencies that involved our youth, teens and adults.

Menominee Language Class

The Director held a Monday evening language class for NAES College students who took for credit and community members who wished to learn language. Also, in attendance was a high school student who was able to get high school credits while attending the Alternative School.

Menominee Language Teacher's Sessions

The Director and Commission elders met with the classroom language teachers one day a week to share strategies and discussion related to language teaching in respective classrooms. The enhancement of Menominee teacher language speaking skills was part of these weekly meetings.

Menominee Language Tribal Jail Class

The Commission Director and Ron Corn, Jr. conducted a language class as per Huber Coordinator requested. The request was honored because the intent was to raise their identity as a Menominee. The inmate was able to learn some Menominee up until their release.

Menominee Winter Round House

The Round House was held at the Keshena Primary School small gym for eight weeks. Each week a different drum, speaker and story tellers were invited to share with those in attendance.

Menominee Mawaw Ceseneyah

Mawaw Ceseneyah session provided an excellent opportunity for adults and families to socialize in an alcohol and drug free community event. Staff members from the Maehnowesekiyah Treatment Center collaborated with the evening event and they were successful gatherings.

Community Talking Circles

The Commission office was requested to have Talking Circles at family homes and the tribal jail. The Director and a Menominee counselor from the Maehnowesekiyah Treatment Center conducted the circles. A male counselor from the Human Services department was requested to help with the males.

Menominee Language Curriculum

The Curriculum Coordinator organized a three day meeting with the classroom language teachers, Commission and/or Director, U.W. Madison linguistics team and a graduate student. An individual from the Seneca Nation of Indians in New York was able to come and present valuable information regarding language revitalization. Ongoing meetings with language teachers were held to continue the development of the language and culture curriculum for reservation schools.

Menominee August Pow-Wow

Once the Commission was put in charge of the August pow-wow, the Director posted for a committee to work on this project. Several individuals came forth from the community to begin planning for the yearly pow-wow held at the Woodland Bowl. Officers were selected and assignments were given sometimes they met twice a week and gave up their Friday evenings in some cases so that plans could be reviewed and agreed upon as a committee. Also, Saturday work days were needed to do some of the minor repairs and renovations to the grounds area. Improvements were made to the elderly seating area to allow for better viewing for the elders that sit in this area. With the help of Community Development this year the pow-wow had flushable bathrooms on the top of the bowl. The plan is to eventually put in flushable toilets in the bathroom at the bottom of bowl.

This year the committee decided to include a drum contest to include a Southern category. With the new category added it drew in the top singers from the southern area of the United States. One of the tribal legislators was able to secure additional funds so the pow-wow included a Southern Dance category for adult only competition. With the decision to include this new Southern Drum and Dance category the pow-wow attendance by both competitors and general attendance was greatly increased. The pow-wow is not a revenue generating event and any left over funds are requested to be used for pow-wow grounds renovations.

Menominee Elder's Pow-Wow

The Commission was able to have this year's elder's pow-wow at the Menominee Indian High School on a Friday evening. Many elders from the community were in attendance and several came in their traditional clothing. The Commission decided that a Friday evening event would give tribal members an opportunity to participate in a social, positive, alcohol and drug free event. Those who participated were able to share in a traditional meal, pow-wow and give-away. This event is always a highlight for the Commission members to plan to honor our Menominee elders.

Menominee Dictionary Project

The Commission along with the efforts of the U.W. Madison linguistics team was able to submit and secure a proposal for a dictionary of Menominee. The proposal included a budget to compensate the elders for working on the dictionary. Also, included were funds to hire a reservation research assistant. Initially, a database system needed to be set-up to begin the process of typing in Menominee words to be used in this dictionary, next was to find illustrations to help with the definition of the Menominee word.

The Commission would like to provide many more activities related to Menominee language and culture but due to the current limited budget, the staff is unable to do so at this time.

LAW ENFORCEMENT

Mark Waukau, Tribal Police Chief

During Fiscal Year 2005 the Menominee Tribal Police Department continued to provide law enforcement services to the people throughout the Menominee Indian Reservation. The Menominee Tribal Police Department continues to enforce Tribal, Federal, and State laws that are applicable as well.

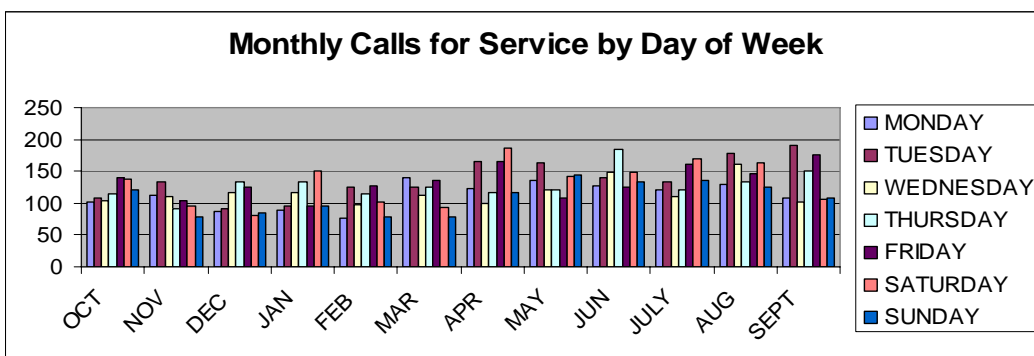
Mark K. Waukau Sr. is currently the elected Tribal Police Chief. It was reported in FY04 that there were major non-compliance issues with the existing contract for law enforcement services. In FY05 the programs primary focus was to meet these standards. Law Enforcement Administration worked diligently to get the department policies written.

The department has the policies written and are working on getting the policies approved. The department currently works with an approved 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.

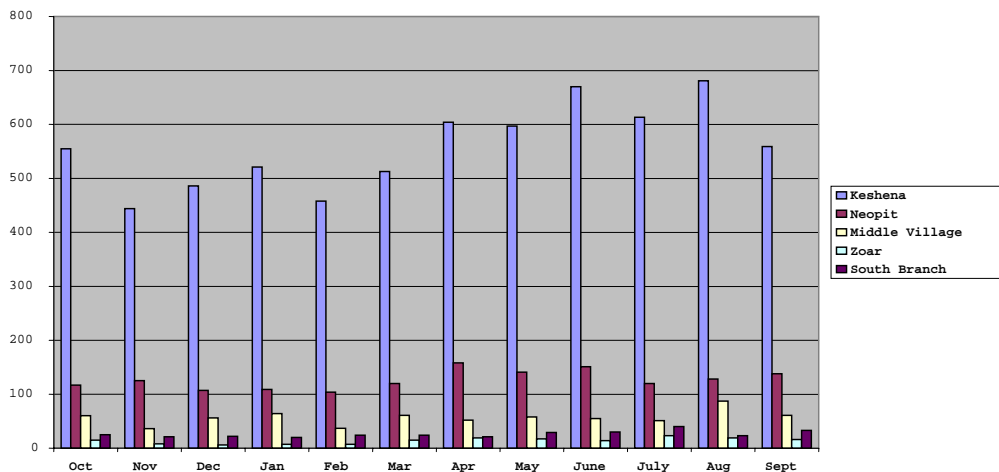
With the primary funding sources being allocated from the Bureau of Indian Affairs and the Menominee Indian Tribe, the program budget was a total of \$2,822,240 of which \$684,115.84 was for the Detention Facility. Additional funding sources that became available to the department through grant awards consisted of:

- COPS in Schools (Community Orientated Policing) in the amount of \$140,811.
- LLEGB (Local Law Enforcement Block Grant) in the amount of \$12,259.54.
- Tribal Victim Assistance Grant in the amount of \$149,452.05.
- Victim of Crime Act in the amount of \$31,773.
- Law Enforcement Youth Drug Alcohol Intervention in the amount of \$349,100

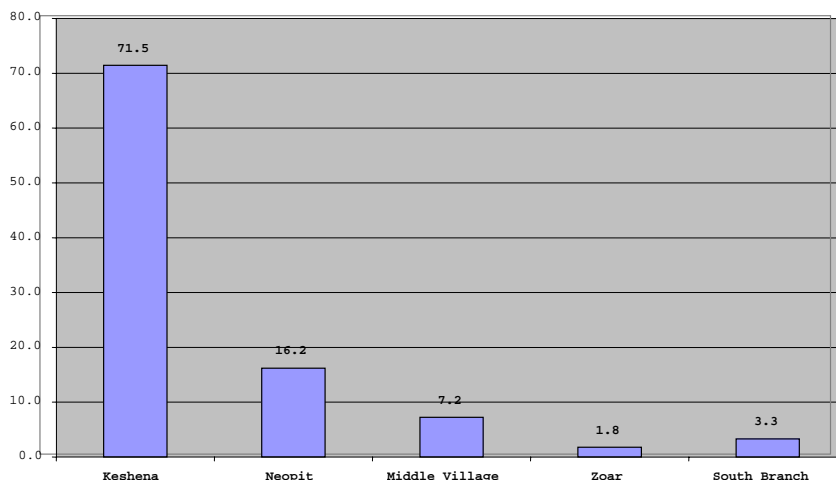
The number of incident reports that were generated by the Menominee Tribal Police Department totaled 10,346, which is higher then reported last fiscal year at 10,175. There were 1,606 cases referred to the Tribal Prosecutor and Tribal Courts. The total number of arrests was 1,820. The following graph illustrates the calls for service responded to by Tribal Police Officers. The graph breaks down the day of week for each month for FY2005.



The following graphs illustrate the number of calls for service the officers responded to during each month for each respective community during FY2005.

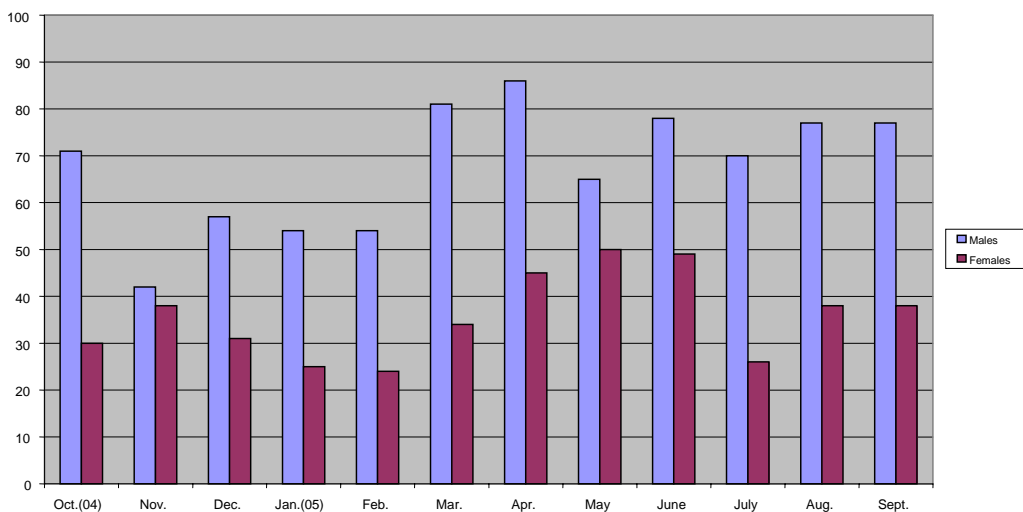


Percentage of call volume by area



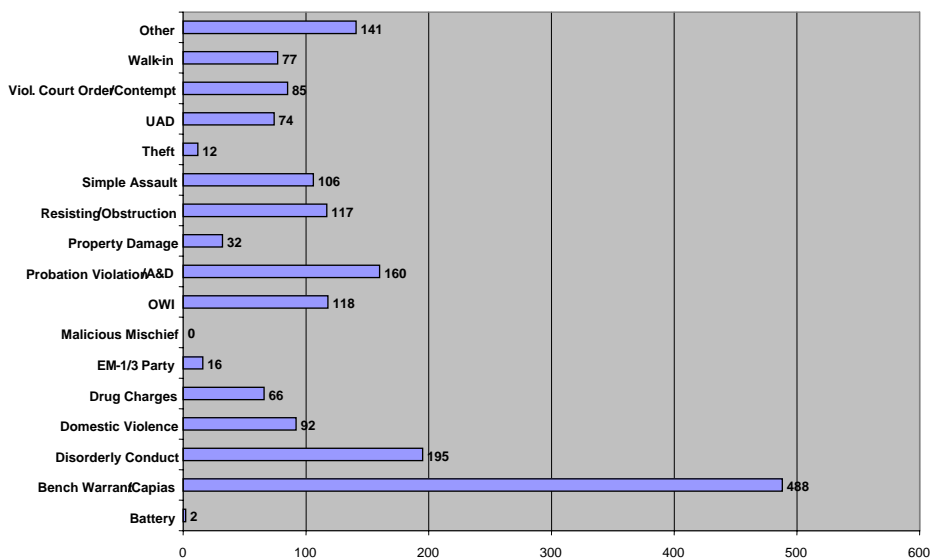
The following graph illustrates the total number of adult arrests males 812 and females 428.

Total Arrests by Month - FY2005



The following graph illustrates the number of total arrests by the crime type for adult males and females for FY2005

Arrests By Crime Type - FY2005



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 goal of the Menominee Tribal Police Department is to assure people in our communities that the officers are adequately trained and able to provide professional services.

LIBRARY

Mike Wilber, Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 04-05.

The library also continues to provide service and support for local learning institutions - offering classroom space for NAES/East-West University 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.

Much of our time is also spent answering reference questions. A reference question can be as simple as "what's the firing order for a '92 Ford Escort?" or "what's the recipe for hummingbird food?" They can be as in depth as "what was life like during and after termination?" or "I'm looking for historical information on Legend Lake – where can I find some?"

We've received comments on our services (attached to gifts of money or original books) such as, "You make life so much happier as I learn more about you and your wonderful Menominee people," and "Thank you so much for your help with my research ... I was extremely impressed with the atmosphere in your library." We hope these comments are indicative of our services as whole, provided to Menominee and non-Menominee alike.

Over the past year, the library director completed state librarian certification. This helps us in two ways – the director has 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 assistance for those that are unfamiliar with internet. 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 4,105 computer log-ins from October 1, 2004 to September 30, 2005. 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, 2005, the library owns 9,635 items covering various media (books, audio books, VHS, DVD, etc.). From January 1, 2005 to Sept. 30, 2005, 967 items were checked out and 191 renewals were made. There were also 53 uses of the library's meeting room during that time. Card holders for the Menominee Tribal/County Library measure at 2018.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

Mission: The Menominee Indian Tribe of Wisconsin, Licensing and Permit Department provide serve to Menominee's and other residents of the Menominee Nation Reservation. Our primary goal is to ensure the residents comply with licenses and permits as specified through Tribal Ordinances and keep them abreast of all

new adopted Ordinance's established by Menominee Tribal Legislature that is applicable to by the Licensing and Permit department.

Guiding Principles

Consistent with the Mission, the Licensing and Permit Department is primarily responsible for conducting business by providing the public with permit's and licenses to accommodate the needs that are required within each specific ordinance.

The Licensing and Permit staffing includes the Director (full-time), and Administrative Assistant (part-time).

The Licensing and Permit budgets is funded with 100% Tribal Funds.

Administrative Tasks

October 2004, worked diligently on creating a new peddlers ordinance. After eight months of meetings the Peddler Ordinance was changed tremendously from the original ordinance and was defeated in April of 2005.

No new generating revenue source.

Sturgeon Lottery Application **new generating revenue source.**

New permits were created and issued on 1-1-2005.

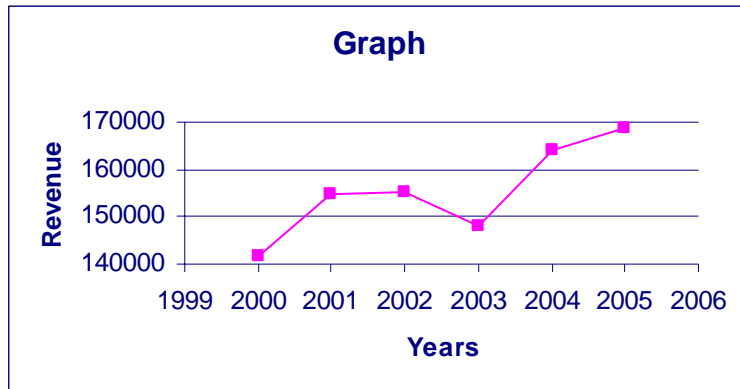
January 2005 created new cards for the Tax Exempt, Hunting, Fishing, Descendant, Federal and Employee identifications cards.

Licensing and Permit discussed with MIS the importance of a Tribal Auction to sell collector plates and stickers on a bidding process comparable to E-bay. Once this arrangement is established; this will be a new generating revenue source.

Currently, working on amending the ATV Ordinance to include registrations for boats, snowmobiles. If approved by Legislature this will be a new generating revenue source for the New Year 2006. Also indicating the revenue will be split in 3 ways to create and enhance ATV trails, provide a safety instructor, and Licensing and Permit supplies.

The Licensing and Permit department (L & P) attended a session on a demonstration for Progeny Plus software that the Enrollment department was considering on purchasing. To work cooperatively with the Enrollment department the L & P department will purchase the license to the software and still continue to issue identification cards. This will eliminate some step to the process and will be more efficient for the customers.

Effectively meeting and working diligently with Community Development, Transportation, Enrollment, Management Information System, and Tax Commissioners departments for the completion of the Menominee Fuel Stop in Keshena. The budget for the Menominee Fuel Stop has granted the purchase of a new Zebra P420i dual sided printer with Hico Magnetic Stripe Encoder for the implementation of new Tax Exempt Cards. This new machine will still make use of the same software card five. Also purchased for the Zebra True Colours 6 panel color ribbon, cleaning kit, box of 500 Cr80/.30 military Hi/Energy 1/2 magnetic Stripe cards. Tax Exempt Cards will be changed the Social Security number will not be place on the card, instead the Blood Quantum will be place on the cards for other program purposes.



FY 2005	168,582
FY 2004	163,876
FY 2003	148,120
FY 2002	155,177
FY 2001	154,624
FY 2000	141,680

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 increased 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**. In 2004 to 2005 the revenue has increased due to additional collector plates, food handling permits, SUV's, ATV, internal department identifications and construction compliance. As well as new generating revenue source. The amount budgeted for Licensing and Permit Department \$119,513 total expenditures \$117,787.85; there was a **savings of \$1,725.15**.

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 2005 fiscal year ended September 30, 2005 1514 new loans were approved and processed through this fund to eligible members for a total amount of \$1,294,195.46. As of the end of the fiscal year there were 1903 loans outstanding with a total principal balance of \$1,325,900.01.

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-three new loans were approved and processed through this fund during the fiscal year 2005 for a total of \$115,000.00. As of the close of the fiscal year there were 118 loans outstanding under this program for a total amount of \$311,354.11.

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 2005 fiscal year, there were 6 new loan packages approved and processed through this fund for a total credit of \$104,130.00. As of the close of the fiscal year there were 44 business loans outstanding in the aggregate amount of \$685,174.21.

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, 2005, there were 5 new loans approved and processed through this fund for a total amount of \$22,500.00. As of the close of the fiscal year there were 17 loans outstanding for a total amount of \$40,506.81.

As of the fiscal year end, assets under management of the Menominee Loan Department total \$2,546,711.21.

MAEHNOWESEKIYAH TREATMENT CENTER

Betty Jo Wozniak, Director

Maehnowesekiyah 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 2005, we served 290 (**196%** increase over 2004) individuals providing some form of treatment. Prior to treatment, assessments must be completed. We conducted a total of 249 (**140%** increase over FY 04) to determine if treatment was needed for AODA services. Drug testing for tribal organizations totaled 820 (**136%** increase over FY 04). Referrals for services come from a variety of sources: tribal court, Wisconsin Probation & Parole, self referrals, MISD, MITW-EAP, TANF and finally, 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. The addition of a certified batterers' counselor is primarily responsible for the significant increase in the number of people served in this program. Sixty nine (**530%** increase over FY 04) individuals were served in this program. Working closely with the Tribal Prosecutor, getting referrals for batterers' treatment, is partly responsible for this increase. In FY 05, the prosecutor and the tribal police resulted in the arrest of 200 perpetrators. An overwhelming number, 198, were convicted of their charges. Many, if not all of these, are required to have an assessment and participate in treatment. While here for batterers' treatment, it's possible that other issues, like substance abuse will be addressed.

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 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.

Thanks to the efforts of AODA counselors, Bruce Wilber, Jr. and Georgia Stillwell, in particular, Maehnowesekiyah's Second Annual "Sober 49" at the annual Pow Wow was an even greater success than the first year. In the initial year, the two-night activity saw approximately 70 – 75 attendees. This year's two-night event hosted about twice that number. We will continue our commitment to introducing and providing the community with activities that are alternatives to drinking and drug abuse. For the first time, we held an adults only "alumni" event that included a light meal, Karaoke, and a presentation by the Chairman that recognized the efforts of former clients to staying sober. Small but successful and greatly appreciated by the honorees and their families, we plan to make this an annual event.

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. Our ROPES course (a physical activity designed to build self confidence and self esteem in addition to building trust among peers) continues to provide a resource for the entire community, not just clients, as it gains usage being integrated into prevention and treatment activities.

The ACES program 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. We served a total 227 participants in 55 groups this year.

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. During the past year, despite staff shortages, 44 TRAILS groups were held, providing services to 138 boys and girls of all ages in all communities of the Reservation. Staff conducted 25 school-based prevention classes for 139 kids.

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 approximately 375 elders in attendance. Family Fun Night, an event coordinated with Woodland Boys and Girls Club and Youth Development and Outreach, provided activities in Neopit (WB&GC), Keshena (YD&O), South Branch(Maeh), and Middle Village (Maeh) on the same night. Over 200 adults and children attended the Maehnowesekiyah sponsored sites. The number of folks attending events like dances at Maehnowesekiyah averages 107; children and adults.

New in FY 05 was the introduction of prevention curriculum for each grade, Headstart through twelfth, acquired with the assistance of a substantial, three year grant from the Department of Health and Human Services, SAMHSA Programs. Our objective is to provide even the youngest of our children with the tools they need to make sound choices and build their self esteem. By incorporating curriculum that begins in Headstart and builds on these concepts throughout their school years, we expect to positively impact the rate of alcohol and drug abuse, for the

long term. Staff has attended training in a program called "Protecting You, Protecting Me," designed to help kids learn to protect themselves in situations that they may have very little control over. This effort compliments the family and community events that Maehnowesekiyah sponsors and co-sponsors with other community providers. By providing a number of substance free events we show families that it is not necessary to drink or do drugs in order to have a good time.

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. Coordinating with other service providers also serves to reinforce the notion that it isn't only Maehnowesekiyah's job to handle issues concerning substance abuse, but that it is the responsibility of the *community*.

Domestic/Family Violence – This segment of our services has undergone several changes in staffing but continues to provide 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. A total of 182 assessments were conducted regarding domestic violence. In FY 2005, we served 225 victims and their families. 54% of these were adults; 46% children. While the majority, 94%, served were women we did provide DV services, including temporary shelter (off site) to 8 male victims. Staff responded to 148 crisis calls and multiple calls from 87 individuals for information and referral. 37 adults and 36 children received either individual or group counseling. 157 participants received some form of advocacy services including legal. In FY 05, 24 families that included 41 children were served in the shelter for a total number of 531 nights of service. The average stay is 22 days, but in a few cases, clients needed additional assistance with housing and their stay averaged 90 days.

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.

Maintenance – Managing 3 facilities requires constant attention to the care of these buildings in order to protect the Tribe's investment. Muriel Waupoose is our facilities manager, supervising the maintenance, food service, receptionist and housekeeping staff. This year we completed the construction of a new mechanical room, a new fire escape and front porch on the co-ed dorm. These projects were funded with grant dollars.

Wellness Court - Originally a 3 year grant, it was 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 69 individuals were enrolled. To date, 17 participants have "graduated" from the program. We currently have 29 participants that are expected to complete their programs in the next fiscal year. Unfortunately, we also have to report that 23 participants were terminated unsuccessfully and 7 referrals chose not to enter the program.

Our commitment, along with our partners, 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. The Wellness Team; Tribal Courts, Prosecutor, Probation, Tribal Police, and Maehnowesekiyah have made a commitment to continue to provide services in the Wellness Court format for the future.

It is important to note that all of the services provided at Maehnowesekiyah 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. One of most successful and well attended offerings was a six week summer long series of "Teaching Lodges" coordinated by Mary Webster. We averaged about 75 people at each gathering. **The public is invited and we encourage you to attend this and any of our other community events.**

Another of our goals is to continue to increase the number of Menominee to the highest level of certified counselors. We have worked with and will continue to work with CMN to encourage tribal members to enter this field. We are open to providing placements for interns so that they get a first hand look at the field.

As the work of Maehnowesekiyah 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. Maehnowesekiyah 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.

Finally, time to brag a little more. This year Maehnowesekiyah was honored by the Wisconsin Alcohol and Other Drug Abuse Association at its annual conference as the **"Outstanding Program of the Year."** In addition, we were recognized by one of our major funding sources, SAMHSA, for **"Dedication and Intense Work in the Field of Substance Abuse and Prevention for Native Americans in Wisconsin."** Of the several programs recognized at SAMHSA's annual joint conference with I H S, Maehnowesekiyah was the only local program so honored. The rest served Native Americans or Native American programs on a national scope. I am proud to say that this kind of recognition is the result of the hard work of this staff and the community. Statistics provided above document the kind of effort that staff are now undertaking. They are working harder and longer than ever before. But the problems that they have to address will take every bit of that effort and more in order to turn around the chaos caused by substance abuse.

New and significant funding in FY 2005 has helped us with our goals. In order to continue to meet the demands that each day brings to us we must be willing to adjust the approaches that we use to meet the needs of the clients', their families, and this community. Late in the fiscal year staff participated in training designed to introduce them to the concepts of strategic planning. As we move forward, we will use this tool to help guide our work. I want to thank the staff for their involvement. 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 100% 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 they don't expect the clients to either.

MAINTENANCE

Marlin Waupoose, Director

The Menominee Tribal Maintenance Department strives to provide professional, technical, and non-technical support and maintenance services to all tribal programs to create and maintain comfortable, safe, and functional environments. The Menominee Tribal Maintenance Department maintains/manages the Menominee Indian Tribe's physical plant and assets through efficient utilization of available resources to ensure that the Menominee Indian Tribe can fulfill its mission.

Department Overview

The Menominee Tribal Maintenance Department is responsible for the preservation and upkeep of several tribal buildings that include Tribal Headquarters, Gordon Dickie Center, Program Attorney, Law Enforcement Center, 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 Tribal Maintenance Department staffing includes the, Maintenance Director, Office Manager, Maintenance/Groundskeeper, Receptionist/Secretary, Inventory/Work Order Clerk, Heating/Cooling Technician, Maintenance/Housekeeper, 3 General Maintenance Workers, 2 Lead Housekeepers (part time) and 6 Housekeepers (part time).

One of the most important aspects of the Menominee Tribal Maintenance Department is the maintenance of facilities under its management. If facilities are not adequately maintained on a regular basis, the long term viability

of our tribal programs is threatened and the Menominee Indian Tribe of Wisconsin along with its tribal members will lose a valuable resource.

In order not to lose this valuable resource, the Menominee Tribal Maintenance Department utilizes a computerized software system program called HDS. HDS will enable the maintenance department to monitor and schedule routine, deferred, and preventive maintenance. It will also track work requests and material inventory. Maintenance staff completed a total of 4,676 work orders for all facilities the department services. 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).

Funding for the Menominee Tribal Maintenance Department's budgets is obtained through a number of means. The Keshena Law Enforcement Maintenance Budget is funded through the Bureau of Indian Affairs (BIA). The Menominee Tribal Clinic Maintenance Budget is funded by the Indian Health Service (IHS). The Tribal Courts and the Neopit Headstart buildings are funded through tribal appropriation. All other Tribal Buildings (Headquarters, FIC, Program Attorney, Recreation and Library) are funded through space rent collections. The Maintenance Department has kept expenditures as minimal as possible for all budgets that are funded from space rental collections and tribal appropriation.

Listed below are the goals and initiatives that the Maintenance Department completed this year at each respective facility;

Headquarters: The following departments had personnel relocated to different offices, Job Training Program, Accounts Receivable, Internal Audit, Strategic Planning, Chairperson, Procurement, and Adolescent Health. These offices all had limited renovations done to them. The Tribal News offices were painted. Carpeting was replaced in the Tribal Administrator's, Planner's, Loan Fund and Tribal Forrester's offices. A doorway was re-installed in the old Chairperson's office. The ceiling tiles in the basement were replaced. A limited number of ceiling tiles were replaced on the third floor. Our heating plant (Steam Boiler) received annual routine/preventive maintenance and passed inspection from the National Board of Boiler Inspectors. The LP storage tanks were painted and upgraded to meet NFPA and environmental guidelines. Maintenance completed various wiring upgrades throughout the building. A heating/cooling control was replaced on the roof top unit above the boardroom. The boardroom deck was re-stained. The concrete deck on the east side exit was replaced. 30ft x 5ft of concrete side walk was replaced. The front main entry door is in process of being replaced. The west side entry door was replaced to meet ADA guidelines. The fire sprinkler system received annual maintenance. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. The elevator received annual routine/preventive maintenance. The security system received annual routine/preventive maintenance and upgrading. All room air conditioners were serviced. 15 window unit air conditioners were purchased to replace obsolete units. 1 permanent 12,500 BTU Air Conditioner unit was replaced in finance. A steam line actuator was replaced. Water usage was limited to save funding.

Gordon Dickie Center (FIC): The following departments had personnel relocated to different offices, Insurance, Wellness, TANF, Gap, and Human Resources. These offices all had limited renovations done to them. A material inventory room was constructed on the lower level. The LP storage tanks were painted and upgraded to meet NFPA and environmental guidelines. A fence was installed to safe guard our LP tanks. A total of 14 duress buttons were installed in various offices. The spillway on the west side of the building was repaired. Annual preventive maintenance on HVAC equipment was performed. A new A-coil was installed on our #2 east side furnace. An electronic circuit board was replaced on our # 2 east side furnace. A motor was replaced on our #3 west side furnace. The maintenance office upgraded HVAC and Work Order software programs. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. The elevator received annual routine/preventive maintenance. The security system received annual routine/preventive maintenance and upgrading. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Program Attorney Building: The handicapped ramp and rear canopy were stained. The main sewer line was cleaned out. The HVAC equipment received annual routine/preventive maintenance. Additional storage shelving is in the process of being installed in the basement. An additional door way and wall are in process of construction. An audio safety check valve was installed on the fuel oil vent line to prevent spillage. The LP storage tanks were painted and upgraded to meet NFPA and environmental guidelines. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguisher service received monthly/annual maintenance. The security system received annual routine/preventive maintenance and upgrading. Water usage

was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Law Enforcement Center (LEC): The heating plant (Steam Boiler) received annual routine/preventive maintenance and passed inspection from the National Board of Boiler Inspectors. Chemical addition reservoirs were installed on the chiller and boiler systems. The air handling units received annual routine/preventive maintenance. The chiller received annual routine/preventive maintenance. The environmental control software was upgraded. The renovation of the old courts offices is complete and is now occupied by the prosecutors department. 61ft x 5ft of concrete sidewalk was installed at the visitors' entrance. New gutters were installed at the visitor's entrance. Mail slots were installed in the doors of police dept administration. A card swipe system was installed on the police department entry doors. A speaker system that operates off from the telephone system was installed. The kitchen floor was retiled. A new dishwasher is in process of being installed. The gas cooking ranges received annual routine/preventive maintenance. A new coffee urn was purchased for the jail kitchen. A wall was removed in one of the day rooms located in the jail area. The hygiene products machine in the women's restroom was replaced. The electrical service and interior wiring on the remote radio tower was upgraded. Various wiring upgrades were completed throughout the facility. The emergency electrical generator received annual routine/preventive maintenance. The LP storage tank was painted and tested as per NFPA and environmental regulations. The underground fuel oil storage tank was tested as per NFPA and environmental regulations. The fire detection system received annual maintenance. The fire sprinkler system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. The security system received annual routine/preventive maintenance and upgrading. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. Work Orders for the Law Enforcement Center can be requested through the LEC by calling 799-3244 or 853-4283.

New Courts Addition: A request was submitted to the BIA asking that the new Courts Addition be placed on the BIA's list for Operations and Maintenance funding. Closet stock and hardware were installed. New office room signage was installed. New court room signage was installed. The main lobby floor was waxed and sealed. A wall directory was installed. Maintenance/housekeeping equipment was purchased. The emergency electrical generator received annual routine/preventive maintenance. The LP storage tank was painted and tested as per NFPA and environmental regulations. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. The security system received annual routine/preventive maintenance and upgrading. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. Work Orders for the Law Enforcement Center can be requested through the LEC by calling 799-3244 or 853-4283.

Clinic: Various wiring upgrades were completed throughout the building(s). A circulating fan was installed in the exercise room. The maintenance department wired in additional outlets for the new exercise equipment. 12 offices received painting. The emergency electrical generator received annual routine/preventive maintenance. The heating plant (Steam Boiler) received annual routine/preventive maintenance and passed inspection from the National Board of Boiler Inspectors. The LP storage tanks were painted and upgraded to meet NFPA and environmental guidelines. The LP gas vaporizer was replaced. 2 high pressure LP gas regulators were replaced. The high pressure LP gas piping was replaced. The air handling units had annual preventive maintenance performed. The maintenance staff computer software was upgraded. The environmental control software was upgraded. The Maintenance Policy and Procedures Manual was revised and updated. A wall mounted table was installed in the EMS garage. The circulating pump motor on the domestic hot water supply was replaced. The EMS building catch basin was pumped out. The storm sewer spillways behind the EMS garage were repaired. The main sewer line was cleaned out. The lawn sprinkler motor was replaced. The lawn sprinkler system received monthly/annual maintenance. The main restrooms were renovated to meet ADA guidelines. The lower level restrooms were converted to unisex restrooms. Two water bubblers were replaced. The upper and lower conference rooms had the ceiling tiles replaced. The HVAC duct work in the lower conference room was repaired. The front door automatic controls were replaced. 5 dead trees were cut down and the 5 stumps ground down. The fire detection system received annual maintenance. The annual fire inspection was performed. All fire extinguishers received monthly/annual maintenance. The fire sprinkler system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. Annual preventive maintenance was performed on the security system. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled. Work orders for the Clinic can be requested through the Administrative Office (799-5482 or 799-5479).

Library: The front entry door window was replaced. The bathroom vanity counter tops were replaced. Roof maintenance (shingle patching) was completed as it occurred. Graffiti was removed as it occurred. The tribal

police have increased patrols around this facility during non-business hours as a deterrent to vandals. The furnace and air conditioners received annual routine/preventive maintenance. The chain link fencing around the LP tank was repaired. The LP storage tank was painted and upgraded to meet NFPA and environmental guidelines. The building exterior was re-stained. The security lighting bulbs were changed out. Maintenance hand tools and a new vacuum were purchased. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. Annual routine/preventive maintenance was performed on the security system. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Recreation Center: Vandalized shingles were repaired once this year. A new CCTV system complete with video cameras has been installed as a vandalism prevention measure. The building can now be monitored 24hrs/day. All video is down loaded to computer. The tribal police have increased patrols around this facility during non-business hours as a deterrent to vandals. A new security system was installed. Ceiling tiles are in the process of being replaced. An emergency light was replaced in the weight room. The shower faucets were over hauled. Stainless steel was installed on the shower room dams. A bathroom stall door was replaced. A programmable thermostat was replaced. Drywall and framing was installed for another wall mural. The kitchen walls were painted. The stage carpet was replaced. The roof vents were resealed. The security lighting bulbs were changed out. The furnace and air conditioners received annual routine/preventive maintenance. The LP storage tank was painted and upgraded to meet NFPA and environmental guidelines. The fire detection system received annual maintenance. The annual fire inspection was completed. All fire extinguishers received monthly/annual maintenance. Annual routine/preventive maintenance was performed on the security system. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Training: Steam Boiler training and re-certification was facilitated at the Tribal Headquarters Building. The following Maintenance Staff received re-certification, Marlin Waupoose, Guy Crowe, Wydell Kallies, Leonard LaTender, and James Doran.

All Tribal Maintenance Housekeeping staff attended the CTL janitorial seminar in Wausau WI and received certificates of participation. Marlin Waupoose attended Facility Management Inspection Orientation Training in Billings Montana

Marlin Waupoose, Gail Bowman, and Rebecca Robertson 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, Maehnowesekiyah, 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.

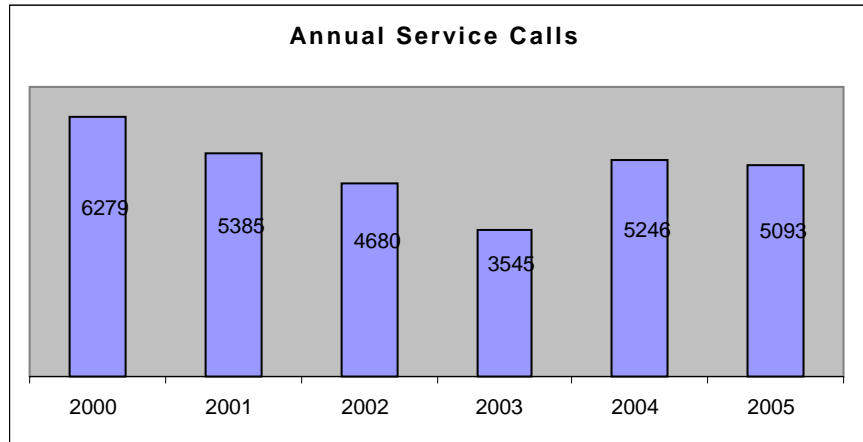
MANAGEMENT INFORMATION SERVICE

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 12 full-time employees. Additionally, the department also has one grant funded programmer supporting Child Support applications and one grant funded PC Support Specialist supporting CRC technology operations. The department consists of three primary functional areas, 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 2005 saw continued growth in Tribal computing infrastructure as experienced in previous years as the Tribe continues to realize 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 Tribe is recognized nationally by other Tribal IT organizations as a very progressive organization in the development and deployment of technology in providing services to the community.

The MIS Department monitors activity of department support requirements by tracking 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 this trend is expected to continue or remain at current levels. The following chart demonstrates that the department averages over 5000 calls for technology support per year.



MIS supported a number of projects in 2005 that continues to expand the Tribes ability to effectively share information and enhance efficiencies within and between departments. Some of the major projects are as follows;

Implementation of a New Accounting/HR/Payroll System – The Tribe embarked on a project to upgrade the computer application that processes all accounting functions, payroll processing, Human Resource tracking, procurement functions and asset tracking and management. The product chosen to replace the Tribes current systems was Serenic Navigator. The MIS Department facilitated project management of this system implementation working to support, the Finance, Human Resources, Insurance and Tribal Administration departments through the development of this system. Due to many complexities encountered through the set-up of this system, original target implementation dates expected in FY 2005 were not met. However, implementation in early 2006 is expected.

New and Improved Tribal Website – The Tribes website was redesigned and renamed to emphasize the services of Tribal government and to promote community and cultural information along with promoting tourism and employment opportunities with the Tribe. The new domain name of www.menominee-nsn.gov also identifies the site as a sovereign government website promoting government services to Menominee’s worldwide. The site is much more user friendly, current and more visually appealing. The site has received numerous compliments through website feedback and internal comments. The Tribe will also be able to track traffic visits to the site giving us a measurement of how often people around the world are stopping by the website to learn about the history and traditions of the Menominee people.

Upgrade of Boardroom Technology – The Boardroom at Tribal Offices began a technology transformation which provides for improved presentation, webcast and audio/visual capabilities. The upgrades will also allow the legislative staff to become computerized enabling the legislature to have access to documents, files and data and to have the ability to share information immediately with other legislative members and the public.

Wireless Network Connectivity – The capability for mobile wireless connectivity now exists within the Tribal Office complex and will soon be available in the Gordon Dickie Building and the Community Resource Center. The wireless capability provides access to the Tribes computer network for mobile computing users that meet at Tribal Offices. In addition, vendors, and visitors conducting business with the Tribe can access the internet for conducting presentations and demonstrations of products.

Voice Over Internet Protocol (VOIP) Telephone Technology – The first system for the use of Voice Over Internet Protocol telephone technology was installed and is operating at the Community Resource Center. This technology will allow the Tribe to utilize its existing computer network wiring system to facilitate telephone voice communications on one combined system. This technology will enable departments connected to the Tribe’s computer network to reduce their operating costs by reducing or eliminating the need to maintain several traditional phone lines. In

addition to reducing the cost of phone lines, when a department needs to move an employee or move to a new location, the cost of having the phone company facilitate the move is eliminated and the MIS department moves the phones with the computers.

Programming and database management continued to develop, enhance and maintain databases and applications that support Tribal programs. The Programming team began the development of new database applications with the programming language of VB.Net. This language is the new programming standard that allows easy integration of database applications with web based applications. The language is more diverse and allows more flexibility with functionality and integration of programs and data.

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.

Fiscal Year 2006 will focus on widening the technologies implemented during FY 05 and putting the final pieces in place that will allow all departments to be on one common Tribal computer network. Expanding the connectivity between agencies by implementing a Wide-Area-Network will allow all departments to share common files and data. Continued growth in the use of technology assures the Tribe will always be well positioned to meet continued needs of the Menominee people.

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.

The Menominee Nation News was established in 1976, printing one (1) issue per month. In January, 1989 we went from a monthly publication to a bi-monthly publication. This affords us the opportunity to make the news more current to our readers and better serve our community members. It has been the goal of the Menominee Nation News (M.N.N.) to publish a bi-monthly paper to inform tribal members of any changes and updates within our community. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason 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 \$185,000. According to a report dated October 14, 2005, the departments' actual expenses for fiscal year 2005 amounted to \$161,149.63. This is total savings of \$23,850.37 for the year. However the report is not complete with internal billings accounted for.

REVENUE

The annual income goal for FY 2005 was set at \$42,783.00. As per an income statement dated October 14, 2005 a total of \$64,376.77 was received. This is \$21,593.77 over the projected revenue. Please note there has been more income received for FY 2005 in October 2005, 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 2005. The four areas where revenue is generated include subscriptions, sales, advertising, and other.

SUBSCRIPTION: The subscription income projection was set at \$7,780.00. As of October 14, 2005 a total of \$10,306.00 was received. The subscription income was above the projected revenue by \$2,526.00. The annual subscription rate is \$28.00 3rd class rate and \$38.00 for 1st class rate. After long debate and many letters from inmates (who had 3rd class) who were not receiving their papers, it was decided that in the best interest of the Menominee Nation News Department and the inmates, 1st class would be required. Since this requirement, we have not received any letters where inmates were not receiving their paper. This requirement was essentially put in place to ensure that inmates do receive their subscription.

SALES: The sales income projection was set at \$13,710.00. As per an income statement dated October 14, 2005 a total of \$13,136.05 was received. The sales revenue received was below the projected revenue by \$573.95. As of October 2005 we have twenty eight (28) distribution sites. This includes ten (10) sites in Keshena with two (2) being complimentary sites for the Elders, five (5) 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 \$21,243.00. As per an income statement dated October 14, 2005 a total of \$40,439.40 was received. The income was above the projected revenue by \$19,196.40. 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 seventh 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 sixth 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 \$495.32 as per an income statement dated October 14, 2005. The revenue projection set for this listing was \$50.00.

DEPARTMENTAL STAFF CHANGES

There have been some staff changes since the last report. In April 2005, Devan Miller was promoted to Editor of the Menominee Nation News Department. She previously held an Office Manager position within the department since October 2001. During fiscal year 2004 Menominee Nation News employed three (3) employees: One (1) Office Manager, one (1) Reporter and one (1) Layout/Design Technician. In fiscal year 2005 Menominee Nation News employed four (4) employees: One (1) Editor, two (2) Reporters (one (1) full-time and one (1) part-time) and one (1) Layout/Design Technician. The last time Menominee Nation News had two reporters was during fiscal year 2003. Coverage responsibilities are shared between the two reporters. The lengths of employment for employees who were employed in FY'05 are as follows: Devan Miller, Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Francisco Alegria, Reporter, (09/02/04-06/17/05); Roberta Penass, Reporter, (5/18/05-present); and Marci Hawpetoss, Reporter, (09/06/05-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 2005.

In November 2004 a special edition was developed to include the Annual General Council Agenda as well as the Menominee Tribal Legislative and Chief of Police 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.

As of 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.

MENOMINEE TRIBAL SCHOOL

Robert E. Tucker, Jr.

The Menominee Tribal School continues to serve community children in grades Kindergarten thru 8th that encourages academic, athletic, and spiritual excellence. The school tries to incorporate research-based materials and programs such as the Houghton-Mifflin Reading Series, and the Everyday Math Series. Academic results are reflected in the 2004-2005 Wisconsin Reading Comprehension Test taken by the 3rd grade students during the past school year. These excellent results are an indication of the efforts of the K-2 and 3-5 Grade Level Teams. This test is an early predictor of academic success of students.

Wisconsin Reading Comprehension Test- 3rd Grade

Year	# Of Students	Minimal	Basic	Proficient	Advanced
2002	19	31.5%	31.5%	37%	0%
2003	17	12%	12%	76%	0%
2004	20	15%	30%	45%	10%
2005	19	0%	10.5%	79%	10.5%

Menominee Tribal School students continue to excel in other subjects such as Language Arts and Math. Because Menominee Tribal School does not have more than 50 students per grade level, the school has to use what is called "Uniform Average" The Uniform average for the subjects of Language Arts and Math are as follows for the last two years:

Language Arts

Year	% Proficient & Advanced	# Of students Proficient & Advanced	# Of Students
2004	81%	46	57
2005	43%	23	54
2 Year Average	62%	Total = 69	Total = 111

Math

Year	% Proficient & Advanced	# Students Proficient & Advanced	# Of Students
2004	65%	37	57
2005	48%	26	54
2 Year Average	57%	Total = 63	Total = 111

Menominee Tribal School is a school that has parents that are excited to volunteer. In the last school year, Menominee Tribal School parent population accumulated over 3000 hours of volunteer services. Parents were also sent to trainings with the State of Wisconsin and the BIA. The school listens to the input of parents and tries to make accommodations for their needs. After school tutoring is a direct result of this. Menominee Tribal School will continue to support and listen to the concerns of the parents, and make modifications for the benefit of the child.

Menominee Tribal School has to report other important information to the Bureau of Indian Affairs (BIA) in regards to daily attendance, yearly enrollment, parental involvement, substance abuse incidents, and violent incidents. This information will be representative from the 2001-2002 school year forward.

Summary of BIA Annual Reports For The Menominee Tribal School

	2001-2002	2002-2003	2003-2004	2004-2005
Daily Attendance	94%	93.2%	90.6%	86.5%
Yearly Enrollment	268	241	239	221
Parent Involvement	2,086	3,051	3,200	3,000
Substance Abuse	2	0	0	0
Violent Incidents	7	41	26	15

Menominee Tribal School's goals for the 2005-2006 School Year are as follows:

1. To continue to have more meaningful training and opportunities for parents to learn a variety of strategies to better prepare their children for the future
2. To continue to update the current curriculum for all grades and align these areas with the Wisconsin State Standards.
3. To improve daily attendance for students during the school year.
4. To continue to improve in the academic areas of math, reading, writing, social studies, and science as per the Wisconsin Knowledge and Concepts Examinations (WKCE's)
5. To continue to hold an annual meeting to inform the community about what's happening here at Menominee Tribal School.

OPERATION OF TRIBAL GOVERNMENT

Michael Chapman, Chairman

The Chairman's Office has worked on a broad range of issues this past year. The following is an update on a few key issues. Clearly, this office and the Legislature dealt with many of the issues and programs that are broached in this report.

Forestry Issues:

The Legislature has become far more engaged in forestry issues during the last 12 months. Indicative of this involvement, the Legislature created a Department of Trust Resources Department and we hired a Compliance and Enforcement Officer, so we will have technical expertise on issues that are central to the health of our forest.

The Forest Management Plan is a key issue that was addressed this past year and there were many community meetings to solicit input on what tribal members would like to see in a new plan, since the current plan was to expire on December 31st, but the tribe has requested a three year extension, so we can develop a new plan. The information that has been gathered was shared with Menominee Tribal Enterprises and will be factored into planning process and the Legislature also has this data so that it too can be mindful of community concerns when approving a final plan.

In addition, the Legislature devoted a lot of time reviewing and assessing the logging prescription process and what role we should have in the process. This led us to amend the current Forest Management Plan on file with the Bureau of Indian Affairs so that we had a sign-off role on all prescriptions before they are submitted to the Bureau of Indian Affairs for approval. Clear-cutting and the protection of sacred sites were two of the Legislature's concerns in this debate.

Gaming Overview:

We are making progress, though there have been some hurdles. Early in my term, due to the good work by the officers from 2004, the tribe signed an Inter-Governmental Agreement with the City and County of Kenosha on our proposed project, which frames our relationship and outlines general responsibilities relating to infrastructure issues.

Throughout, the year we worked extensively on a Draft Environmental Impact Statement, which was released for public comment and that period closed in late November. The BIA is now weighing the comments and should release a final Environmental Impact Statement in early 2006. While they are working on the environmental side of things, they are also reviewing our land-into-trust application. One aspect of this application is a financial analysis – and we convinced the Regional Office to transfer this to the BIA Central Office, which will expedite this review. We are also having monthly meetings with the BIA Regional Office to monitor this process and to make ourselves available if they have any questions along the way.

It should be mentioned that we have broadened the Legislature's involvement in this project, which was an issue raised at the General Council in May. We added another member to the Business Development Board and we also appointed three members of the Legislature, who are not the officers, to the Kenosha Gaming Authority Board, so that there is broader representation from the Legislature on various project related boards.

There has been a lot of opposition in general to off-reservation casinos - at the state and federal levels and from some tribal interests - including the Potawatomi. We have tried to work with Potawatomi to find some common ground, but they have been unrelenting in their criticism of the Kenosha Project and now we just have to "agree to disagree" and we need to challenge them when and where appropriate. Clearly, we don't have \$7.2 in political leverage like they do, but we can provide facts and figures to counter many of their allegations.

It appears that the Potawatomi are more and more concerned about Kenosha - and that is why they have increased their political spending and their media attacks. The reality of the situation is we only want the same opportunities they now enjoy. And, in the process we don't think it is appropriate that we are asked to make them whole if Kenosha becomes a reality - which is what their recent compact amendment infers.

In respect to the Menominee Casino in Keshena – we made our revenue projects for this past year and even exceeded such. I am proud that the Legislature this past year changed how we evaluate the Casino Manager – his evaluation will now directly relate to the casino's bottom line and, how well he recruits Menominees for management positions. This is a small - but significant accomplishment!

Strategic Planning:

The Strategic Planning process is still unfolding and I know once it is complete we will have a stronger sense of those issues the membership finds important and the outcome will inform and better manage our natural, financial and human resources for the betterment of the tribe as a whole.

Conclusion:

A more thorough update will be shared with the tribal membership at our Annual General Council. This office deals with a cross section of issues and we're grateful for the support and follow-up we receive from various tribal programs, especially Housing, since a majority of inquiries and concerns often relate to this program.

If down the road, you have concerns, feel free to contact the Chairman or our Legislative Staff for more information.

PROBATION/PAROLE

William Beauprey, Director

Services:

Consistent with Tribal Ordinance 94-01 "Probation/Parole Regulations" and Tribal Ordinance 95-04 "Tribal Government Plan" for policy and procedures and the official administrative structure. The Probation/Parole Dept. has the responsibility for rehabilitation and community safety to our clientele, the victims, and general population. Our duties and authority are outlined in each ordinance.

By order of the court defendants become our clients for crimes against tribal members or tribal property. These sentencing orders vary by crime, prior offense, and conditions recommended by the prosecutor or plea agreements then set forth by the sentencing judge. Defendants become our clients through a wide range of crime's and the tribe still has on the books dating back to the 1911 Code of Federal Regulations up to our present day tribal ordinances that can become amended as needed.

Our daily duties consist of directing our clientele as the court order states. Utilizing our own community resources for AODA services, (educational, outpatient, and residential) Anger Management, Domestic Violence, Parenting classes for both youthful offender and adults. Tracking the Truancy, Under Age Drinking and Curfew citations or arrests in the community and the court system, monitor and determine community service worksites on the reservation. However, (we allow for clientele to work for the outside community they may reside in.) this condition of probation is appropriate when clients are living on either low income, no income, or fixed incomes and work is done for the elderly, physically disabled, or for the community as a whole. We monitor the payments of fines, restitution, jury fees, and court cost. More so with the youthful offenders but, also for those who have fallen through the cracks we work with the School District, Alternative School, GED/HSED classroom, and Vocational Rehabilitation for Native Americans Great Lakes Inter-Tribal Council Inc. for our special educational and employment needs clientele. Office appointments, field client phone calls, investigate and follow up daily incident reports.

On a weekly bases we staff from the weekend, investigate and follow up incident reports, sign up newly sentenced clients, Attend Court Appearances, Initial Appearance, Continued Initial Appearance, Revocation, Sentencing, Bench Warrants, Reviews, and Restitution Hearings as well as attending weekly Wellness Court and Wellness Court Staffings. Tuesday Night Ordinance Court consists of Curfew, Under Age Drinking, Truancy, Truancy Review and AODA Review hearings. We collect Pre-Sentence Investigation information which consists of the criminal complaint, prior convictions, family, work, school, and criminal background checks, interview defendants of the pre-sentence investigations order (two separate interviews,). We also do jail visits, home visits and Investigate as well as type up, and file the Statement of Facts for the Revocation Hearings within the 72 hour time line (more then not). Bi-monthly (every two weeks) we schedule to meet one on one our entire caseload. October 2004 the caseload was 190 September 2005 the caseload is 227.

Monthly we attend the Coordinated Community Response Meeting (domestic Violence) the courts usually gives us one month from the date of the defendant entered a plea for us to file a pre-sentence investigation and Sentencing. Deliver written Monthly Reports to the Courts and Tribal Administration. Attend monthly Teen Court meetings.

Accomplishments:

#1 Hired Administrative Assistant with the assistance of JTP as an emergency hire and eventually back to a full time position #2. Obtained 3 new computers 2 by way of a grant through the Prosecutors Dept. and 1 with the help of Tribal Police Dept. #3. Hired the Domestic Violence Probation Officer with the help of the Stop Grant through Maehnowesekiyah (he only lasted nine months)also met with Finance after it was discovered we had to cash match for the DVPO. #4 finally got the issue of Ordinance 79-14 Probation Officers Arrest Powers cleared up. #5 Got Maehnowesekiyah to compromise by waiving the Domestic Violence assessment fee to community service due to the large number of clientele unable to pay #8. Became an active member in the development of Teen Court through the Family Preservation Dept. #9 Case load went up to 200 and was able to maintain because of a full staff #10 Began with Memorandum of Understanding for the Sexual Offender Notification and Registration Program Ordinance #11 Became an active member of the Strategic Planning Grant, #12 Completed my first Homicide Pre-Sentence Investigation Report complete with Autopsy reports and photographs #13 Completed my first Hit and Run with Great Bodily Harm complete with Accident Reconstruction map and on going medical bills #14 The Department received training in the Cisco program used at the Law Enforcement Center. #15 Each Probation Officer now has a call number for Dispatch through the Tribal Police Dept.

We have maintained active membership with the Wellness Court (Drugs) Coordinated Community Response Team (Domestic Violence) Teen Court (Alternative Sentencing) and Sexual Offender Notification Registration Program.

Accomplishment pending:

No word yet from the Chief Justice after advocating for a Supervision Fee as an Alternative To Revocation, (ATR) and reduce the jail over crowding.

No funding yet to make the Sexual Offender Notification Registration Program Ordinance a reality.

Advocate for the reprogramming of the Departmental Portables.

Statistics: The past year we supervised on a monthly average 230 Probation/Parole clients up from 195 of last year. (Not included are the 80 absconders or 32 Wellness court clients) for the year we have 163 new clients up from 142 of last year. There were 77 revocations up from 58 of last year. The crime trend continues year after year with “Assault and Battery” first, “Disorderly Conduct” second, the new third place finisher this year is “Resisting/Obstructing” and coming in fourth place this year is “Malicious Mischief” This tells us violence is alive and well on the Menominee reservation, with property crimes on the decrease. These charges are mostly domestic violence related. Listed below are the numbers of requirements ordered by the courts for this past year. Number of Probationers 2495 Number of Parolees 5 not included is absconders or Wellness court clientele.

Domestic Violence:	916	Domestic Violence related:	107
Anger Management:	433	Fines:	448
Jury Fees:	51	Court cost:	2979
Community service:	453	Parenting:	4
AODA:	1709	GED/AVRP:	101
Apology letter:	129	Restitution:	1284

Listed below are the total clients for each charge.

Assault & Battery:	1223	Disorderly Conduct:	999
Resisting or Obstructing:	502	Controlled Substance:	169
Malicious Mischief:	484	Crimes of Theft, Embezzlement, Fraud, Forgery:	37
Theft:	94	Unlawful use of Telephone:	14
Harassment:	88	Battery (special circumstance):	14
Breaking & Entering:	30	Forgery:	10
Contributing/Minors:	27	Sexual Assault:	9
Abuse of children:	19	Escape:	9
Carrying a concealed weapon:	6	Paroled:	4
Disobedience to lawful order:	16	Receiving stolen property:	8

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.

2004-2005 Statistical Summary: The Prosecutor's Office made 4881 appearances in Tribal Court on a variety of criminal and civil prosecutions during this reporting period. During this time period a total of 731 adult criminal charges were prosecuted by the office as compared to 492 the year before. This represents a 48.5% increase from the last fiscal year. Of the 731 charges, 182 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 731 adult charges were for a variety of other tribal crimes. The adult criminal conviction rate for non-domestic violence offenses was 94.90% in favor of the prosecution. For domestic violence matters, the conviction rate was 88.46% in favor of prosecution.

A total of 173 juvenile delinquency/ordinance violations were prosecuted by this office, which represents a 17.69% increase from the last fiscal year. The top three juvenile delinquency offenses prosecuted by this office were: Traffic offenses, Disorderly Conduct and Controlled Substances. The conviction rate for all juvenile matters was 83.24% in favor of the prosecution.

This office prosecuted 1256 civil ordinance violations over the year. This is down approximately 5.92% from last year. The top three offenses were: Traffic violations, Underage Drinking and Curfew. The conviction rate on civil ordinance violations was 92.601% in favor of prosecution.

34 appearances were made on alcohol/ mental commitments. 25 cases involving child welfare were prosecuted by this office which is up from 4 cases last year; this reflects an increase of 525%.

Mentionable Accomplishments: In conjunction with Tribal Courts, Probation-Parole Department, Tribal Police and Maehnowesekiyah Treatment Center, we continued to cooperatively develop the Menominee Tribal Alternate Sanctions Program, more commonly known as "Drug Court" into a working program. This is the fourth 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 individuals will receive appropriate drug and/or alcohol counseling and/or treatment as indicated by his or her assessment and they are required to have weekly court appearances to ensure their compliance with the program and to monitor their progress. Participants in the program are required to submit to random drug tests and must not use controlled substances or alcohol. Those individuals who successfully complete the program will have their criminal charges dismissed and will have no record of a drug or alcohol related crime. 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 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, 19 new individuals were accepted in the Menominee Tribal Alternate Sanctions Program. The program currently has approximately 30 participants.

During this fiscal year, the Prosecutor's Office continued to administer 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 employed a full-time domestic violence prosecutor. Marco Espinoza, a Wisconsin licensed attorney, was hired in June 2004 as the Domestic Violence Prosecutor. He was responsible for all domestic violence prosecutions within the Menominee Tribal Court jurisdiction. This grant has been extended through September 2006 and therefore 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 2004-2005 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, Domestic Violence Prosecutor Marco Espinoza, and Secretaries Lisa Lyons and Records Clerk Josephine Dickenson. In July 2005 the Office hired Pamela Ramey, who replaced Lisa Lyons as legal secretary. Luane Barrios was hired in September 2005 as a legal secretary in replacement of Josephine Dickenson.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

The PMA Department is staffed by Brett Hoffman - Director, Nicole Wilber – Procurement/Inventory Officer and Danae Uttecht – Procurement/Inventory 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 completed on the following projects in Fiscal Year 2005: Tribal Cellular Telephone Service, Tribal Food Service Provisions, Tribal LP Tank Purchases, TANF Building Interior Construction, Red River Bridge Project, Keshena Water System Improvements, Housing Fire Damage Unit Reconstruction, Fire Truck Acquisition and the Our Children's Road Project. Competitive bidding was also completed on the Cigarette / Tobacco Supplier Project, however, award was not granted until October (FY06).

The PMA Department obtained various equipment from the Federal Excess Property program with an original value of \$26,430, including two riding deck mowers and a trailer.

The PMA Department also generated \$17,345 in the sale of old equipment during this fiscal year.

The Fiscal Year 2005 Indirect Cost budget for the department was established at \$169,884. Although final figures are not available at the time of this report, the Preliminary Expense Reports for the year reveal expenses at \$141,033.

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
Karen Tomow, Youth Center/Activity Leader
Stephanie Perez, Weekend Youth Monitor
Jamie Corn, Secretary

Pershing Frechette, On-Call
Jeremy Wescott, Seasonal Park Maintenance
Marlin Basina, Adult League Commissioner

Total youth served for Fiscal Year 2005 was 12,067.

Total adults served for Fiscal Year 2005 was 3,722.

Budget Allocation for F.Y. 2005

Youth Center	\$161,688.00
Park Maintenance	\$ 72,183.00
Budget 2005	\$233,871.00

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, 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, Youth Olympics, President of Wisconsin Native Nations Team Wisconsin, President of WIAA Intertribal Youth Basketball/Volleyball/Softball League, Fundraising for the North American Indigenous Games to be held in 2006, Fundraised for youth to attend Legion Baseball State Tournament, Assisted with Neopit Little League, Provided equipment for Keshena Little League, provided transportation of vans for Family Preservation, Keshena Little League Clinic requests.

Significant Accomplishments:

The Menominee Legion Baseball returned to the State Finals on August 4-7, 2005. Menominee Legion won the Marion Regional on July 27-August 1, 2005. We defeated Tomahawk to advance to state in Prairie Du Chien. We lost our two games in extra inning to Viroqua and Lomira-Theresa which finished in 1st and 3rd place. We had two individuals place on the Class A Tournament All-Star Team. They were Michael Waupoose and Kevin Penass. Michael Waupoose was the leading hitter of the Tournament with a batting average of 1,000. First time on the history of Legion Baseball this was done.

Michael Waupoose along with Duane Waukau were selected to play and coach at the Wisconsin American Legion All-Star game at Miller Park following the Brewers vs. Cincinnati Baseball game. Mike and I attended the Legion Banquet on Saturday night along with other boys from the north and south teams. The north team which Mike played defeated the south 12-8. Mike was the catcher and played five innings and he batted 1 for 3. The Menominee Baseball Team has received many acknowledgements for their fine sportsmanship at the Regional and State Tournaments.

The Menominee T.C.J. Baseball Team won the League Title in July 2005. They defeated Wittenberg in an exciting extra inning contest. They were awarded a 1st place trophy and individual awards. Brandon Frechette and his father Pershing were very instrumental in the success of the T.C.J. and Legion Baseball program this year.

We also attended the Native American Basketball Invitational on June 21, 2005 in Phoenix, Arizona. Four Menominee Athletes along with athletes from Red Cliff and Lac Du Flambeau played. They place fourth in the tournament. They played seven games and played in the America West Arena Floor on Saturday. The four Menominee Athletes were Roger Wescott, Dan Peters, Alan Waukau and Miggs Kakkak. They received National

recognition in Indian Country and were awarded jerseys from Nike. We were also working with the Tribal Clinic and the Diabetes Grant for installation of Playground/Walking Park and Skate Park in Neopit. Completion will be in October/November 2005. The Wisconsin Inter-Tribal Athletic Association which we were apart of won the League Title in Boys Varsity Basketball, Third Place Girls Junior High Boys and Girls 2nd Place. Co-ed Softball 3rd Place and Co-ed Volleyball 3rd Place. We were also working on tryouts for the North American Indigenous Games to be held on July 2-9, 2006 in Denver, Colorado. We can expect about 50-70 athletes from Menominee to participate in the games.

The Menominee Park Department provides upkeep and maintenance for sixteen (13) 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.)Nacotee Addition park area 8.)Keshena Pavilion 9.)Recreation Baseball Field 10.)Recreation Field-Little League 11.)Fairgrounds 12.)Blacksmith Park 13.)Fairground-Baseball

#	Dept/Program/Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	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	\$ 1000	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
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	\$ 500	No	Yes	Yes	All Youth	August	Communities	Tribal	JTPA & JOM
13	Santa Visit	\$ 1,500	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
18	Golf Program: Beginners	\$ 500	No	Yes	No	Grades 1 to 6	June-August	Communities	Tribal	None
19	Golf Program: Intermediate	\$ 500	No	Yes	No	Jr. High	June-August	Communities	Tribal	None
21	Legion	\$ 3,000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
22	Little League	\$ 1,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
23	Timber Rattlers	\$ 1,000	No	Yes	Yes	Open	July	Appleton	Tribal	None

	Game									
24	WIAA	\$ 2000	No	Yes	No	Ages 12 to 18	September-Nov.	Middle/High	Tribal	Commun.
25	Wisconsin Dells	\$ 2000	No	Yes	No	Ages 14-18	August	Recreation	Tribal	None
27	Fishing Derby	\$ 500	No	Yes	Yes	All	March	Neopit	Woodland	Woodland B&G Club
28	Youth Center Equipment	\$ 6,000	No	Yes	No	Community	Seasonal	NA	Tribal	Youth Center

SOCIAL SERVICES

Mary Husby, Director

Menominee Tribal Social Services consists of the Director, Child Welfare Assistant and three Social Workers. They are funded with B.I.A. funds and tribal funds. A fourth social worker for Kinship Care is funded by the Wisconsin Department of Health and Family Services along with Tribal funds. During the later part of the fiscal year, a receptionist was hired on a temporary basis with special B.I.A. Project Funds.

In our Child Support unit, we have 1 Child Support Manager, 5 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 20% cash match requirements.

Some grants administered by Menominee Tribal Social Services are the Federal 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. We also receive Child Welfare Funding from the Federal Department of Health and Human Services, Administration for Children and Families. Child Support funding from the federal Child Support Office is 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 \$247,113.36 for FY2005 for its Social Services Department. Of this amount \$33,410.00 was designated for Child Welfare assistance. \$24,509.36 of the budget was designated for indirect costs. \$42,709.00 of program funds were designated for activities under the Indian Child Welfare Act Program and \$146,485.00 was designated for Social Services administration. Supplemental funding from the Tribe was required for Social Services to continue operations from April, 2005 through September, 2005. 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 were contracted to write a policy and procedural manual along with forms and instructions to assist Tribes in their administration of this program. This project received substantial attention in the later part of FY05 and is now approximately 60% completed. New sections on Guardianship proceedings still have to be drafted.

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, \$42,709.00 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 2005 Tribal Social Services provided services to 155 new cases. This total did not reflect the 49 cases which were carried over from FY 04' into the new contract period. Considering these cases, Tribal Social Services actually provided services to 204 cases in FY-2005.

The new case referrals for the year represented the following types of cases: 140 new Indian Child Welfare Act cases, seven enrollment assistance cases and 2 child welfare assistance cases (foster care and day care). There

was one courtesy supervision case, 3 Adult Paternity cases, one case for counseling and one case for adoption study. There were 8 cases for legal services which were provided by the attorney funded by our program. These services were provided to Indian Child Welfare Act cases and involved court appearances. The services were provided with Tribal Funds. The enrollment assistance cases involved individuals who had been adopted in the past and required assistance in securing information from closed adoption records. Of the 7 cases requesting assistance for enrollment, 2 cases failed to complete the process/application. Two cases were enrolled with the Menominee Tribe. Two cases are pending and one case was enrolled with the Bad River Tribe. Case closures for the year totaled 142.

Part of the work plan for FY'05 called for a variety of agreement 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 include: 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 Department of Workforce Development to allow us access to the State's KIDS System. The last contract that was entered in to 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 \$311,828 and \$23,365 for assessment costs. The Tribe supplemented the program for administrative costs above the \$23,365. Services were provided to 109 unduplicated families in FY'05. This represented services to 168 unduplicated children, which is decidedly below the statistics for FY-04.

Another component in our work plan for the year was to provide adoption or guardianship services to 10 families. During the year, there were no adoption cases or cases which resulted in the transfer of guardianship from a parent to another individual. However under a different objective, we did facilitate the reunification of thirteen children with their parent(s).

Another project specified for Tribal Social Services included maintaining the Tribe's Respite Day Care Project. The department, in conjunction with the Day Care Center, operates this program funded with State Child Day Care funds, Child Welfare funds and B.I.A. Child Welfare Assistance Funds. Eight children were served in this program during the year representing 1528 days of day care services which was a slight decrease 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 \$248,358 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 requiring wrap-around services for their Head Start children.

In FY-05, Social Services submitted an application for funding for Child Welfare Services to the Department of Health and Human Services, Administration for Children and Families under provisions IV-B(1) of the Social Security Act. We received a grant of \$26,569 which was used to provide respite day care services to families affected by Domestic Abuse. Services were coordinated with Maehnowesekiyah's DV Shelter and the Tribe's Day Care Center. The project served nine children from 4/1/05 through 9/30/05 and will continue to be a resource for victims and their children in FY-06.

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, one application was approved. There were no denials. Assistance was provided to 2 account holders who were age 18 or turning 18. There are 1441 cases that remain in the Individual Indian Monies Program.

B. Indian Child Welfare: The Menominee Tribe designated \$42,709 of its B.I.A. 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 67 of the 140 cases referred to the Tribe. In 73 cases, contact only occurred with the agencies involved as in most of those cases they were ineligible for services. We met our objective for the year in this category. In terms of trends, we have noted an increase in ICWA cases over the last three years. In FY'04 we received 124 case referrals and in FY'03 there were only 88 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 102 court appearances on behalf of cases. Thus, we were close to our projections for the year and in fact, exceeded them by two cases.

Social Services/Endowment:

Menominee Tribal Social Services administers the Social Services/Endowment 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 anticipated processing 176 applications for the year. A total of 149 applications for assistance were processed. 128 applications were approved and 21 applications were denied. 97, of the 128 approved, were for medical emergencies and involved transportation assistance to distant medical facilities. At the end of FY-05, this program will no longer be administered by this department. The Legislature has determined that a committee, made up of representatives from various departments, will accept and make decisions on applications for assistance.

Conclusion: This past year has been a challenging one for us and yet, at the same time, one in which many achievements have occurred. I am reminded daily of the enormity of the tasks that we face along with our families who allow us to be part of their lives. The responsibilities, in our belief system, are not just for the present but our decisions and obligations extend much farther into an unseen future. I am humbled as I consider the privilege that I and my staff have been given to work in this profession. Many thanks to the Tribal Legislature for their support and funding and most of all to a dedicated, hard working staff.

Menominee Tribal Child Support

This year has been a busy year for the Child Support Agency. We have faced many challenges and made considerable progress in many areas as we continue to grow and improve in our ability to provide child support and paternity services. These services include intake, paternity establishment, child support establishment and enforcement, income withholding, review and adjustment, interstate/inter-jurisdictional enforcement, case management, financial management and case closure.

Twelve staff positions are employed under a federal grant awarded to the Tribe. The Tribe contributes 20% of total program costs. The staff includes the Child Support Manager, a C.S. Trainer/Interstate Specialist, five Child Support Specialists, Financial Clerk, Child Support Clerk and a Receptionist. Two positions funded by Child Support have been placed under the supervision of other Tribal Departments, including a Systems Programmer and a Child Support Attorney. It was determined that these positions would be best supervised by Departments which specialize in Systems Development and Legal Services. While this arrangement has its problems, it seems to be working out reasonably well. Considerable work has been accomplished this year through the efforts of the new Child Support Trainer/Interstate Specialist in increasing the knowledge and skills of agency staff.

Coordination and linkage with other resources continues to be an important function of the agency. Access to resources through the Wisconsin KIDS systems is a valuable tool in establishment and enforcement of Child Support and establishment of Paternity. Coordination with internal systems in the community presents more of a challenge.

Work has progressed slower than expected on the Tribal Automated Data System. At the last report, the system was at 40% completion in meeting the federal requirements. The Tribal Child Support Agency currently contracts with the State of Wisconsin for use of its KIDS System for computerized data collection. The end result of this project would be that Child Support would have a Tribal computerized system that would meet federal requirements and replace the KIDS System.

There were a total of 1,891 child support cases open as of 9/30/2005, compared to 1,847 at the end of FY2004. Sixty-six of these are Paternity cases. Of the total cases, 47 are being enforced for other jurisdictions. There were a total of 474 referrals received for child support services during FY 2005. Seventy-eight of the referrals received for child support were made following paternity establishment. The remainder were referrals through direct application or from a community provider (Menominee County, TANF and other jurisdictions). A high percentage of referrals (estimated at 90%) from Menominee County and the TANF program, involved cases that were already open at the Child Support Agency. Review indicates that approximately 163 non-duplicated referrals were made to the agency.

There were 107 court cases assigned for children referred for Paternity Establishment during the fiscal year beginning on October 1, 2004 through September 30, 2005. An additional 29 cases were carried forward for action from the previous fiscal year for a total of 136 cases. The status of these cases at the end of FY2005 is reflected in the chart below.

Completed		Pending	
Paternity Judgments	29	Pending Birth of Child	19
Paternity Stipulations	38	Awaiting Court Hearing	9
Paternity Acknowledgements	6	Pending Testing	18
		Warrants Issued	3
		Locate Pending	12
		Uncooperative Mother	2

A total of \$822,319.00 was collected and distributed to families during FY2005 compared to \$749,228.00 collected in the previous year. This marks the second consecutive year that the agency has increased collections and is a direct result of the hard work and effort put forth by staff employed by the agency. The agency is fortunate to have staff who are dedicated to their work and to improving their skills and utilize all the resources available to them in establishing and enforcing child support for Menominee children and families.

SOUTH BRANCH COMMUNITY

Tony Warrington, President

The South Branch Community budget consisted of \$10,000.00 that was used to maintain the upkeep of the facility. This particular budget granted us the opportunity to provide Building Maintenance, Utilities, Supplies, heat, as well as cleaning materials for our facility.

The Center is a meal site for the elderly in our community with meals being prepared and delivered to the center 5 days a week between the hours of 11:30am to 12:30pm. Two area elders, whom are currently employed by the National Indian Council on Aging Senior Community Service Program; provide minor housekeeping duties as well as assist other elders from 10:00am to 2:00pm. This service provides time for our elders to gather, socialize and have access to the computers and library.

A number of Tribal Youth Programs utilize the facility to provide our area youth with activities, special events, community service projects, family learning activities with educational components in a chemical free environment. In addition this facility is a safe place for youth to gather and access recreational equipment. The youth also have mentioned that this is a comfortable, safe and quiet place to utilize computers and books for educational purposes.

The Community Center was home for two youth groups during the course of their stay. The Youth Development and Outreach departments Project Venture Program had their annual Winter Camp which consisted of a weekend stay. A Youth Mission group from Michigan stayed a week. Each group had approximately 20+ participants. This was the groups second year utilizing our facility.

Community gatherings were: The first annual bean feast, Halloween Party
 Family gatherings were: a rummage sale, graduation gathering, a wedding reception, a Christmas family gathering, and several birthday celebrations.

The Community Garden flourished with numerous vegetables and flowers.

Our Community Center Representatives are:

- Anthony (Tony) Warrington - President
- Clare Corn - Treasurer
- August Corn - Alternate
- June Corn - Alternate
- Nanette Tousey - Youth Representative

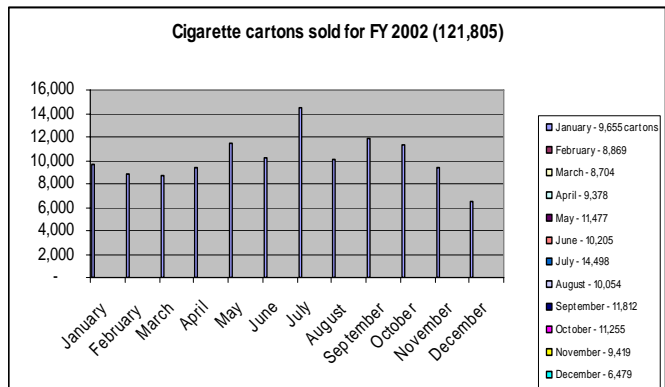
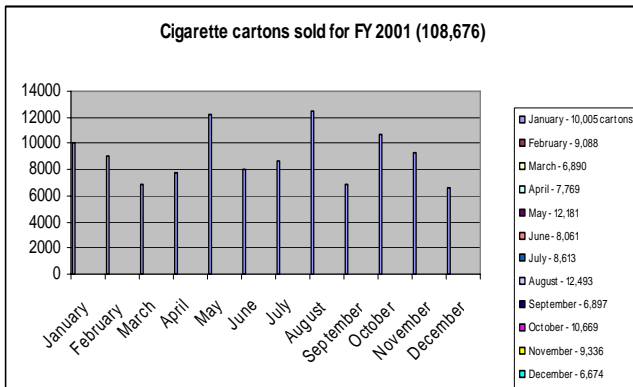
- Lloyd Pecore - Vice President
- Barbara Wescott - Secretary
- Eugene (BB) Wescott - Alternate
- Charles James - Youth Representative

TAX COMMISSIONER

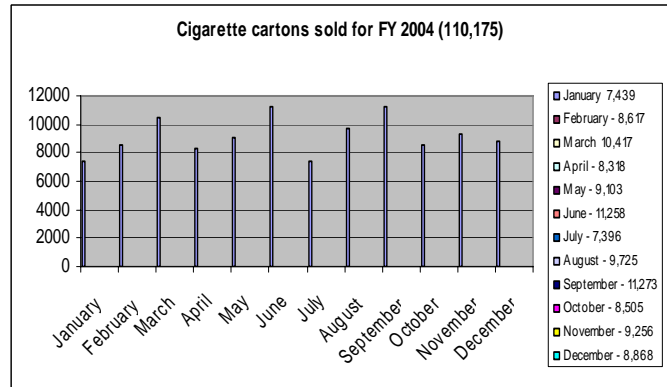
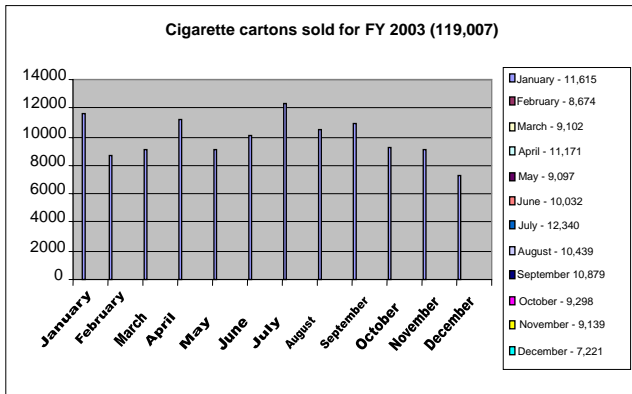
Roberta Reiter, Director

The Menominee Indian Tribe of Wisconsin, the Tax Commissioner's Department monitors and enforces tribal regulatory permits, ordinances, licenses and payment of Tribal taxes. Ensures payment of refunds due the Tribe from the Wisconsin Department of Revenue and the Department of Treasury. Menominee Tribal Legislature adopts or revises the ordinance that is adhered to by the Tax Commissioner.

The following graphs show the cigarette cartons sold on the Menominee Reservation 2001 & 2002.

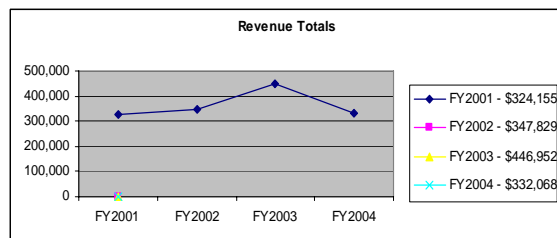


The following graph shows the cigarette cartons sold on the Menominee Reservation 2003 & 2004



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 for FY2005 was \$79,544.00. Total Expenditures were \$76,699.78. In the graph it shows revenue generated from FY 2001 – FY 2004:



The ordinances that are enforced include:

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

TRANSPORTATION

Shawn, Klemens, Coordinator

The Transportation Department provides daily transportation services for Menominee Public Transit, Menominee Tribal School, Menominee Commission on Aging / C.B.R.F, and Menominee Tribal Daycare.

The Transportation Department has also assisted the following departments / organizations with transportation and or vehicle maintenance needs over the past year:

Menominee Tribal Utilities	Menominee Indian Headstart	Maintenance Department
Menominee Tribal Housing	Maehnowesekiyah	Recreation Department
Environmental Services	College of Menominee	M.I.S.D.

Staff: The Transportation Department staff consists of a Transit Coordinator, Administrative Assistant, (2) Dispatchers, (5) Full Time Drivers, (8) Part Time Drivers, (6) On-Call Drivers, (2) Full Time Mechanics, and (1) Housekeeper / Maintenance.

Our One-way trips over the past years:

<u>Tribal Fiscal Year October - September</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>
Keshena to Neopit, Zoar, M.V. & Back	15,623	16,675	16156
Keshena to S.B. & Back	1,516	2,458	2,649
Keshena to Shawano & Back	14,543	18,351	18,608
Keshena & Ext. Keshena Area	20,151	14,155	13,702
Special Trips (Outside Ext. Area)	6,081	9,217	7,189
Keshena to V.V. & Back	863	1,280	845

We are still short driver positions, until we are able to hire additional drivers we will continue to have a waiting list for certain routes and we will not be able to provide a number of the special trips. With the increased fuel / oil prices as well as insurance our services will be limited to a first call first serve basis.

Capital improvements for Menominee Public Transit for Fiscal year 2005 will include (2) new buses, Surveillance cameras for the buses, and equipment and facility improvements. Capital improvements are funded 80% WIDOT and 20% BIA dollars.

Upcoming projects for FY 2006 include the management of the Menominee Fuel Station, and the development of our Transportation development plan with the assistance of WIDOT and a consultant. Capital improvements will include new buses and facility expansion.

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 twelve employees who collectively possess over 120 years of service to the Tribe. These twelve 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 330 programs, 750 employees, several thousand contract requirements, and \$70 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 Stacie O'Kimosh, Administrative Services Officer.
- Support. This section is staffed by a Budget Specialist (Devin Wynos) and a Secretary (Renee Duquain) who together gather, process, organize and distribute information that is 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), one Community Resources Planner (Brian Kowalkowski), and one Strategic Planning Coordinator (Brenda Tomow). 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. And, the Strategic Planning Coordinator tends to all administrative aspects governing implementation and monitoring of the Tribe's Department of Health and Human Services – Administration for Native Americans grant on strategic planning.
- 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 (Ammie 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 and special interest. A comprehensive summary of grant writing activities appears near the end of this report.

Among Administration's several accomplishments and highlights this year include the following:

- On December 15, 2004, Administration published the Facts & Figures Handbook, 3rd Edition. This handbook contains a compendium of statistical information of general organizational interest and application. The handbook provides an accessible and accurate collection of statistics pertaining to the people and the reservation, such as population, enrollment, income, labor force, housing, education, crime, AODA, utilities, and health. It also includes information on the reservation in general, such as geographical, geological, and meteorological information. A hard-copy of this publication was made available to all department heads, and a copy was made available on-line to all via the Tribe's website.
- Throughout the year Administration participated in the Integrated Resources Management Plan development, which is an initiative funded by a grant provided by the Bureau of Indian Affairs and administered by the Environmental Services Department. The planning sessions incorporate an interdisciplinary approach to forest, water resource, land use, and fish and wildlife management. When the planning sessions are completed, the plans that are developed will be incorporated into the Tribe's strategic management plan.
- Administration helped the Recreation Director develop, administer, and analyze the results of a community-wide survey. The survey, which 476 community members completed, revealed, among other things, that 404 (87%) of the respondents would like an indoor swimming pool; 271 (58%) would like to see a skateboard park built; and 236 (51%) were in favor of an ice rink being built. The survey also revealed that the majority of respondents took advantage of recreational activities offered in the evenings and on the weekends. The results of the survey are being used to develop a recreation plan that, when finished, will be forwarded to the Legislature for its approval.
- Administration began helping the Menominee Aging Division and other entities, such as GLITC, develop a new Aging Plan. As with the Recreation Plan, Administration assisted the Aging Division with the development of a community-wide survey that, when finished, will be distributed to the community. Administration will help compile and analyze the results of the survey, and use the information obtained from the survey to help fashion the plan.

- Throughout the year Administration helped the Management Information Systems Department develop a new website for the Tribe that was rich in content, functional and very user-friendly. Administration also worked closely with department heads to ensure that content posted to the website was current and accurate, and that the information posted was useful to the general membership.
- Administration helped Enrollment identify and obtain new enrollment database software that was scalable, user-friendly, and more functional than the one it had used in the past, and it sought and obtained the funding necessary to procure the software identified. In the process of reviewing new software, Administration and Enrollment identified policies and processes that the department traditionally used that were in need of improvement. Administration has also assisted the department in the development of technical amendments to the Enrollment ordinance.
- Recognizing the increasing security concerns of the Tribe, Administration developed, in consort with the Maintenance Department, a key control policy that emphasizes key control and building security control accountability. The policy emphasizes personal responsibility in the care and custody of office, building, and security code caretaking of those thereto assigned, and requires the payment of appropriate and necessary replacement costs for the loss or theft of keys and codes, as appropriate.
- Administration worked closely with the Legislature on forestry management contract compliance issues. It helped the Legislature develop a corrective action plan designed to bring curative and remedial action to problems stemming from the Tribe's actions relating to management and development of the forest, including its work on forest regeneration, backlog, and prescription processes. Administration also created a Trust Resources Compliance and Enforcement Office (i.e. forester), and obtained funding necessary to hire a forester and operate and maintain the office for fifteen months. Administration helped obtain prescriptions and treatment notices for the spring, summer and fall harvests.
- Administration wrote a land-into-trust application policy and procedure that was adopted by both the Menominee Tribal Legislature and the Menominee County Board of Supervisors. This policy and set of procedures is both an educational and authoritative document designed to guide tribal members through the process of transferring their land from fee-simple into trust, establish timelines for the transfer process, and ensures that Menominee County is provided timely notification of various transfer transactions.
- Administration worked closely with the Menominee Tribal Police Department, Menominee County Sheriffs Department, and Menominee County Coordinator's Office on the seamless transfer of emergency dispatch services from the Law Enforcement Center to the County offices. In addition, Administration helped identify sources of funding needed by the Tribe to make the transfer possible.
- Administration devoted significant staff time and effort to the launch of the first year of a three year grant designed to help the Tribe develop a strategic plan for the future. Administration's efforts in this regard were made possible by a \$524,050 grant it obtained from the Department of Health and Human Services-Administration for Native Americans, which was awarded to the Tribe on September 29, 2004. The grant requires a 25% cost share, or \$139,334, bringing the total project cost to \$663,384 over the life of the 3-year grant.
 - Year One of the grant required the Tribe to hire a Strategic Planning Coordinator; contract with the College of the Menominee Nation to provide training to senior management and directors on the concepts, principles, and necessity of strategic planning; create, administer, compile, analyze and report on the results of a community-wide survey; and conduct quarterly community meetings detailing the Tribe's efforts on the strategic planning process. The goals and objectives of year one were successfully achieved.
 - Year Two of the grant requires the Tribe to provide a minimum of twelve training and development sessions to senior management and directors; provide training sessions to those concerned with the plan's development; create a skeletal framework of a plan that incorporates community input provided by the community survey and at community meetings; and continue the process of providing quarterly updates to the community.
 - Year Three of the grant requires the Tribe to submit its draft plan to the community; hold public hearings on the plan; incorporate comments and input provided at such hearings; issue a final plan to the Legislature for it to adopt; and develop appropriate legislation or policies designed to ensure the plan is implemented.
 - Projected expenditures for the Strategic Planning Initiative over the life of the 3-year grant appears as follows:

Strategic Planning Initiative Budget

Account Category	Year 1 (10/01/04 - 9/30/05)		Year 2 (10/01/05 - 09/30/06)		Year 3 (10/01/06 - 09/30/07)		Cummulative Totals		
	Federal Share	Local Share	Federal Share	Local Share	Federal Share	Local Share	Federal Share	Local Share	Total
Salaries	\$ 35,360	\$ 14,148	\$ 38,013	\$ 25,170	\$ 40,874	\$ 42,354	\$ 114,247	\$ 81,672	\$ 195,919
Fringe	17,034	4,945	19,886	14,988	17,583	22,612	54,503	42,545	97,048
Travel	-	450	-	207		450	-	1,107	1,107
Supplies	3,300	-	3,600	-	900	-	7,800	-	7,800
Consultants	95,034	-	98,646	-	98,835	-	292,515	-	292,515
Other	420	-	12,095	-	420	-	12,935	-	12,935
Indirect Cost	16,112	2,083	9,030	4,953	16,908	6,973	42,050	14,009	56,059
Sub-totals:	\$ 167,260	\$ 21,626	\$ 181,270	\$ 45,318	\$ 175,520	\$ 72,389	\$ 524,050	\$ 139,333	\$ 663,383

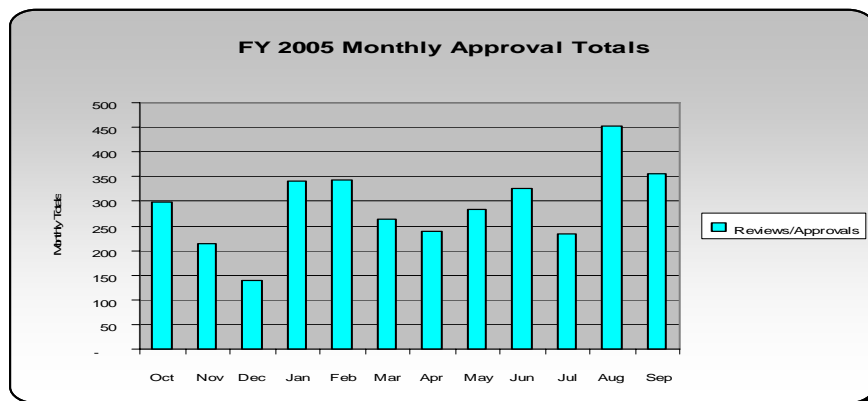
Note: Budgeted costs subject to minor adjustment due to inflation; local share satisfied through wage, fringe benefit and indirect cost contributions of participating staff or volunteers.

- Administration created a policy governing the "Use of Great Seal and Menominee Nation Flag." The policy pays homage to the artistic creation of Wayne Wynos Sr. who designed the "Great Seal" in 1979, and governs the appropriate use of the Great Seal and the Menominee Nation Flag by individuals, organizations, and departments of the Tribe. The policy was adopted by the Legislature in July of this year.
- This year Administration began tracking the various reviews and approvals that its four Administrators and one Budget Specialist performed for the organization. These reviews and approvals, deemed reportable by the Administrative Manager, are included in the following tabular summary. Not included in the reviews and approvals summary includes those that were (1) performed by the Grants Writer Staff and not subject to review or approval by the Administrative Manager or his designee; (2) the countless monthly narrative and financial reports submitted by directors/program managers over the course of the year; and (3) the reviews and approvals performed on an emergency basis. In FY2006, the reporting expectation will be expanded to include some or all of the reviews that are not now recorded.

**FY 2005 Activity Tracker Spreadsheet
October 1, 2004 to September 30, 2005**

DESCRIPTION	Months												Total
	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	
Budget Modifications	189	102	78	204	198	118	135	138	145	128	242	211	1,888
Expense Recodes	33	18	11	53	45	37	20	32	47	43	70	40	449
Grant Application Reviews	1	-	-	-	-	-	-	1	-	-	-	-	2
Grant Awards	5	1	-	1	-	1	1	-	1	1	-	4	15
Grantee Invoices	-	3	-	1	-	-	-	-	-	-	-	-	4
Reports to Funding Agencies	1	1	-	3	-	1	2	-	1	1	-	-	10
No-Cost Extensions	-	-	-	3	-	-	-	1	-	-	-	-	4
Program Modifications	-	-	-	3	1	-	-	-	-	-	-	4	8
Construction Contracts	1	-	3	2	2	6	10	10	12	8	8	9	71
Consultant Contracts	4	3	3	6	5	6	2	2	2	2	4	2	41
Employee (ex. MDs, teacher)	17	11	1	8	2	1	4	-	44	2	39	7	136
Leases (non-purchase) Contracts	4	1	-	1	2	1	-	-	-	2	1	1	13
IGA's/MOU's/MOA's	-	1	-	-	-	-	-	-	-	1	2	4	8
Bid Solicitation Notices	-	-	-	-	-	-	-	-	1	-	-	1	2
Check Requests	2	2	5	3	2	7	12	10	6	6	11	10	76
Emergency Check Requests	3	1	-	2	3	3	-	3	-	-	-	4	19
Credit Applications	-	1	-	1	-	-	-	-	-	-	-	-	2
Purchase Requisitions	4	6	5	1	10	7	2	8	3	3	5	6	60
Tax Exemption Certificates	1	5	3	2	3	10	9	7	8	2	5	3	58
Employee Change of Status	-	1	1	1	1	1	-	-	5	-	3	-	13
Employee Requisition	7	7	1	6	6	7	6	10	8	4	12	9	83
Employee Reimbursement Requests	-	2	-	-	-	-	-	-	-	-	-	-	2
Employee Leave Requests	7	24	19	11	22	17	20	19	21	16	20	13	209
Mileage Reports	7	11	3	8	20	16	10	21	12	9	17	10	144
Travel Authorizations	3	3	3	7	11	13	3	8	4	2	10	10	77
Travel Vouchers	9	7	3	4	11	11	4	13	5	3	4	3	77
Donation of Leave	-	1	-	8	-	-	-	-	-	-	-	-	9
After-the-Fact Purchases	-	1	1	3	-	-	-	-	-	-	-	4	9
TOTAL:	298	213	140	342	344	263	240	283	325	233	453	355	3,489

- The following is a graphical illustration of the reviews and approvals shown in the above summary:



- Departures & New Additions. This year Administration attended to the following staff changes:
 - Theresa Ford, Early Childcare Services Director, separated from employment with the Tribe in October of 2004. In December of 2004, Penny Escalante was hired as the new Early Childcare Services Director. Mrs. Escalante is an enrolled member of the Tribe and has worked in the early childcare field since 1992. She holds an associates degree in Early Childhood education from the College of the Menominee Nation and brings a wealth of experience and knowledge to this department. Her education credentials also include childcare development credentials, infant and toddler credentials, and in-service hours for school age training. She plans to pursue a bachelor's degree in education and business administration and is currently taking courses in Menominee language. Mrs. Escalante began her career as a teacher aide at Head Start in 1992, progressed to a classroom teacher, and eventually worked her way towards becoming

the Early Childcare Services Director. Under her administration, the center has focused efforts on language and culture activities, and she has developed a partnership with Head Start for the benefit of Menominee children.

- Joyce Kotschi was hired as the new Menominee Aging Division Director in November of 2004. Joyce holds a bachelors degree in Criminal Justice from Marquette University, a nursing degree from Marquette Area Technical College, and credentials in gerontology. She also has several years of prior experience operating and maintaining a community based residential facility. Mrs. Kotschi has devoted most of this past year to improving management systems and bringing the current CBRF into compliance with applicable building and design standards so that the CBRF can be licensed as a CBRF by the State of Wisconsin.
- Eileen Schultz, Enrollment Director, separated from employment with the Tribe in February, 2005. In June of 2005, Gaynelle Hawpetoss was hired as the new Enrollment Director. Mrs. Hawpetoss is an enrolled member of the Tribe and holds a bachelor degree in Business Administration from the University of Wisconsin at Green Bay. Mrs. Hawpetoss has devoted most of her time to improving policies, procedures and other systems within the office in order enhance the enrollment application process.
- Amy Waukau, Head Start Director, resigned from her position with the Tribe in May of 2005. In July of 2005, Michael Skenadore was hired as the new Head Start Director. Mr. Skenadore is an enrolled member of the Tribe and holds a Bachelor of Arts degree in education from St. Norberts College. He is currently pursuing a masters degree from Silver Lake College in organizational behavior. Mr. Skenadore was a teacher at the Menominee Tribal School and the Dean of Students at the Menominee Indian Middle School before accepting his current position. In his time at Head Start, Mr. Skenadore has focused on administrative and program aspects in efforts to make Menominee Indian Head Start one of the best programs in the United States. In efforts to accomplish this, he has set forth an aggressive agenda to increase parental involvement in the education process, provide education and training opportunities for all Head Start staff, and to develop meaningful cooperative agreements with the community and all tribal agencies.
- Donna Powless, Ph.D., Menominee Tribal School Administrator, resigned from her position with the Tribe in September of 2005. Robert Tucker, the Menominee Tribal School's Special Education Coordinator, was temporarily assigned the duties of the Administrator by the Menominee Tribal School board until the vacancy is filled. The MTS School Board intends to fill the vacancy by December of 2005.
- Administration served on and/or worked closely with the following committees, taskforces, and teams:
 - Budget and Finance Committee – Administration worked with the Finance Department and the Budget & Finance Committee to develop the FY2006 budget. The budget ordinance was ultimately passed by the Menominee Tribal Legislature in September of 2005. Administration also worked closely with the committee and the Finance Department on the FY2005 Indirect Cost Budget. More, Administration developed an "Appropriations Policy," which included prioritization guidelines, for the committee to consider. Administration is a member of the committee.
 - Governmental Affairs Committee – Administration continued to help the committee develop Rules of Procedures for the Menominee Tribal Legislature; new employment policies and procedures for the Tribal government; revisions to the Tribe's health benefits and insurance program; creation and implementation of an employee advocate program; and notice and application of availability of funding for health and education. 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, corrective and remedial actions, and other areas of mutual concern to the MTE, Bureau of Indian Affairs, and Menominee Tribal Legislature. Administration is not a member of this taskforce.
 - Menominee Tribal Legislature & Menominee County Taskforce – Administration assisted the taskforce in its work on the Act 161 agreement, 51/55 agreement, telecommunications agreement, road maintenance agreement, cooperative construction agreements, annexation, land-into-trust, and other areas of joint concern. 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 a variety of organizational issues. Among the issues the team encountered this past year included debt collection, complaints, external audit performance, strategic planning, and budgeting.

- Wood Stove Ad Hoc Committee. Administration assisted the Woodstove Ad Hoc Committee on the development of a plan and implementation schedule for Housing with respect to the safe removal of wood stoves in low-income housing.
- Administration celebrated its first full year of implementation of 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. This system has enabled Administration to archive tens of thousands of paper records each year in a fraction of the time it took to microfilm the records. It also allows Administration to share archived records via e-mail or CD-ROM with Finance, Internal Audit, and external auditors. This system has been, without a doubt, one of Administration's crowning achievements.
- Administration personnel attended several training sessions, including training provided on Direct Contract Support Costs, Indian Reservation Roads, Government Performance and Results Act – Performance Assessment Rating Tool, and Human Resource Management.
- Grant Writing Overview
 - The following is a tabular summary of the Department's grant writing efforts:

Grants SUBMITTED in FY 2005					
#	Name of Grant	Written or Reviewed	Program Responsible	Amount Funded	Amount Denied
1	Diabetes Primary Prevention	W – assisted	Clinic	\$324,300	0
2	Brighter Futures	R	Community Resources	132,000	0
3	Special Diabetes	W	Clinic	556,990	0
4	Emergency Shelter/Trans. Housing Program	R	Housing	9,775	0
7	Museum Assessment Pgm	W	Historic Pres.	2,235	0
8	Park Service Historic Pres.	R	Historic Pres.	0	\$39,027
9	N.A. Museum Services	W	Historic Pres.	19,869	0
10	Head Start COLA	R	Head Start	16,079	0
11	Indian Highway Safety	W	Police Department	30,000	0
12	Justice Assistance Grant	W	Police Department	14,891	0
13	Bulletproof Vest Program	W	Police Department	6,474	0
14	Tribal Victim Assistance	W	Police Department	57,770	0
15	Sex Offender Management	W	Police Dept.	0	249,948
16	Basic Library Assistance	R	Library	5,000	0
17	Library Enhancement	W	Library	0	142,685
18	Rural DV (shelter)	W – assisted	Maehnowesekiyah	499,990	0
19	Family Violence Prevention	W	Maehnowesekiyah	61,921	0
20	Family Wellness Court	R	Maehnowesekiyah	0	159,541
21	Drug Free Communities	W	Youth Dev'l	82,649	0
22	Safe & Stable families	R	Youth Dev'l	61,000	0
23	Tribal Youth Program (3 yrs)	W	Youth Dev'l	224,994	0
24	ANA Language Preservation	W	Lang & Culture	0	99,657
25	Tribal Open Dump	R	Comm. Dev'l	0	107,082
26	Tribal Wildlife Incentive	W – assisted	Conservation	0	234,320
27	Tribal Open Dump	R	Env. Services	0	115,164
28	Tribal Air Quality	R	Env. Services	55,314	0
29	EPA Brownfields	R	Env. Services	258,000	0
30	Clean Water Act	R	Env. Services	160,000	0
31	Injury Prevention	R	Env Services	4,900	0
32	EPA Gen'l Assistance Pgm	R	Env. Services	220,000	0
33	Hazardous Materials Training	R	Env. Services	26,055	0
34	Tribal Court Assistance	W	Tribal Admin	0	181,992
35	Child Support Enforcement	R	Social Services	672,850	0
36	Child Care Dev'l Fund	R	Social Services	248,336	0
TOTALS				\$3,751,392	\$1,329,416
				FUNDED	DENIED

APPLICATIONS PENDING				
#	Name of Grant	Written or Reviewed	Program Responsible	Amount Pending
1*	Title VI	R	Aging	\$ TBD
2	Healthy Community Initiative	R	Aging	5,000
3	ADA Foundation – Harris Fd	R	Clinic – Dental	5,000
4	CWD	R	Conservation	10,000
5*	County-Tribal Law Enf.	R	Police Dept	27,808
6	Youthbuild	W	Community Res.	400,000
7*	Community Child Care	W	Day Care	209,192
8*	EMS funding assistance	W	Clinic – EMS	TBD
9	Community Dev'l Block Grnt	W	Housing	500,000
10 *	Head Start supplement	R	Head Start	16,789
11*	Victims of Crime	W	Police Dept.	34,315
12*	Law Enforcement Services	W	Police Dep't	167,539
13	Family Literacy Project	W	Library	29,723
14*	Reading Is Fundamental	R	Tribal School	1,005
16*	Specialized Transportation	R	Menominee Transit	41,865
17*	Trans. Capital Assistance	R	Menominee Transit	204,200
18*	Trans. Operating Assistance	R	Menominee Transit	360,617
19	Mentoring Children of Prisoners	W – assisted	Youth Dev'l	61,000
TOTAL PENDING				>\$2,074,055

- The asterisk denotes \$1,074,330 of pending funding that we expect to receive at full or slightly reduced amounts.
- Grants listed with TBD amounts signifies that the amount is To Be Determined. The Tribe does not submit budgets for these grants; instead, the funding agencies determines the amount that is available and to be provided.
- In addition to the above figures, \$920,003 of the grants pending at the end of FY04 were funded during FY05.

As you can see from the highlights provided above, Administration personnel cover a lot of ground. I'm very proud of the staff, their contributions, and their dedication to providing quality services. I look forward to the honor and the privilege of working with them all in FY2006, and know that their productive output will only surpass their achievements of this past year. I feel very fortunate to be a part of it all, and I hope my readers feel the same.

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

The Menominee Tribal Court operates under the authority of Articles III and IV of the Menominee Constitution as a separate and co-equal branch of the Tribal Government.

The primary role of the court is to provide judicial services on the Menominee Indian Reservation and in doing so, heard in excess of 6,000 criminal, civil, children's, family, ordinance, motor vehicle and other matters in Fiscal 2005.

The Menominee Tribal Court continues to coordinate its efforts with all service agencies on and off the Menominee Reservation. The court works closely with the Tribal Prosecutor, Tribal Police and Probation & Parole Department, Menominee Tribal Social Services, Menominee County Health and Human Services, Menominee Child Support and various other Tribal, State and Federal agencies.

Court personnel consist of the following: Chief Justice, Trial Judges (2), Associate Justice (1 vacancy), Deputy Clerks of Court (4), Bailiffs (1), and Administrative Assistant.

STATISTICS	FILED	HEARD
Motor Vehicle	1,097	1097
Curfew & Underage Drinking	348	348
Conservation/Adult Ordinances	123	50
Truancy	260	260
Restraining Orders	65	59
Criminal	376	1898
Civil Cases*	231	220
Juvenile/JIPS	95	139
Custody	12	24
Adoptions, TPR's	4	4
Child Support/Paternity	155	511
Wellness Court	19	333
Extradition	28	26
Other**	1,263	1,263

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

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

PROBLEM AREAS:

1. CHILDRENS MATTERS

Increased caseloads continue in the areas of underage drinking, curfew, truancy and other juvenile matters. There has been some progress in these areas with continual referrals to appropriate local agencies. Although cumbersome and time consuming, the court continues to follow-up all cases with reviews of which the court finds necessary to combat the inordinate number of cases in these areas.

2. PUBLIC DEFENDER PROGRAM

The Tribe is in need of a Public Defender Program to represent individuals in criminal matters. There are too many pro se litigants appearing in court which slows down the legal process which in turn creates a back-log of cases.

3. ADMINISTRATIVE LAW JUDGE

The Tribe and court would benefit if a part-time Administrative Law Judge position was instituted on the Reservation. This position would handle all child support, paternity and employment grievance matters. At present these types of cases take up an inordinate amount of the Court's time and distracts from all other matters before the court.

ACCOMPLISHMENTS:

1. The Court maintains a positive working relationship with the numerous agencies of the Menominee Reservation, Menominee County, State and Federal governments.

2. A Dedication Ceremony is planned for late November in which the new Courthouse will be dedicated in honor Wilmer Peters Sr., the first Chief Justice of the Menominee Tribal Court. The new courtroom will be dedicated in honor of Sarah Skubitz and Christine Webster, the first Associate Justices of the Menominee Tribal Court.

3. The court is exploring the feasibility of developing a type of Peacemaking Court which will be an adjunct to our court system. It may include dispute resolution aspects as well as some traditional aspects. This is in the formative stages and will take time to develop.

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 Utility Department provides wastewater, water and septic services to all people within the Reservation boundaries. The Utility also provides and services the Middle Village area with electrical.

The number of customers we service is as follows:

<u>Middle Village</u>		<u>Neopit</u>	
Residential s/w/e	= 72	Residential s/w	= 210
Commercial s/w/e	= 7	Commercial s/w	= 19
Commercial electric	= 9		
<u>Keshena</u>		<u>Zoar</u>	
Residential s/w	= 309	Residential water	= 23
Commercial s/w	= 56	Commercial water	= 4
<u>Trailer Court</u>		<u>Redwing</u>	
Residential water	= 17	Residential water	= 21

Administration:

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

Utility Improvements:

- ~New fencing around Redwing, Trailer Court and Zoar wells, also around the Keshena water tower.
- ~The test wells have been completed for the new Keshena wells.
- ~Moved (8) fire hydrants and installed (8) new gate valves in Neopit.

Future Improvements:

- ~Finish the Keshena well, water tower and water main looping.
- ~Install test wells, production wells and new pump house in Zoar.

WOODLAND BOYS & GIRLS CLUB

Laurie Reiter, Director



WOODLAND BOYS & GIRLS CLUB

P.O. Box 261
Fire # W6724 Shawpokasic St.
Neopit, Wisconsin 54150

Office: (715) 756-2439
Game Room: (715) 756-2602
Fax: (715) 756-2605

Ron Corn, WBGC Chairman
Menominee County Administrator
BS, Forest Administration

Wendell Askenette, Vice-Chairman
Honorable Judge
Menominee Tribal Courts
BS, Social Change & Development

Sharon Waukau, Secretary-Treasurer
Loan Coordinator
Menominee Tribal Housing
MS, Business Administration

Alan Caldwell, Board Member
Assistant Principal
MISD Middle School
MA, Education Administration

Gary Besaw, Board Member
Dean of Student Services
College of Menominee Nation
MS, Education Administration

Patti Burr, Board Member
Diabetic Nurse Educator
Menominee Tribal Clinic
Registered Nurse

Dave Grignon, Board Member
Historic Preservation Officer
Menominee Indian Tribe
BS, Regional Planning

Jonsey Miller, Board Member
Vista Worker

Twila Peters, Board Member
Business Development Manager
Menominee Tribal Housing
MS, Mgmt & Organizational Behavior

Duane Waukau, Board Member
Recreation Director
Menominee Recreation & Parks
AA, Physical Education

Wendell Waukau, Board Member
Superintendent
Menominee Indian School District
MS, Educational Leadership
ES, District Administrator

Nick Vraney, Board Member
Fitness Instructor
Menominee Tribal Clinic
BS, Exercise Science

National Mission: "To inspire and enable all young people, especially those from disadvantaged circumstances, to realize their full potential as productive, responsible and caring citizens".

Our mission is the Movement's reason for being. In every community, boys & girls are left to find their own recreation and companionship in the streets. An increasing number of children are at home with no adult care or supervision. Young people need to know that someone cares about them. Boys & Girls Clubs offer that and more. Club programs and services promote and enhance the development of boys and girls; by instilling a sense of competence, usefulness, belonging and influence. Boys & Girls Clubs are a safe place to learn and grow – all while having fun. Therefore, Boys & Girls Clubs are truly "The Positive Place For Kids."

Over the past year the staff at Woodland Boys & Girls Club provided numerous activities for our kids. Among the activities were:

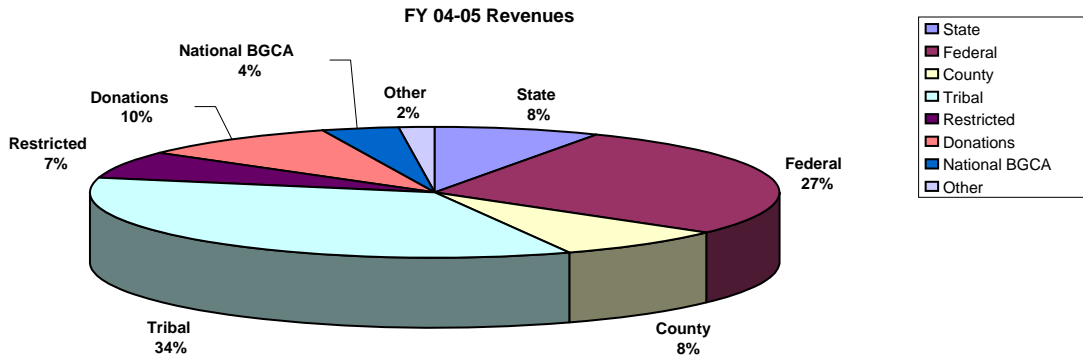
Food Baskets	Fishing Derby	Highway Clean Up
WI Dells Trip	Annual Pow-wow	Little Hitters
Pizza Parties	Dances	Sledding
Bike-A-Thon	Brewers Game	Bowling (Shawano)
Community Picnic	Pumpkin Carving Contest	Fitness/Exercise
Movies – In house & Shawano	Swimming (Shawano)	Tutoring
Early Morning Coffee Shops	Friday Night Open Gym	Arts & Crafts
School Supply Distribution	TRAILS	Boxing Exhibition
Board & Table Games	Computer Games	Sponsorships
Scholarships	After School Program	Quilting Class

In addition, the club was open over 280 days through out this past year. It is closed on Sundays & Holidays except on Holidays where kids may be actively involved in a Holiday Project. There were more than 6886 visits from kids on our reservation and on a daily basis, the club averages about 25 – 50 individuals. The visits do not include any attendance numbers from our special events. Woodland is dedicated to serving "all" youth. Anyone can be a member. Call the club, we can send your forms immediately or they may be picked up at any one of the school main offices. Our main goal is to keep kids busy, safe and entertained.

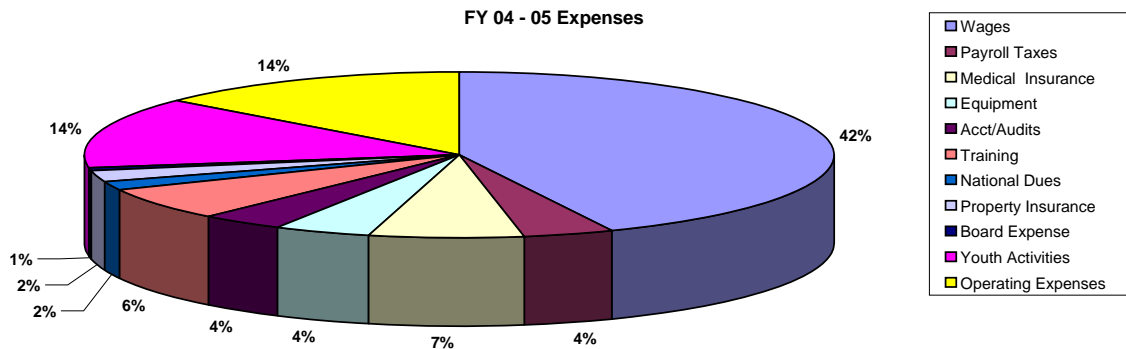
Not only has the staff done an excellent job providing activities, but the Board of Directors is proud to have taken a very active role in delivering the best guidance and leadership. The Woodland Boys & Girls Club Board of Directors is "**VOLUNTEER**". None of the members get paid for their time and effort. The board's attendance rate at monthly meetings is 80%, and each has made a financial contribution for one or more of the activities. With all the board members employed in top level positions with very busy schedules, their commitment to serving Woodland is exceptional and must be commended. All have attended the Boys & Girls Club Board Training on their own time and do a great job volunteering for various tasks needed to implement our activities.

The Board of Directors is also very "Fiscally Accountable". They have ensured that annual audits take place, monthly finances are disclosed and that Woodland remains in compliance with the National requirements. Funding raising efforts are a major responsibility of the Board of Directors. As such, much of Woodland's funding is due to the board's efforts. Below is a breakdown of our sources of revenue & expenses.

Revenues



Expenses



In addition to the board’s involvement, Woodland also tracks individual volunteers. Currently the list includes over 53 reliable individuals and the offers to assist are growing. These volunteers are an important part of Woodland’s success since funds for the operations are limited. Another important savings that should be commended is that our Executive Director, has never taken an annual increase in the 3 ½ years of service. She voluntarily rejects an increase in order to keep the cost of salaries at a minimum.

With continued participation of volunteers, staff dedication and commitment, Woodland has set a solid foundation, and we are now ready to begin the next level of organizational success. Our main goal in FY 06 will be to strengthen our funding base in order to provide more programs services with formally trained staff.

In closing, we hope you will join us in our commitment to the youth of our reservation.

Ron Corn, Chairman
Woodland Boys & Girls Club

YOUTH DEVELOPMENT & OUTREACH

Shannon Wilber, Director

The Youth Development & Outreach (YD&O) office has worked over the past year to align its programs, projects and services to the Youths Service Providers (YSP) and the Menominee Indian Tribe of WI. (MITW) strategic plan. Through the mission statements of both the YD&O and MITW, they strive to promote and protect the well being of MITW residents with YD&O’s focus being on youth 11-17 years (primary) and their families (secondary).

Next, it is through this mission work that the vision statements and guiding vision principles for MITW and YD&O will be achieved so that the Menominee’s have strong and healthy community members, families, and youth who embrace their culture, have positive relationships with all relatives on Mother Earth and preserve and sustain themselves through Indigenous sovereignty rights. Therefore, the mission and vision of YD&O are carried out through the following three program areas and their seven respective projects:

YD&O Program Areas	Project & Project Coordinator	Funding Sources & Length of Project	Activities Include
1. Promote Healthy Lifestyles	1a. Alcohol Education (Alternative Routes) Tessa James 2a. Teach-In	<ul style="list-style-type: none"> • TYP (OJJDP) – Oct. 2002 to Sept. 2008 • SAMSHA – June 2005 	Teach in Grades 6-12, Awareness Conference, Alternate Routes, Youth Incentive for 6mo. & 1 yr, Juvenile Community Service: Leaf Raking for Elders, Youth Fishing Derby, Menominee Veterans Pow-wow, Menominee Nation Pow-wow, Case Management, Juvenile Court Counselor
	1b. Balanced and Restorative Justice (BARJ) Darwin Dick	<ul style="list-style-type: none"> • JADG (OJA) – Oct. 2004 to Sept. 2006 • JABG (OJJDP) – July 2002 to Aug. 31, 2005 	Teen court, planning, outreach, training, quarterly incentives for youth participants
	1c. Truancy Education Connie Long	<ul style="list-style-type: none"> • PSSF (ACF) – 1998 began (renewed every 5 years) 	True life interactive, ropes, MRCC, Incentives for successful completion, Case Management, etc.
	1d. WI State Incentive Grant (SIG) Pattie James	<ul style="list-style-type: none"> • DHFS (WI) – Jan. 2003 to Dec. 2005 • DFC (SAMSHA) – Oct. 1, 2002 to Sept. 2007 	Prevention/Intervention. Activities during/after school, Community Resource Fair, Winter Fun Fest, Family Night, Teen Night, Culture Camp, Winter Camp, Lang. Camp, Singing/Drumming, Sturgeon Feast, etc.
2. Strengthen Families	2a. Mentoring Children of Prisoners Melissa Pitzl	<ul style="list-style-type: none"> • MCOP (ACF) – Sept. 2004 to Aug. 31, 2007 	Family long & short term goals, reunification plans (2 components), Mentor/Youth Outings, Mentor Trainings, Mentor/Parent Monthly Meetings, Recruitment, Case Management, etc.
	2b. Reunification Shannon Wilber	<ul style="list-style-type: none"> • PSSF (ACF) – 1998 began (renewed every 5 years) • DHFS (WI) – Oct. 1998 to Sept. 2006 	Reunification plans, parenting sessions-Birth to 3 yr. old, Parents of Teens, Grandparents Raising Grandchildren, Youth & Family Resources, Family Nights, Crisis Intervention, Youth Adv-Case Mgmt, etc.
3. Community Outreach & Partnerships	3a. Youth Advocate Connie Long	<ul style="list-style-type: none"> • MITW – began 1998 to Sept. 2006 • JADG (OJA) – Oct. 2004 to Sept. 2006 • DHFS (WI) – Oct. 1998 to Sept. 2006 • Local Alliance grant (DHFS-WI) – July 2002 to Sept. 2006 	Reunification, Alliance for Wisconsin Youth Group, 3 on 3 Basketball Tourny, Halloween Dance, Safe Home Project, Toys for tots, Valentines Day Dance, Truancy Ed., Advocate for youth to: reenter education, promote healthy choices, tribal courts, Menominee County Health & Human Services, Youth Service Provider Collaborations, Youth/Family Resources, Teen Court, MRCC, Referral To other programs for services, Community Service for Youth, etc.

For fiscal year 2005, the seven projects in the above table have produced the following measurable results for the MITW community:

- \$401,469 total grant dollars for services
- 815 total youth served
- 248 total families served
- 25 total outreach activities with existing partners (via Youth Service Providers)
- 6 total number of new partnerships formed:
 - Bay Area Workforce Development to coordinate issues that affect youth;
 - American Indian Affairs Association (AIAA)- A Philanthropy Foundation for Native American Projects: \$5,000 in new service funds for 2005 Culture Camp in collaboration with Historic Preservation;
 - YSP/Search Institute: Creation of a cultural asset model by Patricia James through modifying the Search Institute Asset Instrument that will be used to determine the strengths of youth and support programming on an individual basis to emphasis those strengths;
 - Mentoring Children of Prisoners first year of funding established rapport as funding enters first year;
 - College of Menominee Nation has authorized an agreement to work with our Mentoring Children of Prisoners Program (Melissa Pitzl) to provide College Students an opportunity to experience a Mentor Relationship and receive credit in terms of an Internship; and

- o Menominee Tribal Courts has supported the planning and development of the Teen Court in an effort to promote a Balanced & Restorative Justice System (Darwin Dick) for our community.

In conclusion, the YD&O Department has set several goals of the coming fiscal year to further expand and strengthen projects and services to MITW youth and families:

1. To strengthen YD&O program area #2 (strengthening families), the administrator will work to secure new funding through the Administration for Native American's federal office by applying for the "Improving the Well Being of Children and Healthy Marriages/family Initiatives" grant. This three year grant is worth up to \$150,000 per year and the projected due date is March 8, 2006. See <http://www.anaeastern.org/grantforecast.htm#HMI>.
2. To strengthen YD&O program area #3 (community outreach and partnerships) and help projects from program area #1 (promoting healthy lifestyles) be more efficient, several objectives will be completed:
 - a. Project analysis to determine areas of overlap and gaps in services;
 - b. Project alignment and assignment to YD&O program areas;
 - c. Continuance of YD&O program and department alignment to YSP & MITW Strategic Plan;
 - d. Securing additional funding of projects that are limited by their current funds and for program areas that need new projects which build YD&O departmental capacity through the "Indian Demonstration Grant" funded by the Department of Indian Education. This four year grant has an annual award of \$400,000 and is due in early April 2006. See: <http://www.ed.gov/legislation/FedRegister/announcements/2005-1/013105c.html>.
 - e. Alcohol Education
 - 1) Maintain a coordinated referral and service delivery system inclusive of inter-governmental relationships among county, school, and the tribe's judicial services and law enforcement for early intervention in problem behaviors utilizing culturally based services and sanctions in order to reduce truancy and create a safer community.
 - f. Balanced & Restorative Justice
 - 1) To promote community safety and support for victims, community members and juvenile offenders (Competency Development and Community Safety)
 - 2) Improve and rebuild relationships between the victims, community members and juvenile offenders (Accountability).
 - g. Truancy Education
 - 1) Offer opportunities for youth to gain knowledge surrounding the issues for which they are referred to the Program;
 - 2) Offer youth choices and education to them on the importance;
 - h. State Incentive Grant has been replaced with Drug Free Communities
 - 1) Reduce abuse among youth by addressing community factors that increase risk and promoting factors that reduce risk through experiential learning.
 - 2) Strengthen the collaboration to support proposed efforts of coalitions to prevent and reduce substance abuse among youth
 - i. Mentoring Children Prisoners
 - 1) Increases the number of Menominee High school graduates by supporting youth to achieve their full potential;
 - 2) Reduce the recidivism in the Menominee Tribal Courts;
 - 3) Support reunification efforts of parents with their children.
 - j. Reunification/Youth Advocate
 - 1) Build healthy individual and families within the Menominee Community by increasing their opportunity to attend and participate in the Parent Education Classes by thirty percent (30%), through collaboration referral efforts of Menominee Tribal Social Services, Menominee County Health and Human Services, Menominee Tribal Courts et al.
 - 2) To increase the number of young men's and women's knowledge base regarding taking responsibility for themselves, their families and their communities which will reduce the number of out of home placements for juveniles by 25 % by the year 2006.
 - k. New strategic partners will coordinate with our provision of services that will emphasize the needs of our youth/families.

ZOAR CEREMONIAL

Terri Katchenago

The Zoar Ceremonial Building is primarily used for “Big Drum” Ceremonies, seasonal services, funerals and spiritual healing.

The Zoar Ceremonial Building can also be used for other purposes such as AODA Awareness, Youth TRAILS Meetings, JOM Arts & Crafts, Community Meetings with the Tribal Legislature and as an Emergency Site.

The Zoar Ceremonial Building budget covers the basic costs of gas, utilities and insurance. Although the Menominee Tribe maintains the building it is the responsibility of the community members who utilize the building to keep the interior clean. Anyone/group who uses the building is able to donate money or cleaning/repair supplies to help with the upkeep of the building. If you are interested in donating anything please contact the Legislative Staff department or the Chairman’s Office.

COLLEGE OF THE MENOMINEE NATION

S. Verna Fowler, Ph.D, President

VISION STATEMENT

Our vision is to serve as a center for lifelong learning, providing exemplary academic preparation and research.

Mission:

The College of Menominee Nation's mission is to provide opportunities in Higher Education to its students. As an institution of higher education chartered by the Menominee people, the college infuses this education with American Indian culture, preparing students for careers and advanced studies in a multi-cultural world. As a land grant institution, the college is committed to research, promoting, perpetuating and nurturing American Indian culture, and providing 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.

MESSAGE FROM THE PRESIDENT



July, 2005

Posoh, Nemat
Hello, my friend(s)

On behalf of the College of Menominee Nation Board of Directors and college community, I am pleased to present to you this annual report on the development and progress of the college. While we have made great strides and tremendous progress as exhibited by the beautiful and bustling, yet peace filled campus, we still face challenges beyond measure.

It is unbelievable that it has been only 12 years since the Menominee Tribal Legislature honored me with the privilege of founding a college for the Menominee and surrounding area. Since that time, talented, educated, and dedicated people have worked diligently with me. Over the past 12 years the campus has continually changed and developed. This change in outward appearance reflects the changes that have taken place within as organizational systems, processes, programs of study and life-long learning opportunities are developed. Just as the development of our physical campus has been a continual process, so too, has the quality of higher education and excellence of service to our constituents.

You will note that this year, CMN's Annual Report deviates from our previous format. My reasons for making this change are twofold: tribal members receive a very detailed report from each CMN department and Institute in January as part of the Tribal Legislature's report to the Menominee People; and while I serve as the college president, the administrative leadership team will annually report our progress in meeting the goals of our Strategic Plan. Our Strategic Plan is then not only a wonderful document to exhibit and have available for ready reference on our office desks, but also a vital evaluative measurement, and planning tool that will advance CMN toward the ideal of excellence in higher education.

As you read this annual report, jot down your ideas and share them with a member of the college community. We can be reached at 799-5600. We need your support and input as we fashion a college that will bring not only the current generation, but the Menominee of many future generations, to a higher standard of living and a more fulfilling life. Together, we can overcome the disastrous effects of Termination and RESTORE hope and all the good things it engenders.

In closing, please know that I am extremely proud to serve the Menominee Tribe. The success of the college illustrates that the Menominee, despite being one of the country's poorest tribes still possess, as our ancestors did, the strength of character, wisdom, and vision to invest in its most important resource—our People, now and into the future. Wae wae non, natas.

Respectfully,

A handwritten signature in cursive script that reads "S. Verna Fowler".

S. Verna Fowler, Ph.D., President

MESSAGE FROM THE CHAIRPERSON

July, 2005



It has been my pleasure and honor to serve as Chairperson of the Board of Directors for College of Menominee Nation for this past year. As Chairperson, I am exceptionally proud to present CMN's Annual Report for 2005 to the Menominee People and the college's cooperating institutions, governmental and private agencies for their review.

This past year was exciting as the Menominee community and students watched a campus of which we could be extremely proud being created. As Chairperson of the Facilities Committee, we wanted to develop a campus that would reflect the culture and ideals of the Menominee Nation. We still have a need for more facilities, including a Library, additional classrooms, maintenance buildings, and student housing. We will continue to focus on reflecting the Menominee experience as resources allow.

Quality work has also been done in the area of curriculum with the standardization of courses as well as development of new Programs of Study, particularly in the disciplines of Science, Mathematics and Technology. The National Science Foundation Grant will enable us to educate future research scientists and professors—many of American Indian ethnicity, so that this nation can continue to benefit from the talents and skills of our people.

I have been privileged to serve on the CMN Board since its founding in 1993. As Personnel Director for the Tribe, I see the need for well educated employees as we strive to improve services to our tribal members. In addition, I see the college addressing not only the educational, but cultural, economic, and social needs of our area as well.

Congratulations and thanks to our college employees and the Menominee Nation community as we work together to shape a college that will usher in a brighter future for ourselves and future generations.

Sincerely,


Bernard "Ben" Kaquatosh, Chairperson
College of Menominee Nation Board

INTRODUCTION

As indicated in the President's letter, this Annual Report will focus on the College's effective implementation of its 2000-2005 Strategic Plan illustrating the progress and development of the College of Menominee Nation. As a young college, only 12 years old, we have made significant progress and achieved major accomplishments through our planning process. This also provides an opportunity for the Board of Directors and college administration to reflect on the growth and development of the college as we move forward to fashion Strategic Plan for the forthcoming decade.

The planning process is the foundation upon which the phenomenal success of College of Menominee Nation has been built. It has brought us Land-Grant status, which is conferred only by an act of the United States Congress and which very few colleges in this country enjoy. It has facilitated the award of 10 years of continued accreditation by our accrediting agency, the Higher Learning Commission—North Central Association (located in Chicago, Illinois, telephone: 1-800-621-7440) It has led to the development of a serene, yet bustling, and welcoming campus environment that is the envy of other institutions. It has provided Menominee with a renowned reputation for excellence that has brought a myriad of mainstream U.S. higher education institutions, colleges, and international organizations to our door. The day will soon come when the Menominee are more renowned for their quality of higher education than are they for the sustained yield management of their forest because of the recognition that the Menominee people are their most important resource. The success of our college is a reflection of their tribute to the Board of Directors, administration, faculty, staff, and students because it exhibits what an Indian Tribe, despite being one of the poorest in the state, can accomplish when the people put their hearts, minds, and determination together.



College of Menominee Nation Graduating Class June 2005

COLLEGE OF MENOMINEE NATION GOVERNANCE

COLLEGE OF MENOMINEE NATION BOARD OF DIRECTORS

College of Menominee Nation is governed by a Board of Directors who apply to and are appointed by the Menominee Tribal Legislature. Requirements for serving on the Board of Directors are: Enrolled Menominee; Minimum age of 25; Interest in education; and a written application as required by the Tribal Legislature.

Bernard Kaquatosh, Chairperson
Betty Jo Wozniak, Vice-Chairperson
Georgiana Ignace
Virginia Nuske
Elaine Peters

Lorene Pocan
Michael Chapman
S. Verna M. Fowler, Ph.D. Ex Officio, President
Ada Deer, Honorary Ex Officio



CNN Board of Director members Betty Jo Wozniak, Elaine Peters, Virginia Nuske, Lorraine Pocan and Honorary Member Ada Deer

For continuity, members of the Board of Directors serve seven year terms. In the event of a vacancy during the term of a director, the Board appoints an individual to complete that term following the same process as the Legislature. For the past 12 years the board has been meeting at 5:00 p.m. monthly on the second Monday of the month at the college. Each Director is required to serve on a standing committee comprised of tribal community members, college staff, and college faculty.

STANDING BOARD COMMITTEES AND CURRENT CHAIRPERSONS

Facilities:	Ben Kaquatosh	Endowment:	Ben Kaquatosh
Planning:	Betty Jo Wozniak	Executive:	Ben Kaquatosh
Curriculum:	Myrna Warrington	Finance:	Rudy Raminger
Policy:	Lorene Pocan	Technology:	Ron Jurgens

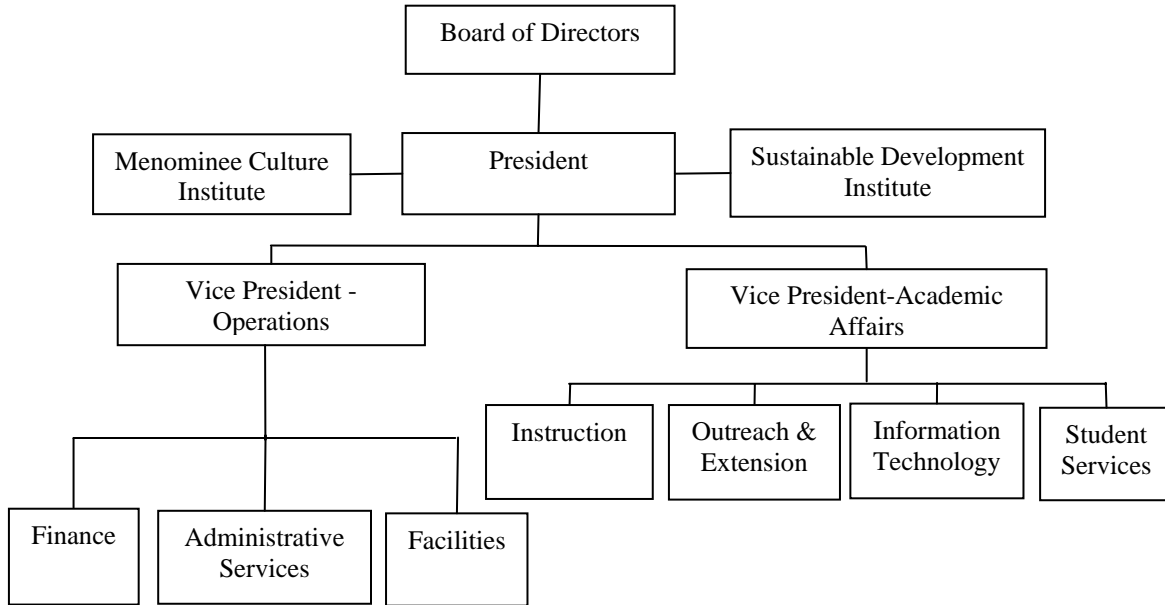
GOAL 1

Review and revise the current organizational structure of CMN

Goal 1 was significantly accomplished early in the plan implementation and has continued commensurate with institutional growth. The challenge now before us is refining the Organizational Structure as we update the Strategic Plan for the forthcoming decade. Since the adoption of Goal 1, organizational structures to support its continued growth and advance its educational programming, the college has added vice presidential positions and established the following new offices of specialization:

Office of Institutional Research
Office of Campus Development
U.S. Forest Service Liaison
Technical Education Director

Office of Sponsored Programs
Center for Academic Achievement
UW-Oshkosh Nursing Liaison
CMN Legal Counsel



GOAL 2

Review and revise the academic programs of the College of Menominee Nation to provide all students with quality educational programming.

Under the guidance and direction of Dr. Diana Morris, Dean of Instruction, curriculum revision at CMN is an on-going process. This process is guided by a 12 member Standing Board committee, consisting of two Board members, community members, college support staff and CMN faculty. The Committee's role is to approve and recommend Programs of Study and courses. Its primary responsibility is to ensure that academic rigor and American Indian values are inherent in CMN courses and to ensure quality educational programming. In addition to meeting these objectives, College of Menominee Nation undertook several major initiatives.

One major initiative implemented, utilizing our \$2.5 million National Science Foundation Grant, was the revision, redesignation and development of courses. Standardization of courses was necessary as we employ many adjunct (part-time) faculty. Standardization assures that students at any campus site receives the same coursework. Standardization provides a statistically sound evaluation of our curriculum and a statistically fair assessment of our students' academic progress. In addition to standardization and revision of coursework, College of Menominee Nation has reviewed and up-dated individual syllabi for a number of pre-college classes and approved several new courses such as SDE100: Introduction to Sustainable Development, that will lead CMN to new programs of study.

A second major initiative this past year, at the request and direction of the Board, was increased attention to needed technical programs. Under Deanna Bisley 's direction, this initiative will continue. It has begun by obtaining long-term funding from the State's Technical College System. Planning for implementation of new programs and securing continued funding will be an on-going process. Programs will address Workforce Development, GED in the

Workplace, and services to students with disabilities.

Lastly, a major initiative in the curriculum area was the submission of a \$2.5 million grant proposal to the U.S. Department of Education to establish a four year Elementary and Early Childhood Program. If funded, we will move in that direction to meet the needs of the Head Start teachers, who by 2009 will be required to possess a Baccalaureate degree. This effort is supported by our mission to meet the needs of our reservation and surrounding communities.

Currently CMN offers academic preparation in 14 major fields of study. In Spring 2005, the following programs had the largest enrollments:

Business Administration	85	Liberal Studies	59
Early Childhood/Elementary Education	69	Pre-Nursing	58



Visiting Lecturer, Lim Hui Tjin, Brazil, with Cultural Geography Course, May 2005

GOAL 3

Provide programs and services to enhance the knowledge and skills of people on the Menominee Indian Reservation and in surrounding communities in support of lifelong learning through continuing education.

Under the guidance and direction of Chad Waukechon, CMN's Education/Outreach/Extension office is dedicated to meeting the continuing education needs of the community. From June 2004 to June 2005 the Education/Outreach/Extension office held 104 workshops, which provided 4,281 hours of training to 1071 participants. Sessions included strategic planning training for Menominee Tribal Leaders, professional development opportunities for Head Start teachers, a pre-college program for Middle School students, and employment training for the underemployed and unemployed.

All Education/Outreach/Extension office activities are focused on building a stronger, healthier community that fosters individual self-esteem and pride. These activities promote positive change in the community by providing educational opportunities, strengthening capacity, and resolving community needs in collaboration with Tribal, Federal, and State agencies.



USDA Grant Writing Workshop



2004 Transportation Alliance for New Solutions Graduating

GOAL 4

Provide a learning environment and support services which prepares students for success at four year colleges and in their current career choices.

This goal addresses three administrative functions of College of Menominee Nation: facilities, information technology management for faculty, staff and students, and student services that assist students to ensure successful completion of their goals.

Under the guidance and direction of the External Facilities Committee, Holly Burr and Joel Kroenke led the development of our campus, which within the past several years has had major construction projects, roads and parking, Student Commons, Trades Building, Science Labs and faculty offices in Shirley Daly Hall. We will soon begin construction of the third and final addition to Shirley Daly Hall, consisting of four classrooms and faculty offices. Our eastern satellite campus will be relocated to a larger, more collegial facility on the corner of Hanson and Ridge Road, in Green Bay to meet the needs of that growing student population. To continue the enhancement of the learning environment for our students, CMN submitted a grant proposal to the U.S. Department of Education this year to begin the first phase of a three phase construction plan for a Library.



College of Menominee Nation Campus 2000



College of Menominee Nation Campus 2005

Under the guidance and direction of Ron Jurgens, the Information Technology department has helped CMN keep

abreast of the latest in technology. Almost all classrooms contain Smart Boards, Elmo projectors, computer instructional workstations, and printers. In addition, faculty have been trained in the use of these instructional technologies to improve their teaching skills. Technological resources at the Green Bay site have been accomplished through the acquisition of wireless technology and laptop computers. When the new satellite facility is finalized and our wireless technologies and telephone system are relocated, a dedicated computer lab will be installed at that site.



The Student Services Department has undergone major changes these past years. Our primary goal was to make it a welcoming one-stop center to address our students' needs. We are well on the way of making progress in this effort. In 2004, we had expanded our tutoring lab and services to students who need help and improved services to students with disabilities. New software applications and administrative processes have improved our efficacy and efficiency in maintaining student records.

GOAL 5

Achieve fiscal sustainability of the College of Menominee Nation

Since CMN's founding, this goal has been on-going and will continue to be for a number of years into the future. We have made strides toward the attainment of this goal through planning of minimal tuition and fees increases, taking advantage of opportunities to increase the endowment and by being thoughtfully aggressive in pursuing funding opportunities, as well as being fiscally conservative in our expenditures.

Through wise use of financial resources, the college has increased the Menominee Tribe's assets by \$6 million; provided economic development opportunities by creating nearly 100 new jobs on the reservation; and brought NE Wisconsin tribes into the information age, while addressing social, cultural, educational challenges that have plagued us for years.

A major accomplishment in 2004 for this goal was receiving an unqualified audit report with no (zero) findings. The past years findings were minimal (late audits) due to having to compile reports by hand. Our new software has effectively eliminated this issue.

Non-Restricted Operating Budget	3,675,000
Federal Awards	3,509,000
State Awards	294,000
Local/Private Awards	348,000
Net Capital Asset Investment	5,352,000
Endowment	1,018,000
Total Payroll and benefits	3,765,000

Total Amount of Financial Aid dispersed \$2,704,093.99 to 598 students.

GOAL 6

Pursue research and development activities that respond to the needs of the Menominee people and the sustainability of the College of Menominee Nation.

The Sustainable Development, the college's research and development center, has grown and expanded in pace

with College of Menominee Nation, as detailed in its accompanying annual report. Its primary new initiative is particularly noteworthy, the founding of the Center for First Americans Forestlands in collaboration with five units of the United States Forest Service.

The Center for First Americans Forestlands:

- is a center for services to forest-based indigenous communities in the Western Hemisphere organized to provide research, policy analysis, technical assistance, technology transfer, and education and outreach activities to assure forest health and ecology, and to promote local self-determination and sustainable development of native communities and their forest resources.
- builds upon the intellectual capital of the Menominee Nation and compliments its forest-based extractive economy by creating a new information-based economy, providing 35-60 new, permanent, full-time professional positions, that otherwise could not be created.
- exemplifies a direct benefit to the Menominee Indian Tribe of Wisconsin as the chartering entity of College of Menominee Nation and its Sustainable Development Institute.

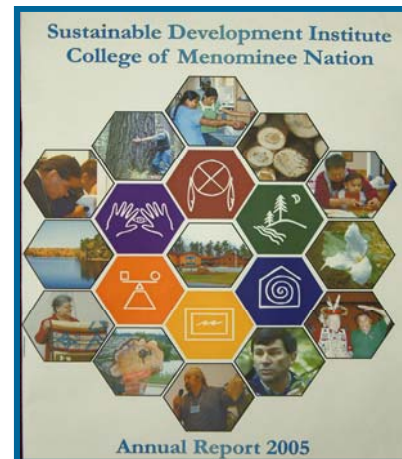
Detailed information on the Center and other Institute initiatives appear in the accompanying annual report of the Sustainable Development Institute.

To learn more about the Sustainable Development Institute please visit our website:

www.SustainableDevelopmentInstitute.org

For further information on our international dialogue on sustainable development, to order conference proceedings or other conference products or to register for the 2006 Dialogue, visit our website:

www.sharingindigenouswisdom.org



GOAL 7

Provide professional development opportunities for the College of Menominee Nation personnel including administration, staff, and faculty so that they can integrate new knowledge and skills into their daily job performance.

CMN is addressing this goal by thoughtfully joining Higher Education organizations that address the particular needs of colleges and universities. CMN holds membership in the American Council on Education, The Midwest Consortium of Two-Year Colleges, American Indian Higher Education Consortium, American Indian College Fund, Council of North Central Two-Year Colleges, Chronicle Higher Education Association, Higher Learning Commission, American Association of Community Colleges, The Collaboration for the Advancement of College Teaching and Learning, The League of Innovation, and the Association of Institutional Research. These organizations sponsor conferences, journals, and newsletters to help administration keep abreast of postsecondary educational issues.

If College of Menominee Nation is to be a successful educational facility offering quality education, it is necessary for its employees to practice what they preach by modeling life-long learning and being a student working toward becoming a scholar. To attain this goal, all administrators, faculty, directors, and staff are required to seek membership in their respective higher education organizations and attend that organizations annual conference. This enables them to network, be aware of the current issues, and meet others with whom they can problem-solve and address their challenges. They are also required to subscribe to and read the journal in their particular field that possesses a reputation for excellence in their particular discipline.

There are also additional opportunities available in which employees are encouraged to participate, including numerous Tribal Human Resources workshops, and those offered by area colleges and agencies such as grant writing and grant administration. Two particularly noteworthy leadership programs have been beneficial to the college's professional development: an American Indian Leadership Program recently completed by Patricia Brezezinski and Chad Waukechon and which Melissa Cook will begin in 2005; and a two week leadership program

at Harvard University attended by Chad Waukechon in Summer 2004 and Larry Waukau in Summer 2005.

GOAL 8

Serve as a Repository for Knowledge of the Menominee Culture and of the Traditional Cultures of the Satellite Communities.

As CMN desires that its students become effective leaders then this goal is an absolute necessity so that students, upon graduating from CMN, know their tribal history, know how their tribal government functions, know their tribe's pertinent documents, and know what qualities/attributes ensure success as a leader within their tribe.

This goal will continue to be addressed in future years. A major advancement this year toward this goal was the revision and adoption of CMN's Vision and Mission Statement by the Board. This project required extensive discussion and reworking since we serve not just Menominee, but members of 14 other tribes as well. It is important that, as scholars, we recognize the contributions of these tribes and other indigenous peoples as well as the mainstream culture if we are going to produce well-rounded, open-minded graduates. In addressing this goal, College of Menominee Nation makes the teaching of Menominee language and history a priority. In addition, we have developed history courses specifically for Mohican (Stockbridge-Munsee) students; and we must do the same for Oneida if we are to effectively serve them.

Under the guidance and direction of Alan Caldwell, the Menominee Culture Institute sponsors an Annual Teacher Education Workshop that is held for a week every June. In the nine years the workshop has been offered, it has addressed this goal.

To serve as a repository for artifacts of the material culture, however, we will need to provide an environment that is well controlled in terms of humidity and temperature. We envision this as part of our Resource Center (Library) that we have planned for the future.

NOTABLE ADDITIONAL MEASURES OF SUCCESS

- *Ten year continuing accreditation awarded by Higher Learning Commission—North Central Association—2003
- *Designation as Business of the Year by Shawano Country
- *Chamber of Commerce 2004



STRATEGIC PLANNING PROCESS 2005-2015

- Board of Directors Strategic Visioning—2003-2004
- Administrative Leadership Team, Strategic Process Selection—2005
- Campus and Community Strategic Planning—2005-2007

College of Menominee Nation Employee Listing

Presidents Office/General Administration

Fowler, Verna/President, Ph.D.*
Goss, Carol/Administrative Assistant
Heath, Renetta/CMN Receptionist//Secretary*
Youngbear-Tibbetts, Holly
Dean of External Relations, Ph. D.

Academic Achievement

Erdmann, Stephanie/Director
Jamerson, Jane/Administrative Assistant

Academic Affairs

Arnold, Liz/Administrative Assistant*
Bisley, Deanna/Voc.Tech.Edu. Director, MS
Morris, Diana/Dean of Instruction, Ph.D.
Powless, Donna/VP of Academic Affairs, Ph. D.
Wilber, Tracy/Administrative Assistant*

Academic Success Center

Faulds, Michael/Science Tutor/Acadmic Advisor, JD
Moeser, Beverly/Advising/Student Support Services, BA*
Trost, Jeanette Sister/Tutor/BA

Bookstore

Deleon, Verna/Manager*

Business Office

Breunig, Cheryl/Accounting Clerk I*
Burr, Holly/VP-Operations/Financial Manager, BS/CPA
Escalante, Marguerite/Payroll Clerk/Fin. Assistant*
Escalante, Victor/Assistant Financial Manager, BS Candidate*
Otto-Fowler, Clara/Bursar*
Tourtillott, Lona/Administrative Assistant*

Campus Planner

Kroenke, Joel, BA

Culture Institute/TAT/ANA Language Project

Director, Vacant
Kurkiewicz, Bob/Am. Ind. Teacher Trng Prog., ME
Webster, Ramona/Adminstrative Assistant*

Education Outreach

Lyons, Lisa/Allied Health Coordinator, BS*
O'Kimosh, Rene/Outreach Based Training Specialist, AA
Tahmahkera, Glenda/Outreach Based Trng Coord., AAS*
Tourtillott, Annette/Job Based Training Specialist*
Waukechon, Chad/Director, BA, MBA Candidate**
Wilber, Ann/Administrative Assistant, AAS*

Faculty

Bisley, Deanna/Education, MS
Bourbenider, Khaled/Mathematics, MS
Brzezinski, Patricia/Legal Studies, JD**
Cartwright, Heidi/Police Science, MS
Fredericks, Sharon/Education Director, MSE*
Goodwill, Kurt/Microcomputers, BS*
Hall, Katherine/Anthropology, Ph.D.
Hanson, Walter/Biology, MA
Henning, Russell/Computer Science, MS
Jordan, Barbera/Human Services, MS

Faculty

Koonz, Mary/English, BA
Ochsner, John/Chemistry, MS

Peissig, Ken/Business & Trades Director/Bus. Admin., MS
Raminger, Rudy/Accounting, MBA
Shingler, Ken/English, BS
Tosky, Brian/Communications, MA
Van Lopik, William/Tech & Resources Director SDI, Ph.D.
Waukau, Orman/Apprenticeship*

Financial Aid

Belgolke, Jackie/Administrative Assistant
Klaus, Kathleen/Director, MAC

Green Bay Site

Figuroa-Davids, Antoinette/Academic Coordinator, BS
Hall, Katherine/Interim Coordinator-Green Bay Site, Ph.D.
Paider, Jerry/Maintenance
Paider, Michelle/Administrative Assistant, AA & AAS

Human Resources

Swanke, Gail/Director, BS

Information Technology

Griesmer, Marguerite/Network Administrator
Jurgens, Ron/Director, MPA
Marchel, Lisa/Multimedia Program Associate, BA
Wilber, Renita/Tech. Support Services, AA*

Institutional Research

Statzell, Donna/Director, MS

Library

Escalante, Maria/Director, MLIS & MA*
Peters, Terry/Library Assistant*

Maintenance

Fernandez, Anthony/Bldg Eng./Maint. Supervisor*
Julius Herrera, Jarad/Bldgs/Grounds On-Call Aide*
Neosh, Dorothy/Maintenance*
Prey, JoAnn/Maintenance
Reiter, Arden/Maintenance*
Wandrey, Matt/Maintenance

Student Services

Ashley, Jill/Administrative Assistant
Besaw, Gary/Dean of Student Services*
Graham, Sharon/Administrative Assistant*
Norton, Cynthia/Admissions, AA
Warrington, Myrna/Director Student Support Services, MSE*
Wilber, Juanita/Registrar, BA*

Sustainable Development Institute

Bickford, Phyllis/Associate Administrator, BA
Cook, Melissa/Director, MA*
Dockry, Mike/USDA Forest Service Liason
Fregien, Nathan/Technical Specialist, BA/MBA Candidate
Kakkak, Dale/Communication & Program Specialist, BA*

* Denotes enrolled Menominee

** Denotes Menominee descendant