

**MENOMINEE INDIAN TRIBE
OF WISCONSIN**



**ANNUAL REPORT
2006**

January 2007

Posoh Nec-Omaeqnomenewak!

This report represents an overview of the activities undertaken by the tribal government in support of the membership. Each department has been invited to summarize their accomplishments to give you an idea of the ongoing services available within the tribal structure.

You will also find contact information for all the Tribal Legislators and a complete listing of all the tribal committees and their members.

Our current membership is about 8,300 members with approximately 1,000 descendants. We are the second largest tribe in Wisconsin with a 2006 budget of \$9,761,284. Gaming contributed \$9.3 million, \$900,000 over their projected revenue for the year – an accomplishment the gaming staff should take pride in. Location is key to gaming success these days and we are continuing to focus efforts on the Kenosha Project for the benefit of all tribal members.

We hope you will find this report useful. We are open to constructive advice and welcome your comments. Please visit the website at www.menominee-nsn.gov for more information.

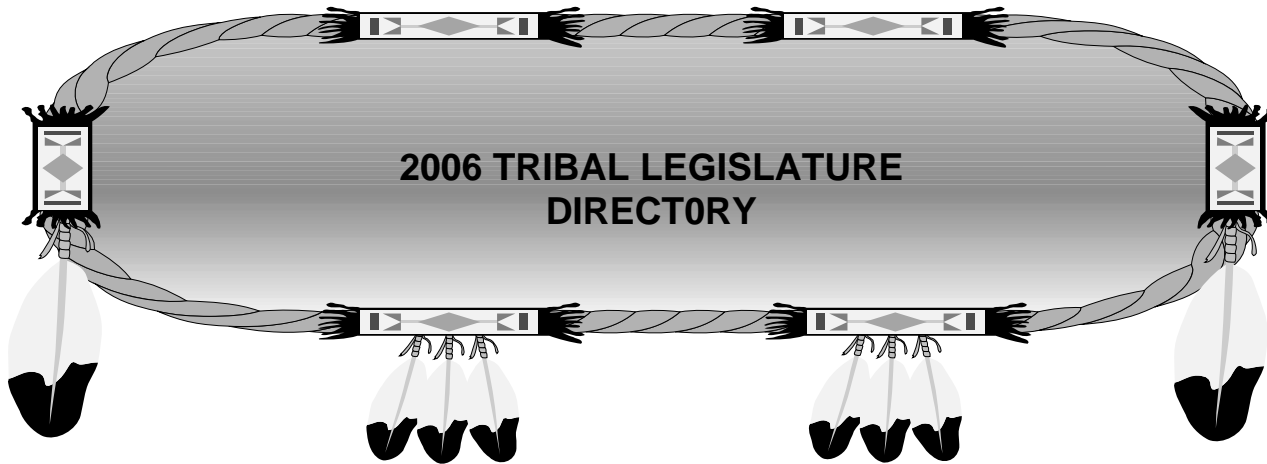
Paec-pematesenon!

Karen Washinawatok, Chairwoman
Menominee Indian Tribe of Wisconsin

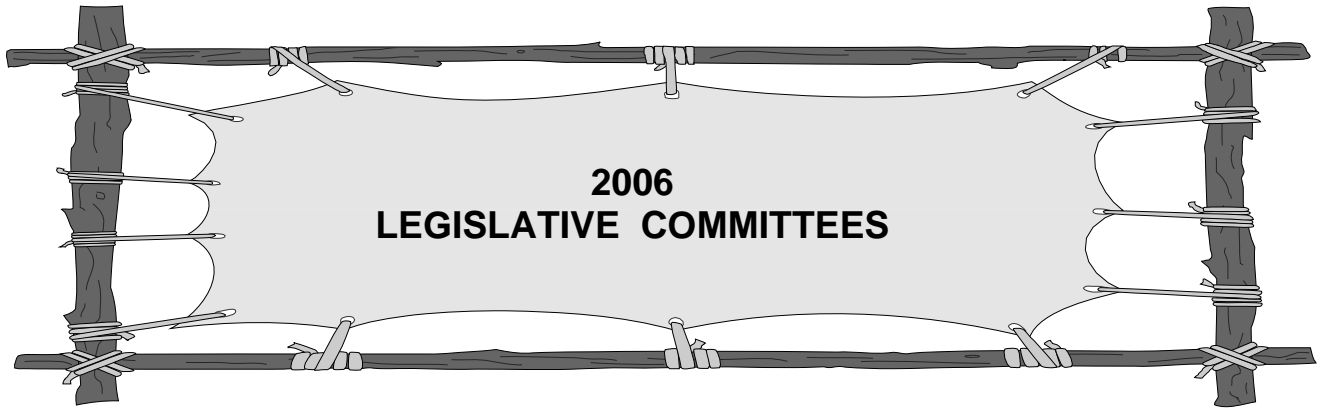
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KAREN WASHINAWATOK CHAIRPERSON N3582 HW 55 Keshena, WI 54135	TERM-08	799-5113 Office 799- Home
STEPHANIE AWONOHOPAY VICE-CHAIRMAN P.O. BOX 1115 KESHENA, WI 54135	TERM-07	799-3236 work 799-3171 Home
THEODORE WARRINGTON SECRETARY N4375 COUNTY HWY . AA 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
ANNMARIE F. JOHNSON W674 RED WING WAY KESHENA, WI 54135	TERM-07	799-5137 Home 756-4831 Work
KENNETH A. FISH P.O. BOX 173 KESHENA, WI 54135	TERM – 08	799-4268 Home
JOAN DELABREAU W 2155 COUNTY HWY VV KESHENA, WI 54135	TERM – 09	799-4552 – Work
LAURIE BOIVIN N2840 STATE HWY 55 KESHENA, WI 54135	TERM – 09	799-5490 Work 799-4106 Home
REGINA WASHINAWATOK P.O. BOX 67 KESHENA, WI 54135	TERM – 09	799-3873 Home



BUDGET & FINANCE COMMITTEE

CHAIR: Annmarie Johnson

Stephanie Awonohopay
Ken Fish
Jeremy Weso
Kathy Kaquatosh
Dan Maine
Jamie Loudbear
Harold Wilkes

ENFORCEMENT & RESOURCE PROTECTION

CHAIR: Gary Besaw

Cara Thunder
Mark Waukau
Bill Kussel
Walter Cox
Bryan Lepscier
Barbara Nelson
Gary Schuettpelez
Lynette Miller

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CHAIR: Joan Delabreau

Mary Husby
Duane Waukau
Shannon Wilber
Betty Jo Wozniak
Jerry Waukau
Roberta Robinson

LABOR, EDUCATION & TRAINING

CHAIR: Regina Washinawatok

Dr. Verna Fowler
Mike Skenadore
Robert Tucker
Carol Dodge

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CHAIR: Ken Fish

Dave Corn
Todd Every
Rick Warrington
Pat Corn
Dave Grignon
Marlin Waupoose
Lloyd Pecore

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CHAIR: Annmarie Johnson

Laurie Boivin
Jeremy Weso
Kathy Kaquatosh
Ben Kaquatosh
Neil Elgin
Jamie Loudbear

HOUSING COMMITTEE

CHAIR: Theodore Warrington

Marlin Waupoose
Dave Corn
Kim Komanekin
Mary Excalantel
Yvette Ducane

Virginia Nuske
Rose Wayka
Wendell Waukau
George Otradovec



TRIBAL AD HOC, TASK FORCES & COMMUNITY COMMITTEES

MTL/MISD TASK FORCE

CHAIR: Annmarie Johnson

Regina Washinawatok

Joan Delabreau

MTL/MTE TASK FORCE

CHAIR: Ken Fish

Stephanie Awonohopay

Joan Delabreau

CONSTITUTION TASK FORCE

CHAIR: Ken Fish

Laurie Boivin

Gary Besaw

WOLF RIVER DEV. CO.

CHAIR: Tony Warrington

GAMING BUSINESS COMMITTEE

CHAIR: Stephanie Awonohopay

Annmarie Johnson

KESHENA COMMUNITY

CHAIR: Ken Fish

Regina Washinawatok

Joan Delabreau

SOUTH BRANCH COMMUNITY

CHAIR: Theodore Warrington

Laurie Boivin

Karen Washinawatok

ZOAR COMMUNITY

CHAIR: Stephanie Awonohopay

Gary Besaw

Tony Warrington

MILWAUKEE COMMUNITY

CHAIR: Ken Fish

Laurie Boivin

Stephanie Awonohopay

MTL/MEN. CO. TASK FORCE

CHAIR: Laurie Boivin

Karen Washinawatok

Theodore Warrington

FOREST MANAG. PRACTICES

TASK FORCE CHAIR: Ken Fish

Gary Besaw

Stephanie Awonohopay

TAX EXEMPT GAS TASK FORCE

CHAIR: Stephanie Awonohopay

Ken Fish

Annmarie Johnson

KENOSHA GAMING AUTHORITY

CHAIR: Gary Besaw

Laurie Boivin

Tony Warrington

NEOPIT COMMUNITY

CHAIR: Stephanie Awonohopay

Annmarie Johnson

Gary Besaw

MIDDLE VILLAGE COMMUNITY

CHAIR: Annmarie Johnson

Ken Fish

Joan Delabreau

CHICAGO COMMUNITY

CHAIR: Tony Warrington

Regina Washinawatok

Karen Washinawatok

AGING DIVISION

Joyce Kotschi, Director

The Menominee Aging Division's mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life. To that end, the Aging Division provides many programs and services that support that mission.

The Senior Nutrition Program is offered through three locations; The Keshena Senior Center, The Neopit Senior Center and the South Branch Community Center. Nutritious meals are provided Monday through Friday to approximately 100 elders. Some of these elders come to the centers to enjoy the company of friends while others who may be homebound receive meals that are delivered. This program provides approximately 36,000 meals a year to our elders. These Nutrition sites are funded through Title III, Title VI grants and Tribal dollars.

The Aging Division provides the Native American Caregiver program. This program provides temporary respite for family caregivers by providing help to the caregiver who is caring for an elder. Over the past year the Native American Caregiver Program provided these services (7,500 hours) to approximately 100 elders who need supportive and personal care provided within their home as well as transportation and assistance. These services are supervised through the Caregiver Coordinator. The Senior Companion Program provides visits and companionship to elders in need. These visits are made by elders themselves who want to help others that may be in need. During the past year 10 Senior Companions provided approximately 300 such visits to 30 elders. The Foster Grandparent Program provides assistance to children in order to help youth at risk. Over the last year 6 Foster Grandparents provided 6,240 hours of service working with these youth. The Senior Companion/Foster Grandparent Program is funded through the Great Lakes Intertribal Council's federal grant.

Through the Aging Division, Maintenance Department services were provided to many elders. Over the year, 30 cords of firewood was cut, split and delivered to 29 elders. Maintenance provided snowplowing for 70 elders. Approximately 50 driveways were sanded for elders. Grass cutting was done for 9 elders. Minor maintenance was provided for 6 elders. Air Conditioners were provided and installed for 47 elders. These are also removed in fall and prepared for next year. Transportation was provided on 16 occasions for total of 128 elders to various meetings and social functions. The Loan Closet loaned our durable medical equipment to 25 elders that have a need and are unable to obtain equipment. In addition to these services the Nutrition Sites are maintained as well as the CBRF/Aging Division.

The Aging Division provides the services of a Benefit Specialist. This is an elder legal advocate who is familiar with programs and benefits that the elder might need or be eligible for. Over the last year the Benefit Specialist provided services to 167 elders. 223 contacts were provided for legal assistance for various matters. Information and referral was provided to 969 individuals. Many of these contacts required legal backup through Elder Law Center and Judicare.

The Aging Division administers various programs that provide direct monetary assistance through Community Service Block Grant funds, FEMA, and Tribal dollars. Over the past year \$30,194.00 was provided in financial assistance to 114 elders for various needs, such as assistance with fuel bills, electric bills, appliances, plumbing, emergency food and shelter, furnace repairs, repairs to the home, etc.

We are honored to provide these much needed services for our elders. We hope to continue to assist Menominee elders in the coming year.

WOLF RIVER COMMUNITY BASED RESIDENTIAL FACILITY

The past year has been a challenging one for the Wolf River Community Based Residential Facility. The cost of maintaining a facility that operates 24 hours a day, 7 days a week, and 365 days a year is quite high. The Aging Division Director was asked to present a viability study to the Legislature by December of 2005. The presentation was given and the Legislature gave permission for the facility to become licensed by the State of Wisconsin. Licensing is needed as the first step in attempting to obtain permanent funding. The Wolf River CBRF obtained a facility license on February 6, 2006. The Aging Division began to meet with State officials to discuss the fact that the Menominee Indian Tribe of Wisconsin has financially supported the operation of the CBRF for approximately 15 years and that Tribal dollars should be viewed in the same light as "County" dollars, thus being eligible for the Federal match funding. The State agreed with our position and we spent the next six months developing a mechanism to make that happen. I am pleased to report that as of August 2006, the Wolf River CBRF is receiving funding for those elder residents who qualify for the Community Options Waiver Program. This allows our elders to

be partially funded while residing at the CBRF, rather than being placed on a County waiting list. The staff of the Aging Division and Wolf River CBRF has worked extremely hard to upgrade and refurbish the CBRF. The common areas have all been repainted and new carpeting/flooring has been installed in the common areas. We hope to work on the resident rooms this coming year. We have worked on increasing the number of Menominee elders who reside at the CBRF. We are now proud to have 8 Menominee elders who call the CBRF "home." We are extremely happy to provide this service to our elders.

ATTORNEY, PROGRAM

Attorneys Keshena, Orcutt and Wilhelmi

The Legal Services Department 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 Legal Services Department provides legal representation in many ways, including offering 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.

Through the persistent efforts of the Legal Services Department 1) the Tribe obtained over a million dollars from an estate in New Jersey; 2) an out of court settlement of \$25,000 was reached for the Housing Department for furnaces that were incorrectly installed; and the George Vigue property, Five Islands Highway 55 was purchased by the Tribe with funds provided by the Housing Department.

The Department has been able to reduce the turnaround time for contract requests to same day service and more attention 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 in the process of reapplying for Accreditation through the National Academy for the Education of Young Children (NAEYC). The accreditation process has been revamped with added stringent rules and guidelines for the center to follow and maintain.

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.

1. The daycare administration and staff assure that the philosophy is carried through by assuring the staff receives the most updated training and services for continued staff education.

- Collaboration with CMN for staff training and courses
- Monthly Staff meetings and training
- Daycare collaborates with Social Services and Maehnowsekiyah for training
- Daycare utilized funds from Community Initiatives Grant for monthly in-service training

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.

1. The daycare administration and staff carry out the vision by continuous improvement in the building.
 - Continued staff training
 - Classroom and building maintenance

- One time purchase of curriculum that aides the teaching staff in individualizing for each child
- Held monthly staff meetings to ensure we are meeting the needs of the families and made changes.

Services Provided:

The center over the year provided educational child care services for 155 children ages 6 weeks old to 12 years of age. 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 a grant we collaborated with the College of the Menominee Nation, Head Start, Maehnowsekiyah, and Tribal Social Services to offer various trainings for the community and program clients. The various activities were to help the parents and community become involved in the children’s educational experiences. We had the 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, Mother’s Day & Father’s Day Social Pow-wow, Summer Safety Carnival provided Safe Assured ID kits to the parents for their children.

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 approximately 8,500 active medical charts.

In Fiscal Year 2006 we spent approximately \$16,139,909 on health services compared to \$14,146,330 in 2005.

2006 Financial Summary Report

	Ledger #	Contract Title	Total Expenditure
1	1138	Clinic Emergency Medical Services	\$-
2	1143	Tribal Deferred Care Services	\$281,544
3	1401	2006 3 rd Party Budget	\$5,864,428
4	1404	2006 3 rd Party Reserve	\$1,415,000
5	1504	NOFA – Health Care Grants	\$1,415,000
6	3012	2006 Indian Health Service Contract	\$7,461,960
7	3015	IHS Special Diabetes Project	\$560,000
8	3016	IHS - Primary Prevention Diabetes Program	\$260,000
9	4202	Women, Infant & Children	\$87,667
10	4203	MCH – State of WI	\$74,674
11	4204	WIC Farmer’s Market	\$1,045
12	4205	WIC Immunization	\$616
13	4210	WIC Breastfeeding Agreement	\$832
14	4211	IAP-LHD Immunization	\$10,736
15	4213	Cooperative American Indian Health	\$10,000
16	4216	WI Well Women’s Program	\$12,594
17	4221	MCH Perinatal Health	\$5,592
18	4224	Medicaid Eligibility Outreach	\$41,020
19	4227	Child Lead Poisoning	\$968
20	4228	Preventive Health & Health Services Block Grant	\$6,631
21	4229	Fluoride Mouth Rinsing Program	\$2,031
22	4231	WI Well Women’s Program Consolidated	\$6,866
23	4232	WI Well Women’s Program Expanded	\$2,160
24	4233	Asthma Services	\$6,500
25	6101	Rural Infant Health Project	\$10,000
26	6103	GLITC Tobacco Prevention Education Program	\$3,000
27	6108	GLITC MATEC HIV AIDS Funding	\$1,000
28	6841	WI Well Women Program HIPPA	\$3,045
		TOTAL	\$16,139,909

The health status of our community remains poor, as we are ranked (last) 72nd healthiest of 72 counties in Wisconsin. Some of the challenges include 44% of people who smoke; 50% overweight and obese; 45% binge drink; and low socio-economic status – 40.5% of the Menominee American Indian population had a household income under \$25,000, compared to 25.6% of all races in Wisconsin. Source – Community Health profile- Menominee 2004 - produced by Great Lakes Epi-Center.

The Clinic's health priorities, which have been approved by the Tribal Legislature, include: Maintain the current level of primary health care services that have been developed over the last 10-15 years; Medical access has improved with the addition of a seventh M.D.; Dental has maintained a staffing plan of four (4) full dentists and three (3) hygienists; Optical has improved access with two (2) full optometrists and development of walk-in clinics on Tuesday and Thursday mornings; We need to offer additional services in the psychiatry and transportation area if additional resources are available; Youth initiative needs to be prioritized once a Youth Plan is adopted; Contract Health care continues to strain the budget at the clinic as IHS funding is not adequate to meet Priority I level of care; The Tribe uses funds from the Clinic Reserve Fund in the amount of \$1 million dollars to cover Priority I referrals; In addition, the Tribal Legislature has obligated \$271,000 of Tribal dollars to fund people on CHS deferred care list.

The Clinic must maintain a sufficient reserve fund to meet our cash flow needs, equipment replacement needs, and be prepared to handle any emergencies that may arise.

Currently the Clinic is not meeting the total needs of the patients and is forced to ration health care. It is important that we consider people on our deferred care list, as well as maintain some of the prevention and wellness programs.

The Clinic has to maintain its business like approach, while balancing the public health model of care we provide. The business plan we follow provides us a map as to where we are at, and where we need to go.

We need to look beyond the day to day operation and look at the financial stability of the Clinic over the next three (3) to five (5) years. The Clinic needs to work in collaboration with the Tribal Legislature and community in determining the level of service we can continue to provide to improve the health of our people.

The Clinic has provided Bridges Out of Poverty training to all of the Clinic employees. We have developed an action plan to incorporate some of the concepts into orientation of new employees, competencies, and the way we communicate with patients. We have completed a mental model of where we would like to see the Clinic in the future, and are working on an educational model that we can use for the community. We are on the Steering Committee that is looking at getting a group of community members trained in the Bridges Concepts. The Tribe has incorporated some of these concepts into the Strategic Plan it is developing.

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.

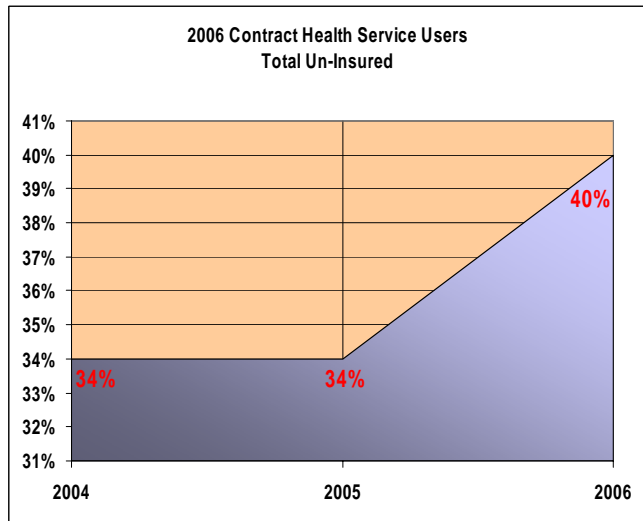
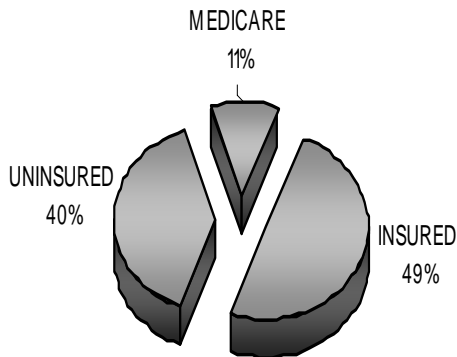
Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one. The Menominee Indian Tribe requires individuals to participate in employee health insurance, if available.

Contract Health Staff consists of the CHS Coordinator, CHS Assistant, and two Benefit Specialists.

The Contract Health Program has 2,200 active patients. 40% of Contract Health users (or about 880 patients) are uninsured. 11% have Medicare and 49% are covered by private health insurance.

2006 CONTRACT HEALTH ACTIVE USERS

Total 2,200 Patients



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

PRIORITY I: EMERGENT; LIFE THREATENING: Treatment required to prevent immediate Death. Treatment of conditions, if left untreated, would result in grave outcome. **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 Gladder 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.

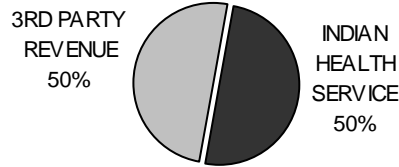
PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefit. **Examples:** Services not covered by Medicare/Medicaid, Tattoo Removal, Lasik.

Since October 2004, Contract Health has been authorizing Priority I services (Emergent, Life Threatening) only. Patients who meet the eligibility criteria, but the referral is not within the current CHS Medical Priority, can have referral placed on Deferred Care Waiting List or elect to proceed and assume responsibility for payment. There are Priority II referrals that require special attention. These referrals have a potentially life threatening or catastrophic outcome if not approved. These types of referrals are reviewed by the Physicians QI Committee on a monthly basis. In 2006, the PQI committee reviewed 248 Priority II referrals; 102 referrals were approved for CHS payment, 146 referrals were placed on the Deferred Care list.

In 2006, 2,452 referrals were sent out for specialty care and diagnostic procedures. 400 Priority I/ Limited Priority II referrals were approved for Contract Health, 1,887 were Self-Pay (includes patient self pay, workers comp, medical assistance, etc.).

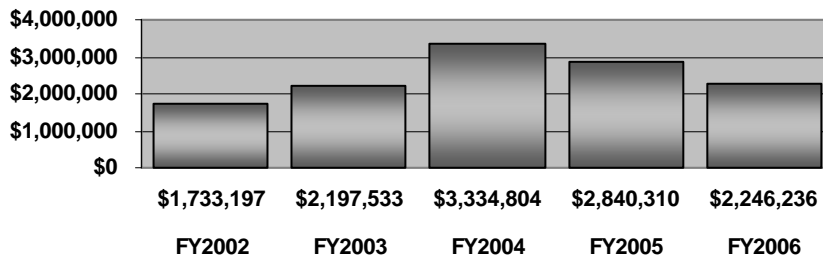
2006 FUNDING SOURCES FOR CONTRACT HEALTH

Budget \$2,246,236



Even on limited Priorities, CHS is continually faced with shortfalls. One of the misconceptions is the funding for Contract Health comes from Indian Health Services, when in fact; our clinic receives only half or 50% of the funding we need for CHS. The remaining 50% comes from 3rd party revenue (the money we receive for billing insurance, Medicare and Medicaid for clinic visits and medications) generated by the clinic.

PAST 5 YEARS OF CHS EXPENSES



Deferred Care Services

In October, 2005, the Menominee Tribal Legislature approved funds for Deferred Care Services in amount of \$251,042. We approved 165 referrals from the Waiting List.

2006 DEFERRED CARE SERVICES APPROVALS		
CATEGORY	NO OF REFERRALS	AMOUNT
Cardiology - Heart	22	\$ 55,236
ENT - Ear Nose Throat	9	15,572
Gastroenterology - Stomach	24	26,840
Gynecology - Women	4	31,207
Neurology - Brain	5	3,555
Ophthalmology - Eyes	27	25,699
Orthopedics - Bones	2	11,646
Pulmonology - Lungs	4	7,480
Radiology - X Rays CT MRI	20	7,512
Rheumatology - Arthritis	9	3,255
Surgeon	26	51,516
Urology - Urinary System	9	11,055
Other	4	469
TOTAL	165	\$ 251,042

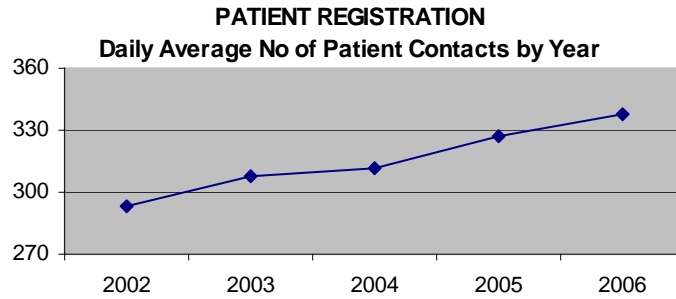
PATIENT REGISTRATION

The Patient Registration department is responsible for the registration of 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 depends 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 when there are insurance related issues on their accounts. They also coordinate with the Benefit Specialists in Contract Health by referring patients for Senior Care, Medical Assistance Applications and applying for Medicare and Insurance.

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 83,863 encounters this year which was an average 338 patients per day which is up from 293 patients in 2002.



All persons, 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 seven (7) Family Practice Medical providers, and two (2) Nurse Practitioners. Dr. Jay Kennard started his practice at the clinic on 7-5-06 and Dr. Shannon Daun began at the clinic on 9-5-06. 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 8:00 AM to 12:00 PM and 1:00 PM to 4:30 PM.

The providers this year had 21,034 patient visits. This represents an eleven percent (11%) drop in patient visits compared to 2005. It is important to recognize that this number was achieved while the department operated with only five (5) Medical Doctors and two Nurse Practitioners. The Physicians delivered 122 babies this year (a 9% increase over 2005). An average of 588 walk-in patients are seen per month through the walk-in system, a 10% increase from 2005.

The Physical Therapy department continues to operate three (3) days per week. The No-Show rate is 21%. The Therapists see an average of 101 patients per month.

Medical continues to utilize the services of Dr. Fletcher, cardiologist, a half-day per month. This continues to assist Tribal patients avoiding travel to Appleton to access those services.

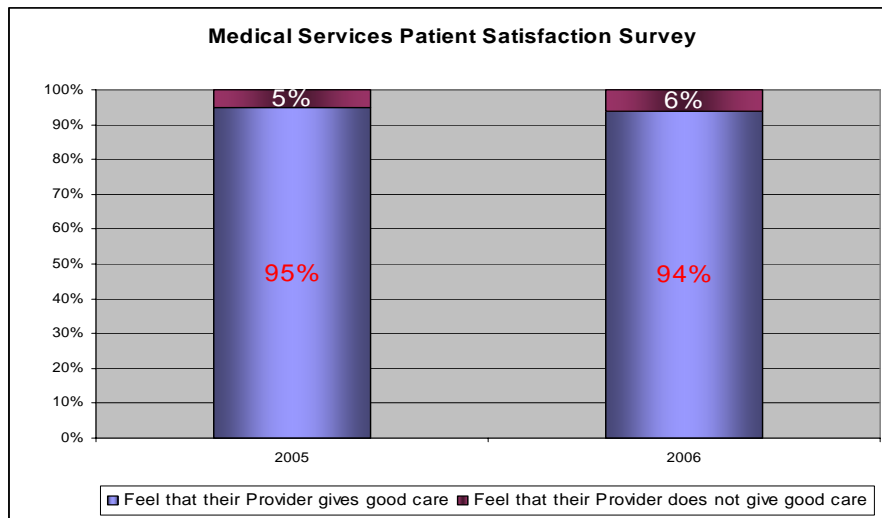
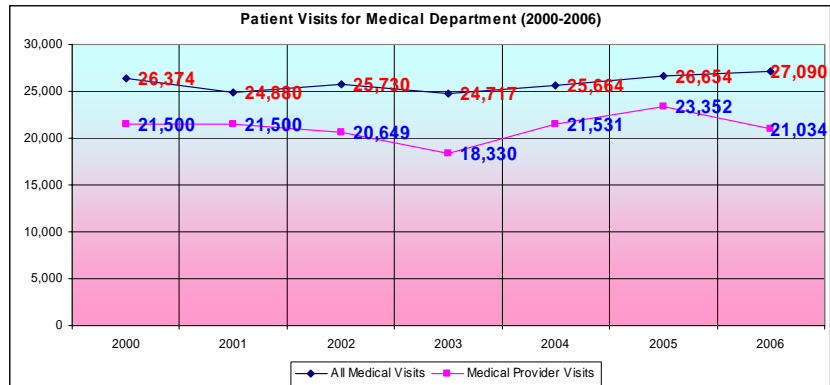
Dr. Larsen, podiatrist, has expanded his services to twice a month. He is able to see an average of 30 patients a month.

Zoe Zimmerman, RN, is a certified asthma educator, an added service in 2005. She trains patients in spirometry, lifestyle changes, and medication administration. In 2006 she saw 31 patients.

The department operates the "Ask-A-Nurse" phone line system. Patients call in for homecare advice, and, if necessary, the RN can schedule a same-day appointment. She received 637 calls for homecare advice for this year.

The seven (7) physicians rotate on call and hospital rounds. They continue to provide care to clinic patients that reside in the local nursing homes. The current census is 23 patients.

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 Emergency Medical Services (EMS) Department. Dr. Bivins serves as the Medical Advisor for the Diabetic Program and as the preceptor for the medical students and residents.



MEDICAL RECORDS

Dictated patient information is transcribed and patient information/materials are filed within one to two days of receiving the information in the department. Processing written requests for disclosure of patient information is processed well within the ten day limit.

All staff members attended the Bridges Out of Poverty training in August 2006. Staff also attended various seminars and workshops covering privacy laws, disclosures for workers' compensation claims, and improving communication skills.

Staff meetings are held monthly and staff members actively participate in discussion and decision making which has resulted in improved attitude, motivation level, efficiency, and productivity.

New clinic staff members were oriented to the services and responsibilities of the Medical Records Department.

Site visits were exchanged with area IHS clinics to observe such procedures as disclosing patient information, filing of patient reports/materials, and transcription of dictated patient information.

Some of the dictation/transcription equipment and computer software was upgraded.

Total number of patient encounters by the *Medical Services Department for 2006 = 27,090.

The Medical Records Department maintains 8,500 active medical charts. The staffing plan of the department includes the Department Supervisor, five (5) medical records clerks, and three (3) file clerks.

EMERGENCY MEDICAL SERVICES

MISSION STATEMENT - The Menominee Tribal Clinic provides emergency medical services to the residents of the Menominee Indian Reservation/County. Services include emergency response and transport capabilities 24 hours a day, 7 days a week. The EMS department is responsible for administering the program. Emergency care will be at the

EMT Intermediate Technician Level. The emergency care will be carried out without prior inquiry of the patient to pay. Emergency response and transport capabilities will be provided using a state approved ambulance and a specially equipped first responder vehicle. Patient transports will be to Shawano Medical Center, Shawano, WI, or Langlade Memorial Hospital, Antigo, WI, or to the Menominee Tribal Clinic, Keshena, WI. In cases of diversion to another hospital per state trauma plan, we will first try to call another ambulance service. Usually Shawano Ambulance Service or a helicopter service will be called to intercept with our service and take over transport and care. If no intercept is available we will then transport to the hospital designated by the medical control doctor. Emergency Medical Technicians will provide emergency care and will be licensed in accordance with the State of Wisconsin.

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. Basic services include patient survey/exam, gathering medical history information, administration of oxygen, glucose, application of bandaging and splints, immobilizing of injured patients using various types of equipment, and transport to a medical facility when needed. The service deals with a wide variety of illnesses and injuries. Injuries occur 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. 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.

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

Twenty-one (21) EMT's staff the service. Three (3) are full time and 18 are part time, "on – call". One (1) staff is an EMT-Basic and 20 are EMT Basic IV-Technicians. The goal has been to have all Basic EMT's at the IV-Technician level within 1 year of employment.

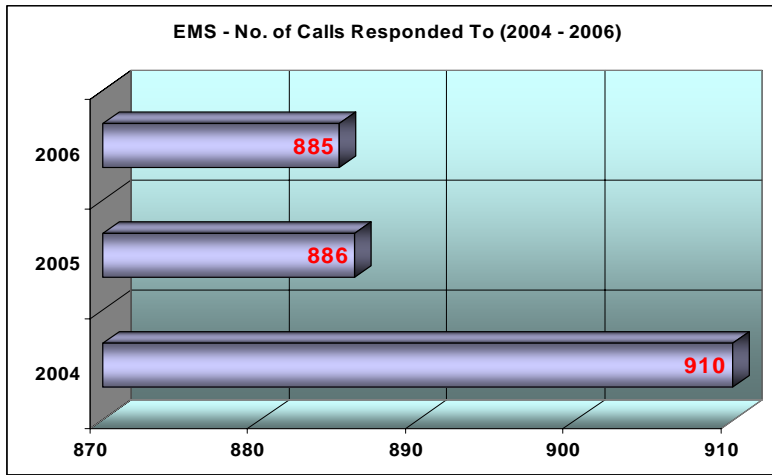
As of August 2006 an EMT-Basic class is in progress in Keshena with many community members as students. The goal is to create a new position and job description for the EMT-Basic Recruit. The students should be finishing their final testing in January and if successful, they will receive their State of Wisconsin EMT-Basic License. If hired they would be listed as an EMT-Basic Recruit on-call with our service for a period of two years and would then be eligible for a status change to EMT Basic on-call with a one year requirement to advance to the Intermediate Technician level.

All 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.

The EMT-Basic-IV-Technician can supplement the above skills with the following:

- (1) Start intravenous fluid administration per standing orders en-route to the hospital when the patient's condition warrants 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.



For the reporting period, Menominee Tribal Rescue Service has responded to 885 calls, out of which 554 patients were transported to a medical facility for definitive care. The remaining calls were not ambulance transports for a variety of reasons including an injury or illness not requiring ambulance transport or the patient refusing medical care or transport. In some cases there were no patients.

Outside ambulance services were called upon 67 times for ambulance calls while our service was busy or for advanced life support services including, 21 ALS ground ambulance intercepts and 12 medical helicopter requests. 33 calls not counted include phone calls, off duty no response, and code blue drills. Run numbers were not generated for all of those calls.

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, IT support specialist, 5 billing specialists, and 3 coding specialists.

For the reporting period October 2005 through September 2006, the Billing department processed \$11,049,867.00 in services. Of this amount, \$2,880,519.00 is considered to be non-billable or non-revenue producing, leaving a billable amount of \$8,169,348.00. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments was \$3,428,301.00. Payments received and posted from insurance and patient payments for the period was \$4,526,675.00. The beginning accounts receivable was \$1,112,964.00 with a period ending balance of \$1,327,530.00. The following table summarizes this data.

Accounts Receivable - Services/Payments/Non-billable Adjustments & Write-Offs 10/1/05 – 9/30/06

DESCRIPTION	FY 06	Increase/(Decrease) from FY 05
Accounts Receivable		
10/01/05 Beginning Balance	\$ 1,112,964.00	
9/30/06 Ending Balance	\$ 1,327,530.00	\$214,566.00
Total Services Posted in System	\$11,049,867.00	\$512,447.00
Total Payments Posted in System	\$ 4,526,675.00	\$(27,575.00)
* Total Non-Billable Services	\$ 2,880,519.00	\$ 85,156.00
Total Adjustments	\$ 3,428,301.00	\$109,200.00

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

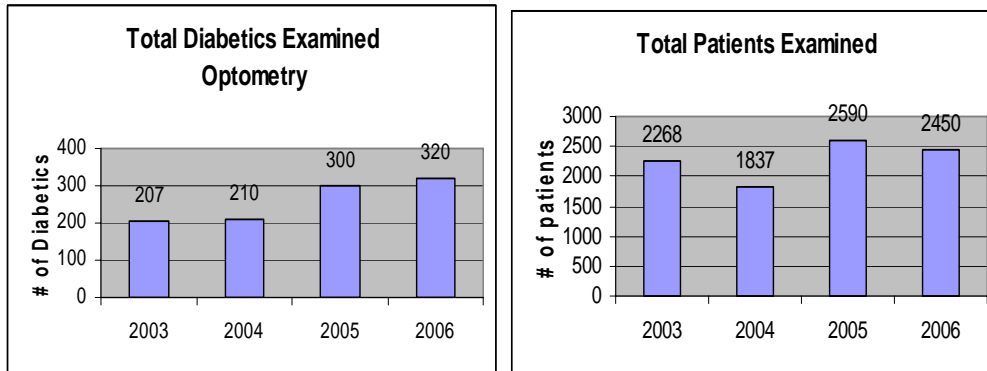
The following table summarizes cash receipts for services that were received in person or via the mail and the categories used for tracking purposes as well as the percentage each category represents compared to the total.

Cash Receipts Received 10/1/05 – 9/30/06

DESCRIPTION	% of Total	FY 06	Increase/(Decrease) from FY 05
Medicare	3%	\$ 204,816.00	\$ (32,551.00)
Medicaid	43%	\$2,639,510.00 **includes FQHC of \$1,443,523.69	\$1,390,700.00
General Insurance	51%	\$3,063,395.00	\$ (17,484.00)
Personal & Other	3%	\$ 161,218.00	\$ (14,149.00)
Totals	100%	\$6,068,939.00	\$1,326,516.00

OPTOMETRY

The Optometry Clinic consists of two full time Optometrist and three Optometry technicians. The Clinic is open five days a week from 8:00 AM to 4:30 PM. Services include comprehensive eye examinations, chronic eye disease care, acute/emergency care, contact lens services, low vision services, pre and postoperative 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. **In 2006 a new recall system was initiated. Now diabetics are sent appointment reminders annually.** 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.

Historically the diabetic no-show rates have out paced the non-diabetic rate by 10 percent or more. **In 2006, the no-show rate for diabetics was 21% which matched the overall department no-show rate for the first time in 5 years.** All diabetics are thoroughly educated at each visit and informed why it is important to follow-up for their next scheduled appointment.

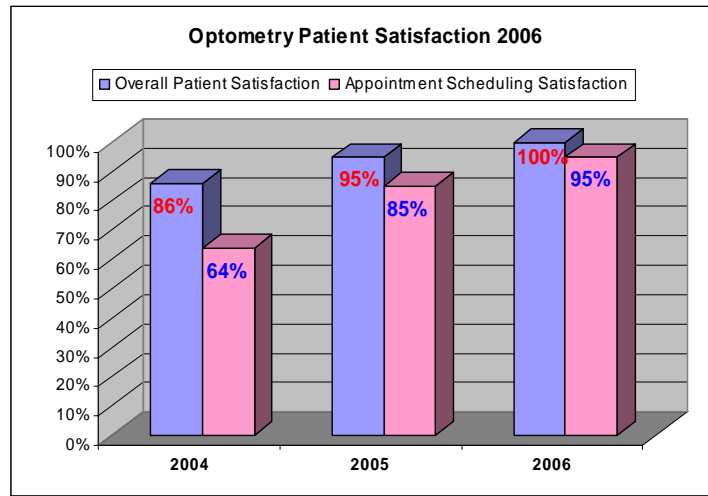
Other chronic illnesses treated in the Optometry department include Glaucoma, Cataracts, Macular Degeneration, Hypertensive Retinopathy, inflammatory conditions and many more debilitating ocular diseases.

The walk-in clinic has proven successful in its second full year since its re-inception. **As a result of positive patient feedback, a second walk-in day was added.** Patients are encouraged to present themselves at patient registration at 8:00 AM on Tuesday or Thursday mornings. Then, they are to proceed to the Optometry department where the first five registered 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 on Tuesday or Thursday mornings, sign-in and receive the necessary care they desire.

Drs. Chelberg and Keszo participated in several pediatric eye screenings this year, including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School 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 were then encouraged to bring the child in for a comprehensive eye examination.

For only the second time, the department was involved with the diabetes screening at MTE. Dr. Chelberg screened about 50 workers and was able to photo document the retina thanks to our portable camera.



RADIOLOGY

Total x-ray exams and interpretations	3,458
Total patient encounters	3,641

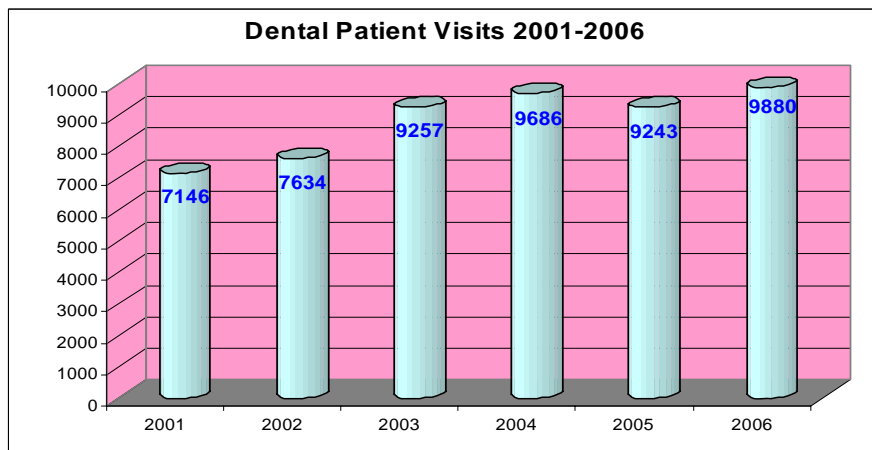
Attended employee in-service breakfasts and attended “Bridges Out of Poverty” in-service training. Participated in orientating new staff members, Chris Jensema, RN; Jay Kennard, MD; and Shannon Daun, MD, to the radiology department and procedures.

August 21st met with Carey Greves concerning orthopedic splinting material but was able to reorder splinting material from a different company and stayed with our same system.

Developed a procedure of communication for taking x-rays on hearing impaired patients.

DENTAL CLINIC

The dental department had 9,880 patient visits, which include 2,499 walk-in visits.

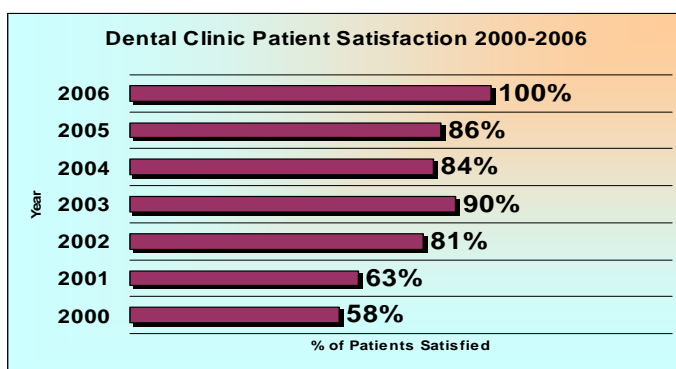
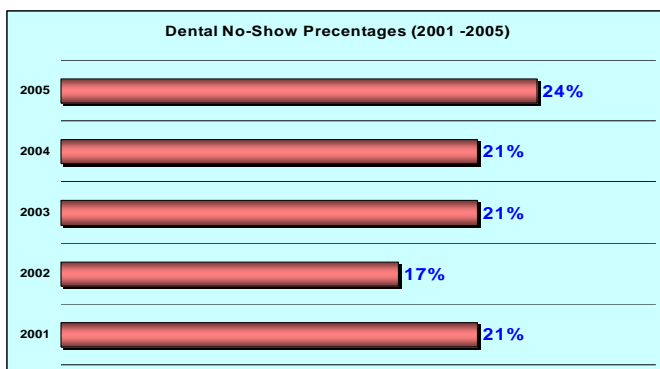


GRANTS IN 2006: (1) Fluoride Mouth Rinsing Grant- \$2031 awarded in 2006 for school fluoride programs. (2) Prenatal xylitol program- \$30,000/yr for two years.

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. (7) Oral health education packets and xylitol products are being dispensed to pregnant patients willing to participate in the program.

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*.

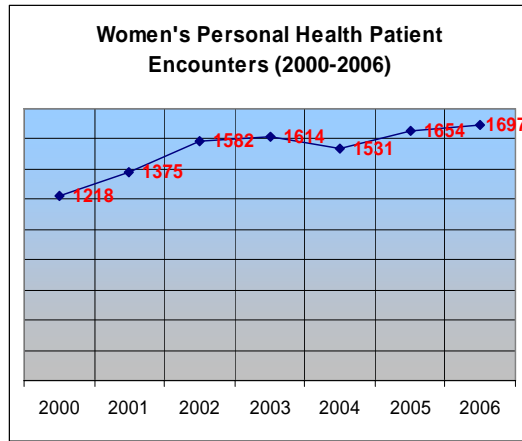
OTHER CLINIC NEWS: Effective August 2006, the Dental No-Show Policy has been discontinued. For several years now the Dental department has had a no-show policy that is unique in the Menominee Tribal Clinic. In an effort to reduce the number of no-shows, we have been sending warning letters to patients that have broken two (2) appointments in a 12 month period. If a third appointment is missed in a 12 month period the patient loses his/her privilege to make appointments in the Dental clinic. The patient must then appear before the Health and Family Services Committee to have his/her privileges reinstated. Recent events have caused us to rethink this policy. A patient that has lost his/her privileges will then just show up as a walk-in, which causes more congestion at that time and limits the treatment options for the patient; Needed care is denied until the patient is reinstated; Exceptions are made for patients with medical needs (e.g. diabetes, presurgical) and this causes confusion with the appointment staff. Some patients lack the ability to keep a schedule; the staff time in generating the warning letters and the Committee's time in reviewing these cases could be put to better use; The no-show rate for the entire clinic is consistently about 20%. This suggests that a clinic wide policy may be a better choice. Perhaps we could have the patient view the broken appointment video we made; when you compare the broken appointment percentage from dental to medical and the whole clinic, there is no significant difference. This would suggest that the policy has failed to make any improvements.



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 1697 clients this grant year, which are 43 more than last year. Our number of clients continues to grow yearly and we have quadrupled the number of clients seen since 1992.



Prepared childbirth classes are held every other month/1 night /week for 4 weeks.

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

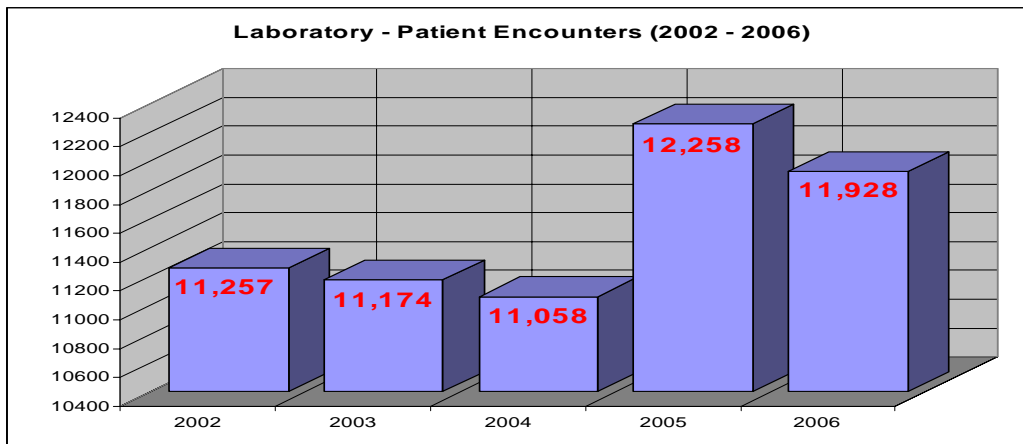
Women's Personal Health Dept. continues to work with the CDC and offer free Chlamydia urine testing.

Over the last year we had more need to be available to middle school students in the same manner that we have been involved with the high school over the years. We are counseling students regarding birth control and other health issues.

A new standing order was developed this year to allow prescriptions of the Nuva ring to be written by the WPH nurse's. This had broadened the choices that we can make available to put clients.

We have had problems this year retaining a MCH secretary. With the new reporting requirements for the state beginning Oct 1 we will really need to find a long term employee to enter required data.

LABORATORY



The average number of tests performed in-house has been 3,952 tests per month for the first eight months of 2006. The year end total for 2006 is projected to be 47,424, a projected 7% increase over 2005. Tests referred averaged 707 per month for the first eight months of 2006. Projected 2006 totals are estimated to be 8,488 which are slightly higher than 2005 levels.

Despite decreases in the number of patient encounters, the number of tests performed both in-house and referred has gone up. The full impact of the recent addition of medical providers will not be reflected in the statistics for some time. The year end projections are based on the first eight months of 2006, during which the number of medical staff was lower. We will see if the projections hold true.

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

As in 2005 we were again contacted to participate in the phlebotomy training program through NWTC in Green Bay. However, so far in 2006 one student has indicated a desire to use our laboratory as their training site. The student is currently completing the classroom portion of the program

In 2006 the laboratory has an operating budget of \$ 468,875. Budget modification may be necessary to provide additional funding for outside laboratory services and program supplies to cover an anticipated shortfall due to higher usage.

Test menu for procedures performed in-house essentially remained unchanged for 2006.

Several "Requirements for Improvement" were noted in the JCAHO survey conducted September 7-8, 2006. The laboratory is currently working on the correcting the deficiencies expressed by the surveyor and will be submitting evidence of compliance to JCAHO within the required 45 day deadline.

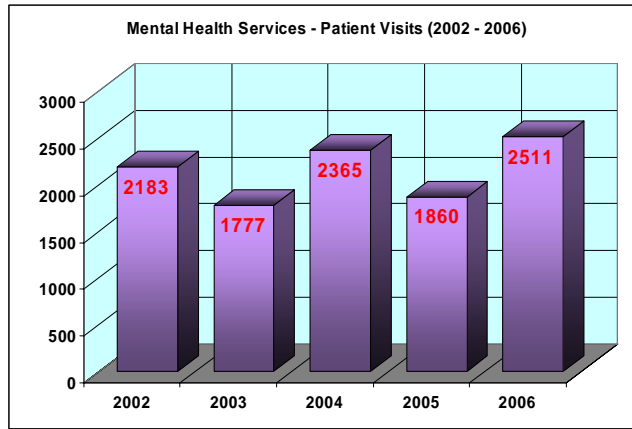
The Fletcher-Flora LabPak Computer System was upgraded in 2006. Fletcher-Flora would no longer provide support for the system running in Windows 98 operating system. As a result, we updated both the hardware and software. In addition, a second workstation was added for better efficiency within the laboratory. The only other equipment acquisition for the department was a Bayer Status Urinalysis instrument. The instrument was obtained through a no-cost promotion. It has not been installed as of yet. An interface update for the Fletcher-Flora system is necessary for installation at a cost of \$ 1800.00.

MENTAL HEALTH

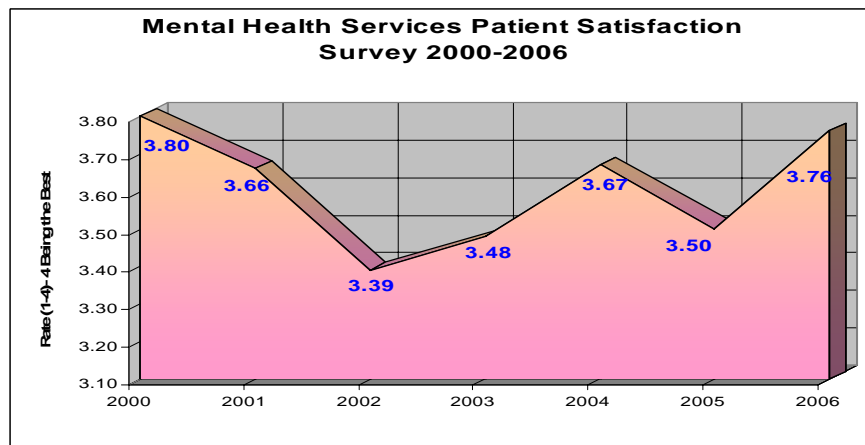
Mental Health Services continue to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy or group therapy depending 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 recently been filled since November 2005, and a Consulting Psychiatrist who provides psychiatric evaluation, consultation, medications, and clinical supervision to the mental health staff. It was very important for the Ph.D. position to be filled since the variety of Mental Health Services offered is less extensive without a Ph.D. Psychologist on staff. All full-time providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

The total contacts have increased over this past year by twenty-six percent (26%). This increase is explained by the vacant staff position of the Clinical Psychologist being filled this year. 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 of 30% continues to be unacceptable. The no-show rate results in a loss of services provided and a loss of income to the Tribal Clinic. It is worthy to note that the longevity of Mental Health Services' staff affords a stabilizing influence to the providing of services to the community members. Excluding the most recently hired Ph.D. Psychologist, the average years of service of the four (4) remaining staff members is over sixteen (16) years.



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.



COMMUNITY HEALTH NURSING SERVICE

The Community Health Nursing Service subscribes to the concept of health as a state of complete physical, mental, and social well being, and not merely the absence of disease. The enjoyment of the fundamental rights of every human being without distinction of race, religion, political belief, economic, or social condition. To this end, the Community Health Nursing Service is committed to providing a high quality of health care essential to the improvement of physical, mental, and social conditions in the community.

Recognizing the interdependence of health services, the community health nursing personnel shall work with the tribal government and other resources for the betterment of health care systems. The Community Health Nursing Services shall coordinate activities with other departments of the clinic to provide holistic health. We also recognize the value of consumer participation in planning and implementing broader service programs.

The community health service staff respects the autonomy of the patient and family to make decisions and choices affecting their present and future health status.

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 from October 2005 thru September 2006 included: 1) Communicable disease follow up on 69 cases of Chlamydia, 10 cases of Gonorrhea, 1 case of Blastomycosis, 7 cases of Herpes, 1 case of Hepatitis C, 1 case of Pertussis, 3 cases of Lyme disease, 4 cases of Strep pneumonia; 2) Immunizations for 1,496

people; 3) TB tests done on 432 people; 4) Influenza vaccines were given to 1,076 people through community health.

A total of 4,153 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 staff provided transports to outside medical facilities and to the MTC. The total numbers of patients transported were 722. Transport miles were 60,734 thru Oct 2005 to Sept 2006.

Nursing service is provided to the Tribal Jail on Tuesdays and Friday's with a total of 351 patient contacts made over the past year.

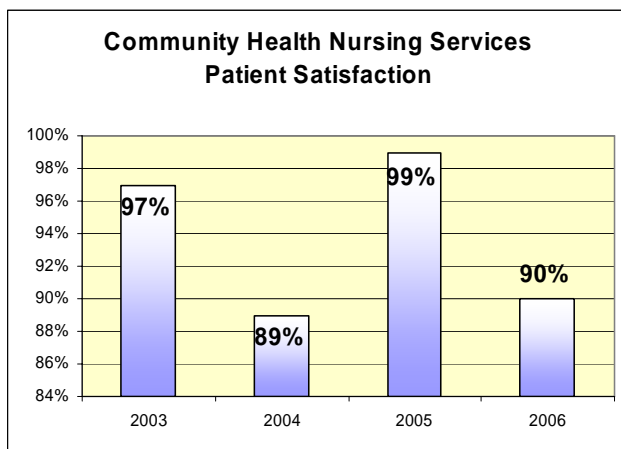
Health checks are offered on Tuesdays and Thursdays. A total of 211 children were screened over the past year.

The Rural Infant health worker made home visits to 133 newborns to assess weight, feeding, proper sleep positions and will be checking for smoke alarms. She also is a certified Child Passenger Safety Technician and provided 90 car seats to 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 50 people attended. HIV/AIDS prevention and Disease management educational materials are provided to area schools and work sites 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 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 use 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

The clinic is in the second year of a five 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. The Diabetes Prevention Program graduated its first class of participants in August. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes.

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 6th Annual Relay for Diabetes held in August. There were a record number of participants this year with well over 300 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, and Community Food Service staff were offered.

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 continues to sit on 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. The director was also elected to the Wisconsin Dietetic Board of Directors.

Our main concern continues to be having adequate space for our staff. We currently have two employees in office space downstairs. This continues to make it difficult for seeing patients for the pre-diabetes program since this area is usually an "employee-only" area. We anticipate the clinic's much needed expansion and/or remodeling so that we can effectively serve the Menominee People and their Nutrition and Diabetes Prevention needs.

Statistical Information (YTD)

➤ Individual Client Visits:	269
➤ Diabetes	185
➤ Obesity	106
➤ Agency Contacts	1289

The Nutrition Department has used its allocated Supplies /Training Aides and Materials budget of \$1,600.00. As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. A major concern for the upcoming years will be to provide adequate funding to meet salary and administrative needs. With the addition of a third dietitian, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

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 has switched the computer operating system to a web-based system which provides real-time client information. Staff was acquainted to the new system and the past 3 months have produced record numbers of client participation in the program. 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 continues to increase 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 participated in the State's Peer counselor program and, if approved for next year, anticipate a much more successful year with that program.

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. In 2006 318 lead tests were conducted with 3 tests indicating elevated amounts. Referrals were made after the re-screened venous was also elevated. The county health department has contracted with the state of Wisconsin to administer this lead funding for FY07.

Our present concern continues to be having adequate space for our staff. We currently have one employee in half of our conference room due to the clinic's expansion of personnel. This has left the other half of the conference room unusable for large groups. We anticipate the clinic's much needed expansion and/or remodeling so that we can effectively serve the Menominee People and their Nutrition and WIC needs. The new computer system is slowly becoming functional in regard to data reporting. We have been unable to gain access to all the information that we previously had, but the state has progressed well with this situation and we will have better data access in the next Fiscal Year.

Another concern is having adequate Vendors (WIC approved stores) in the Keshena area. Currently there are none in Keshena, although Neopit has two vendors. The WIC check redemption rates had been slightly above the state average, but with increased transportation issues, this may become an increased concern for the tribe to find a suitable WIC approved store in Keshena.

Statistical Information (YTD)

➤ Caseload FY03	513
➤ Caseload FY04	524
➤ Caseload FY05	540
➤ Approved Caseload FY06	545
➤ Last 3 month average	561
➤ 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. We currently have 2.25 FTE paid through the State WIC funding, though, so we have stretched the dollars that we receive 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

Wellness involves all issues that address the physical, mental, emotional, and spiritual needs of Menominee Community. A wide spectrum of activities are going on that address the wellness needs of people of all ages and take place in multiple settings; schools, clinic, worksites, and the community.

Health is not me "It's WE" The wellness department is a team approach (diabetic, nutrition, fitness) and we stay connected through the health promotion disease prevention committee and share (staff, resources, equipment, and funding)

If you want us to do a program that is wellness related contact Mark Caskey at 799-5447 and we will try to help you out.

Smoking Cessation New Clients 228. Mark Caskey became a certified tobacco treatment specialist T.T.S. through the Mayo Clinic and also is a member of the Governors Tobacco Control Advisory Board.

Spirit of Eagles Cancer Prevention Project provided us with some seed money to partner with Center for Tobacco Research and Intervention (C.T.R.I), and University of Wisconsin Madison to write up a grant proposal for cessation

in Menominee People. A culturally sensitive cessation model is being written up. If we get funded we hope to pilot this model and research to find out if it works.

Not many new tools have come out in the last ten years to help smokers quit. There is a new drug for smoking cessation called Chantix that we have just started using on some clients.

High School Alternative to Suspension Smoking Cessation Program ongoing

Member Wisconsin Native American Tobacco Network (WNATN). Menominee Youth attended three youth retreats "Tobacco Abuse and Traditional Use of Tobacco" 52 youth participated.

Presenter Native American Healthy Babies Summit presentation on Traditional Use of Tobacco vs. Commercial Tobacco Abuse.

Menominee Wellness bringing clinic to schools.

Head Start "Strong Family Strong Child" advised staff on some of their tools and presentation at GLITC mentor training "Kids Activity and Nutrition"

Nick Vraney coordinates KPS and Tribal School 3rd grade after school fitness programs and 4th grade basketball.

College of Menominee Nation presentations "Tobacco related Disease", Adolescent Health, and Career Day.

Menominee High School Health Classes Health and Fitness Screening and presentations on "What Menominee Die From, What went wrong? And How to Prevent It!"

Coordinated Youth Risk Behavior Survey at Menominee High School 206 students participated. By the time this report is released we will present results to school board and youth providers. Most of the high risk behavior has been moving in a positive direction in the last six years. This year we will survey the middle schools.

This is the 12th year of 6th grade weekly wellness classes at Menominee Tribal School and Neopit Public School. Topics include manipulation of sacred tobacco, humor, sex education, abstinence s.t.d.'s, asthma, self care, ER abuse, safety, diabetic prevention, methamphetamine, addictions, values, frostbite and hypothermia, learning unwritten rules, relationships, communicating with parents, wellness and mother earth, leadership, connection, anger and stress management, first aid, blastomycosis, positive attitude, learned optimism, exercise, nutrition, prejudice, dreams, screen time, and what the youth want to talk about, etc.

Bring the clinic into worksite programs on stress management, screenings, learned optimism, cost of health care, smoking cessation, blood pressure, tobacco abuse, fitness, nutrition, etc. Bring the clinic into the community: Numbers of participants continued to increase in Poker Walk 150 people, Pow Wow Run 110 participants, and Menominee Triathlon 65 participants, Strongest Menominee 10 participants. Continue to groom the x-country ski and snow shoe trails at Menominee High School. Frisbee Golf at pow wow grounds hasn't really taken off like we thought it would. The few people that use the course really like it.

Member of Menominee Youth Providers

Presentation to Menominee J.T.P.A. Workers on "How Disease affects Menominee Community"

Suicide and Leadership Conf presentation on "Learned Optimism"

Wisconsin County Health Ranking Report, Menominee County ranks last in many of the categories. For example the state ranked us 72 in physical activity. The percent of people in Menominee County that were inactive was listed at 100%! We found out that to obtain this wrong number only ten people were surveyed! After meeting with the state coordinators and participating in phone conference this year the document will still list the ranking but not the percentage if the data had less than 50 people in the sample. We still will rank 72 in many health behaviors we have a long way to go to move down to 71. The State coordinators will also let us know the date the ranking document is being released to the press. So we can respond to the press by some of the positive things we are doing; for example the smoke free worksites, community diabetic prevention walking programs, and obesity prevention programs in the Head Starts. "The Bridges Out of Poverty Training" community wide is a big step. Poverty is a risk factor for poor health. Economic prosperity precedes health issues. By next year we hope to have a system in place to track this data every year in Menominee County and share it with the state.

Automatic blood pressure machine at clinic averages about 75 users per week.

Donated some financial resources, staff, and time to: Menominee Community Gardens seed bank and purchased new rotor-tiller, Keshena Primary School Walk Wisconsin, Menominee Youth Awareness Day, Indigenous Games, Sturgeon Fest, Back to School Pow-wow, Lumberjack Breakfast, Maehnowesekiyah Family Day, and Tribal School Class Trip.

PHARMACY

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

ACCOMPLISHMENTS:

The Pharmacy & Therapeutics Committee made an effort to add medications that our community needed. The following drugs were added to our formulary: Fluocinonide Solution 0.05%, Actonel 35mg, Actos 30mg, Actos 45g, Amiodarone 150mg/3ml, Multivitamin Infant Drops, Acyclovir 800mg, Paroxetine 40mg, Paroxetine 20mg, and Citalopram 40mg.

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

This year, 2006, the Pharmacy will dispense approximately 104,400 prescriptions. This is up from last year by about 20 prescriptions per day. The busiest month was August when we filled 9,545 prescriptions. The busiest day since the last annual report was Jan. 3, 2006 when we filled 742 prescriptions. For 2007, I estimate we will dispense 110,000 prescriptions. We will have approximately 51,000 patient contacts for 2006 (i.e. number of patients served).

Rose Berkahn was hired as a Pharmacy technician. Kacey Nacotee was hired as a Pharmacy Assistant. We had a JTPA worker, a summer youth worker and a U of W Madison student helping us for the summer.

PROBLEMS: Insurance drug problems continue to be a challenge to deal with, as insurance carriers are being more restrictive in drug coverage and there are many more insurances due to the new Medicare Part D reform.

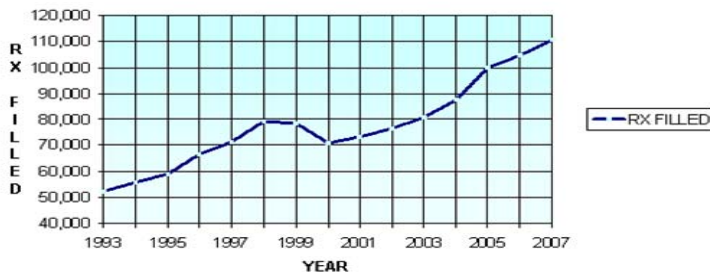
The drug volume has gone up drastically resulting in increased drug spending more than projected. I would like to get some automation or additional staff to help with the prescription volume.

PHARMACY STATS

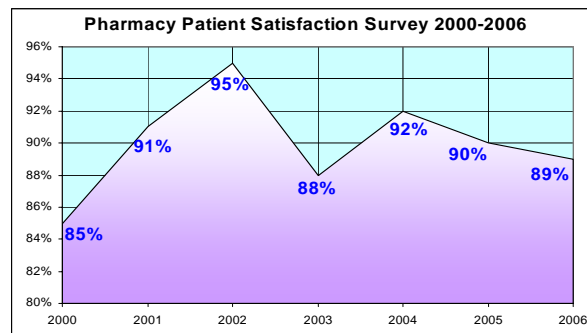
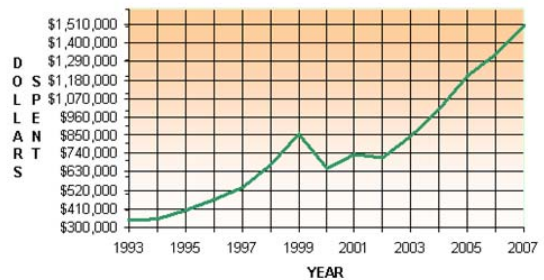
<u>Year</u>	<u>Avg. # of Rx filled/day</u>		<u>Total Rx filled/year</u>	
1988	147	6%	35,356	
1989	155	5%	40,811	
1990	164	6%	40,503	
1991	166	1%	44,203	
1992	185	11%	45,945	
1993	209	13%	52,251	
1994	223	7%	55,772	
1995	238	7%	58,831	
1996	268	13%	66,549	
1997	290	8%	71,528	
1998	321	11%	79,268	
1999	318	-1%	78,569	
2000	289	-9%	70,913	
2001	296	3%	73,366	
2002	308	4%	76,291	
2003	324	5%	80,686	
2004	354	9%	87,518	
2005	404	14%	99,853	
2006	423	5%	104,418	projected
2007	448	6%	110,656	projected
		6%	Avg. % Increase/year	

	<u>Total \$ Spent</u>		<u># Prescriptions Filled/Yr</u>	<u>Cost/RX</u>
		% INCREASE		
1993	\$343,757	3%	52,251	\$6.57
1994	\$347,191	1%	55,772	\$6.23
1995	\$399,624	15%	58,831	\$6.79
1996	\$461,546	15%	66,549	\$6.94
1997	\$533,000	15%	71,258	\$7.45
1998	\$672,000	26%	79,268	\$8.50
1999	\$854,000	27%	78,569	\$10.87
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%	99,853	\$12.02
2006	\$1,328,374	11%	104,418	projected \$12.72
2007	\$1,500,000	13%	110,656	projected \$13.56
		11%	Avg. % Increase/year	

PHARMACY STATS



PHARMACY STATS



DIABETES

The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community not only for the people with Diabetes but also for people at risk of getting Diabetes. There is a Diabetes Team that works together to provide the best possible care. Team members include 3 Certified Diabetes Educators, a Registered Dietitian, a Physical Fitness Instructor, a Medical Doctor, Optometrists, Nurses, a Dental Hygienist, Lab Technician, a Wellness/Diabetes Assistant, as well as representation from Administration and Medical Records. Diabetes education is done at every opportunity both one on one with patients and families and also at group events. Two educational conferences are held throughout the year. Multiple exercise activities are held throughout the year. These include the Tuesday Night Summer Walking Series, bike classes, the Diabetes Relay, after school activity programs for grades 3 & 4 at both Tribal School and Keshena Primary School, Tour De Rez Exercise Program, Arthritis Foundation Exercise at Neopit, and South Branch Senior Centers one day a week. Other exercise opportunities which the Diabetes Program assists with are the Heart of Menominee Poker Walk/Run, the Menominee Triathlon, the Pow-Wow Walk/Run and the Tribal School Athletic Program. The exercise events and educational activities are open to all tribal members, their decedents and families, and also tribal employees.

Health screenings are done throughout the year at various worksites including the schools and at community events. The screenings include blood glucose, blood pressure, cholesterol, HDL, lung volume, body fat composition, carbon dioxide, skin fold, height, weight, strength and waist circumference. People with abnormal results are referred to their physician for additional follow-up. The grant provides a podiatrist to come to the clinic two times a month to see the patients with diabetes, he sees about 30 people every month. There are currently 661 patients on the Diabetes Registry; five of these patients are under the age of eighteen. Chart Audits are done on these patients and the results help identify areas of care that need improvement.

The Diabetes Program hopes to add some more physical activity programs and also provide some type of healthy nutrition programs.

HOUSEKEEPING / MAINTENANCE

Housekeeping: Accreditation Coordinator became the supervisor of the housekeeping supervisor. Employee slip and fall, Incident report filled out and safety training completed for housekeeping staff. Another slip and fall incident involved the placement of rugs. These have been taken away and will only be placed out during the winter months. Housekeeping staff attended healthcare cleaning seminars and workshops in 2006. Housekeeping completed all work orders they received.

Maintenance: Ceiling tiles and tracks replaced by the Radiology department. Back hallway by dental and Radiology was renovated with tiles instead of carpeting and the walls were strip of wallpaper and painted white, making the area looker brighter and cleaner. A new Groundskeeper was hired in July. From January thru September a total of 223 work orders were placed with 89% of them being completed on-time. Work orders were late due to scheduling, parts. A majority of them were late due to not having a groundskeeper hired to help with the workload. This was rectified once the new groundskeeper was hired in July.

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.

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 member of the Menominee Indian Tribe of Wisconsin; 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

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

ENSURE INSTITUTIONAL STABILITY AND SUSTAINABILITY

Even though College of Menominee Nation as a Tribal successor business in accordance with the Menominee Constitution is 14 years old, as an Institution of Higher Education it is very young. Consequently, we have to keep in mind that we are building a college for the future while improving past practices to better serve students in the present. Our intent has been to build a strong foundation upon which to build attractive and well planned facilities and quality educational programming. The bulleted points below illustrate major, but not all, our accomplishments in this area.

- Established a Sponsored Programs Department that is charged with overseeing our numerous grants and contracts with Tribal, Federal, State, and local organizations, foundations, and other institutions of higher education
- Revised the Policies and Procedures Handbook for Employees and posted it on our network drive making it readily available to every employee
- Appointed a Safety Committee that developed a Campus-wide Safety Response Plan
- Relocated the Green Bay Campus to expand services a larger student body
- Surveyed community and CMN groups to identify CMN future needs
- Obtained sustained annual grant funding from the Wisconsin Technical College System
- Again received an unqualified audit with zero findings
- Increased Tribal Assets by \$1 million for a total in excess of \$7 million
- Created 10 new jobs for a total workforce of 110

GOAL 2

PROVIDE A LEARNING ENVIRONMENT AND SUPPORT SERVICES WHICH PREPARES STUDENTS FOR SUCCESS AT 4 YEAR COLLEGES AND IN THEIR CURRENT CAREER CHOICES

CMN's student body has changed dramatically over the years. In our early years the student body consisted of primarily non-traditional students, who were single, head of household females. The majority of these students worked full-time and had attended other colleges periodically during their lives, seeking the dream of a 4 year degree. Our current student body is primarily traditional college students ranging in age from 18-24 years. These students come with different needs and demands. Listed below are some of the major accomplishments that address student satisfaction.

- Trained CMN staff on safety and emergency situations
- Completed the construction of the third and final addition of Shirley Daly Hall that consists of 5 large technologically smart classrooms and a suite of offices for faculty
- Acquired new, used, and surplus equipment, vehicles, and furniture
- Held commencement for CMN's largest graduating class of 56 students
- Increased Student Activities in various organizations/clubs, i.e., Strategies for Ecology (SEEDS), American Indian Higher Education Conference Activities (AIHEC), Kiwanis Student Group (Circle K), as well as CMN Student Government
- Held Listening Sessions with students at both sites to improve services to students
- Increased and Improved services for students with disabilities/special needs
- Trained staff on our Student Management Software to improve efficiency and student satisfaction
- Revised the Student Handbook to clarify policies to improve student knowledge of available opportunities
- Restructured and reassigned duties in the Student Services Department to expand Tutoring, Disability, Recruitment, Advising, and Career Services
- Provided students with internship opportunities at Federal Agencies
- Set up, taught, and encouraged students to apply on-line for Federal Financial Aid

- Upgraded software on all CMN computers to Windows XP and Office 2003 applications Provided new computers to all staff who use Fundware and Empower systems
- Doubled internet bandwidth
- Upgraded to newest version of GroupWise email system
- Replaced the back-up system software
- Implemented NetStorage for off-site access and preservation of records/data
- Installed a new 25 station computer lab and added stations at the Learning Resource Center at the Green Bay Campus
- Installed security cameras at Green Bay site
- Installed paging system and events announcement monitor at Green Bay site
- Upgraded all computers in both computer labs on the Keshena campus
- Set up informational kiosks for students at Keshena and Green Bay sites
- Cooperated with 13 area colleges to share library resources & facilities through the use of a common library card

GOAL 3

DEVELOP & STRENGTHEN ACADEMIC AND TECHNICAL PROGRAMS

While CMN has excelled in the areas of developing and articulating 4 year degree programs, we realize that is not the desire of all students. Some seek certification for employment while others desire an Associate Degree that moves them more quickly into the workforce. This year we focused on developing and offering Certificate and 2 year Technical College Programs so that we could better serve those students. In addition, we reviewed all our articulation agreements to improve our students' transfers to mainstream universities. Listed below are a few major highlights:

- Secured state funding to assist special population students to complete their Technical programs
- Provided accounting courses at outlying sites with alternative schedules to accommodate students' work schedules
- Provided instructional programming in technical and professional studies -accounting, education, police science, tribal legal studies, and business
- Employed two Writing Skills/Student Life Coordinators
- Initiated a partnership with Fox Valley Technical College administration that will lead to the expansion of our technical programs---we are potentially implementing Truck Driving (CDL), Outdoor Power Sports Technician (small engine repair), Nursing including Certified Nursing Assistant, Licensed Practical and Registered Nurse, Medical Coding, Medical Assistant, and Printing
- Designed a two-tier Associate of Arts and Sciences Degree Program in Pre-Engineering and Materials Science Curriculum
- Recipient of the Outstanding Educational Institutional Award from the Wisconsin Council of the Blind and Visually Impaired

GOAL 4

PROVIDE CREATIVE ACADEMIC AND TECHNICAL PROGRAM DELIVERY AS WELL AS LIFE-LONG LEARNING OPPORTUNITIES

Although our student demographics are approaching that of conventional college student population, the majority are the first in their family to attend college. They need support services as well as guidance in preparing for college, preparing for employment demands, as well as learning how they best learn and study. In addition, employers have employees who need to upgrade their skills, obtain additional certifications, or learn new skills to help them move into higher paying positions. Activities in this area resulted in the following:

- Offered 44 workshops/continuing education opportunities on various topics
- Provided 8,242 training hours to 1,152 participants on various topics
- Conducted a pre-college summer program for Middle School students
- Held resume and employment training for unemployed and underemployed community members
- Designed an accelerated 2 year + summer session advanced Honors Curriculum
- Researched alternative methods of program delivery including distance education, iPod delivery, and alternative scheduling to meet the needs of our community

- Focused research and conference attendance this year on ways to enhance student achievement, retention, and completion particularly in Mathematics and the physical and natural sciences
- Provided a three credit course for 100 adults and 70 high school Juniors and Seniors to upgrade their job skills and experience a college class

The TRANS construction course on CMN campus is designed to teach some of the skills related to laboring in the heavy/highway construction fields, particularly grading, milling and asphalt paving. Building the course would not have been possible without materials donated by local businesses. CMN would like to acknowledge the following businesses for their donation; Menominee Tribal Enterprises, Torburg's Lumber, and Northeast Asphalt Inc.

Acknowledgement also goes out to the "TRANS 12" for their hard work; Ruben Alvarado, Alysse Corn, Dennis Sexton, Greg Turney Jr. Michael "Bitzen" Peters and Willard Waupoose Jr., and Instructor Lawrence Schroeder. This group demonstrated excellent team work and work ethics throughout the project.

GOAL 5

CONTINUE TO FOSTER PARTNERSHIPS

With scarcities of human and financial resources in this day and age, it is necessary to develop partnerships to maintain effectiveness, improve services, and respond to students' increasing needs in a financially responsible manner. Since CMN enjoys a quality reputation, it is approached by numerous Higher Educational institutions, State and Federal agencies, and foundations so that both entities missions can be advanced simultaneously. Some activities undertaken in attaining this goal are listed below.

Partnerships with Higher Educational Institutions

- Strengthened current partnerships/articulations with UW-Green Bay, UW-Madison, UW-Oshkosh, UW-Eau Claire, Silver Lake College-Manitowoc, Bellin College of Nursing, Fox Valley Technical College, and Galen University, Belize
- Entered a partnership with Northeast Wisconsin Technical College in which their students enroll in CMN's AODA Program
- Initiated discussion with Fox Valley Technical College to expand our Technical Program/Certificate offerings particularly for males
- Planned with Galen University a Sustainable Development course that will be delivered 3 weeks at Galen and CMN for 1 – 2 weeks
- Designed a Pre-Engineering and Materials Sciences academic degree program with the University of Minnesota
- Continued collaborative efforts as a member of NEWERA (North East Wisconsin Educational Resources Alliance), a partnership of 2 Wisconsin Universities, 5 Wisconsin two-year colleges, and 4 Wisconsin Technical Colleges, and the UW-Madison-Extension
- Collaborated with UW-Oshkosh to increase the number of American Indian teachers in the state by 11.3%

Partnerships with Federal and State Agencies

- On-going cooperation with the Wisconsin Department of Transportation in the TRANS and Middle School Summer Transportation Institute
- Provided scientific and professional development workshops with the U.S. Forest Service under our collaborative initiative, the Center for First Americans Forest Lands
- Cooperated with USAID in hosting international visitors primarily in the area of sustainable forestry
- Cooperated with the Wisconsin Higher Educational Aids Board to increase funding for Indian students in the state
- Worked with Jeff Mursau and other state legislators to successfully increase our Workforce Development Training Grant funding
- Collaborated with Shawano Job Center to share office space to meet the needs of the Reservation's unemployed and underemployed workforce
- Cooperated with the National Science Foundation in a number of workshops and efforts to improve skills and leadership at tribal colleges nationwide

Other Entities

- Worked with the D'Arcy McNickle Center of the Newberry Library to identify and compile Menominee

- historical documents
- Utilized resources from the Bush Foundation to support faculty professional development opportunities
- Participated in fast development workshop with the League for Innovation in College Teaching and Learning
- Consulted with the North Central Association Higher Learning Commission in accordance with our accreditation status
- Cooperated with Silver Lake College to help reservation area students continue toward their baccalaureate degree
- Hosted the American Indian Higher Education Consortium Student Conference for 900 tribal college students, faculty, administrators and Board Members
- Facilitated the Menominee Indian Tribe of Wisconsin's Strategic Planning efforts
- Offered Red Cross certifications and other related workshops and activities with Menominee Tribal Clinic
- Provided the 501 (c) 3 status necessary for Menominee Tribal Food Distribution to receive surplus foods for families in need
- Offered workshops pertaining to Meth and other issues in cooperation with Menominee Tribal Law Enforcement
- Cooperated with Menominee Tribal Housing in the VITA project by setting up computers and helping community members file their taxes at no cost
- Supported websites for the Wisconsin Indian Education Association and Shawano Area Veterans
- Participated with Menominee Tribal Information Technology professionals in an Informational Technology Summit Group
- Collaborated with and serves as the institutional home for the Menominee Reading Council
- Signed an agreement with the security force of the Menominee Casino to assure a safe and secure evening environment at the Keshena Campus
- Participated in the Menominee Indian School District Junior Achievement Program

GOAL 6

ACHIEVE FISCAL SUSTAINABILITY OF THE COLLEGE OF MENOMINEE NATION

As a young tribal college, CMN will need to continue efforts toward fiscal sustainability for many years to come. Progress was again made this year toward that effort. Net assets were increased by over 1.5million for a total in net assets of just over 7 million including an endowment that has reached the one million mark. An aggressive effort led to attainment of much needed furniture and fixtures for classrooms and offices and maintenance equipment at little or no cost through donations from Federal offices and purchases of used items from State, Federal and University SWAP web-sites.

Creation of a Sponsored Program Administration office and hiring of director was a large step CMN was finally able to accomplish this past year. This office is responsible for compliance and monitoring of all grants, contracts and cooperative agreements of the College. This office also assists in researching new grant opportunities and writing proposals.

Procedures will continue to be improved in a continual effort toward fiscal sustainability.

FY 2006 (July 05- June 06) Operating Budget Figures:

• Non-Restricted Operating Budget	\$4,109,630
• Federal Awards	\$3,132,900
• State Awards	\$ 433,630
• Local/Private Awards	\$ 186,250
• Total Payroll and Benefits	\$4,150,000
• Estimated Asset Values at 6/30/2006	
• Total estimated net Assets	\$7,004,000
• Endowment	\$1,087,930

Total amount of Financial Aid dispersed in FY05-06 was \$2,978,507 to 688 students.

COMMUNITY DEVELOPMENT

Todd Every, Director

The Community Development Department is responsible for wide variety of programs for the Menominee Indian Tribe. A list of services the department provides includes:

- Short and long term planning projects related to land use, transportation, utilities, and economic development.
- All Departmental mapping functions.
- Construction administration/management for road, building, and utility projects.
- Processing and managing all Tribal Land Leases and land records.
- Coordination of the solid waste/recycling program for the Tribe.
- Oversight of the Menominee Business Center.

The following is a summary of activities performed in the Community Development Department in FY 2006.

Road Construction

Our Children's Road was reconstructed from the Tribal Housing offices to the intersection with STH 47/55. The project also included reconstruction of the roads around the Food Distribution Center and Tribal Headstart. The roadway was realigned and improvements made to the intersection at STH 47/55. Sidewalks were also added in the area to make it safer for pedestrians.

The replacement of sidewalk along STH 47 in Neopit was completed. This project was part of a larger project to replace aging pavement in the village. Sidewalk was replaced from the south village limits to the MTE offices.

Two bridge reconstruction projects were started this year. The Fairgrounds Road bridge will be totally replaced with a new structure. It is anticipated to be completed in the spring of 2007. The Keshena Falls Road bridge will have a new bridge deck constructed. Construction is expected to be completed in the fall of 2006.

Transportation Planning

The Community Development Department is responsible for the completion of an annual update of the Indian Reservation Road (IRR) Inventory. This update is a chance for the Menominee Indian Tribe to update its road inventory in order to reflect changes which have taken place on the reservation in the last year. The inventory is then used to provide information to the Bureau of Indian Affairs (BIA) to calculate the amount of funding the Menominee Indian Tribe will receive for road construction and reconstruction activities.

The efforts put in by the Community Development Department have paid off in the last few years. Significant increases to the IRR construction funding have resulted from the information generated from the IRR Inventory update. In FY 2006, IRR construction funding was approximately \$2.3 million. It is estimated the FY 2007 IRR funding will increase to \$2.4 million. This funding is used for several items including road and bridge construction and reconstruction, road maintenance, transportation planning, and transit programs. In the future, the Tribe will see an increase of road construction and reconstruction activity on the reservation.

Road Maintenance

The Community Development Department is responsible for the oversight of the BIA Road Maintenance contract. The Tribe enters into two subcontracts to complete the road maintenance on the Reservation. MTE holds one subcontract in the amount of \$300,000 to complete maintenance activities on BIA routes located in forested areas. The Menominee County Highway Department holds the second subcontract in the amount of \$327,000 and completes maintenance on roads located in populated areas. The Community Development Department staff also complete some maintenance activities including brushing, sidewalk snow removal, and sign maintenance.

Land Use

The Land Use office processes all land leases to Tribal members. To date in 2006, the Tribe has approved 24 residential land leases, 20 recreational lot leases, one program land lease, and one agricultural land lease. The Tribe has also canceled nine residential land leases and three recreational lot leases.

Solid Waste/Recycling Program

As in years past, the Recycling Program of Community Development has worked in collaboration with Menominee County in receiving the Wisconsin Recycling Grant. The grant, along with funds from the Tribe, allow for operations of the Keshena Transfer Site, curbside and Tribal Department pick-up, and other activities. This current year, the Community Development Department has worked with Tribal Headstart and provided them with recycling bins for their buildings, purchased and delivered curbside recycling bins for homes, started electronic recycling of computers, monitors, televisions, and started the new weekly recycling for curbside pick-up. Also, through collaboration with Menominee Housing Department, we deliver curbside bins to new tenants and replace any broken or inoperable bins for community members. The Recycling Program continues to work with the National Indian Council on Aging by providing a work program within their criteria. Eligible employees help with the operation of the Keshena Transfer Site.

Keshena Water System Improvement Project

In the past year, the Community Development Department has coordinated the planning and design for improvements to the Keshena Water System. Funding for this project is being provided from several sources including Indian Health Service (IHS), Environmental Protection Agency (EPA), United States Department of Agriculture –Rural Development Agency, and the Menominee Indian Tribe. Major tasks to be completed include the drilling of new community wells, construction of a new pump house, new distribution lines, renovation of the existing water tower located near the Housing Authority, and construction of a new 250,000 gallon water tower on the College of the Menominee Nation campus. Contracts for the work are scheduled to be awarded this fall with work commencing by the end of October. The estimated cost of these improvements is \$3 million. The project is expected to be completed in the summer of 2008.

Neopit Water and Wastewater System Improvements

The Community Development Department coordinated the preparation of a funding application for improvements to the Neopit water and wastewater systems. The funding application was submitted to the USDA Rural Development Agency in July and the Tribe was notified it had been approved for a grant and loan package in the amount of \$4.23 million. The Community Development Department, in cooperation with IHS, EPA, and USDA Rural Development will begin project planning and preparation of engineering plans and specifications in FY 2007. Anticipated water system improvements include drilling of new community wells, construction of a new pump house, and replacement of deteriorated water mains. Anticipated wastewater system improvements include modifications to the existing lagoons and treatment facility, replacement of deteriorated sewer mains, and lift station replacement.

Zoar Community Well Project

In 2006, the Community Development Department coordinated the upgrade of the community wells in Zoar. Tasks completed include the location of new community wells, test pumping of the wells, and lab analysis of the water. The project will continue into 2007. Planned improvements include the installation of new water main from the new wells into the community and construction of a new pump house. Funding for these improvements is being provided by IHS and EPA.

Economic Development

New introductions of economic development ventures in 2006 saw the construction of a tax-free gas sales operation in the community of Keshena. A four member board of directors has been formed to handle the day-to-day operations of that new facility. The new facility includes sale of both regular gas and diesel fuel.

The Northwoods NiiJii Enterprise Community a 501 (c)-3 corporate entity is entering its eighth year as a federally designated enterprise community. Within that time period the central office has succeeded in writing \$22 million in grant applications for 85 benchmark programs, in a three reservation wide enterprise community. Of the total benchmarks (projects) 26 belong to the Menominee Nation. To-date, almost \$12 million has been raised through various state, federal, and foundation funding agencies by the NiiJii Enterprise Community staff for economic and social development purposes. Designed to address the poverty situation of the Menominee people, the Northwoods NiiJii Enterprise Community, Inc.'s main emphasis is to narrow the gap between those living below the poverty level and those living in a more affluent condition.

Currently, the Northwoods NiiJii Enterprise Community is partnering with the Menominee Tribal Enterprise (MTE) to establish a wood pellet manufacturing center. If this project becomes operational, the wood pellet division of MTE is expected to fill many employment needs of the people of the Reservation.

Menominee Business Center (MBC) - Carrie Grignon, Manager

Mission Statement -The purpose of the Menominee Business Center is to encourage entrepreneurial development and growth through management assistance, cost-effective space utilization and a synergistic environment catering specifically to Tribal members and professional businesses.

Features - By leasing space at the Menominee Business Center, you have a greater potential for success. This unique incubator is designed to transform and present a business environment into a partnership support system and improves the Menominee Nation economy by creating and retaining jobs. The Center offers, office space to growing businesses at low market rates, flexible terms, shared business administrative services including receptionist, photocopying/faxing, trash disposal, security, on-site parking, maintenance, mail service, and furniture rental

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

Personnel - The Business Center has three full time staff members; a Secretary/Housekeeper Debra Poca, PSI Research Specialist Renee Mahkimetas, and Manager Carrie Grignon. The Business Center also works with the Menominee Partners for Economic Progress Board of Directors. The purpose of this Board is to assist staff in carrying out the Business Center's mission and to aid in tenant selection and retention. The board is non-compensated and consists of people in the community that has demonstrated their desire to support small business entrepreneurship on the Menominee Reservation. The current members are Carrie Grignon & Renee Mahkimetas, Todd Every, Wilmer Peters Jr., Thomas Litzow, Ken Peissig, Brian Kowalkowski.

Office Space - The Business Center has a total of nine rental office spaces; four are currently available for rent. The current tenants of the Business Center are:

Glen & Trilby McIntosh, Wolf River Insurance
Allen Sniller Grignon, Grignon Vending
Wilmer Peters Jr., Business Specialist, Northwood's NiiJii Enterprise Community, Inc.
Susan Sorenson, NEW Promotions & Apparel LLC
Mary & Larry Dvoratchek, Hard Rock Sawing and Drilling Specialist Co.
Menominee Chamber of Commerce

Menominee Chamber of Commerce

The Menominee Chamber of Commerce was officially established February 15, 2005. The Chamber is an on-going project whose mission is "dedicated to promoting our members' businesses and tourism assisting with their economic growth". The chamber services both the Menominee Indian Reservation and Menominee County, which includes the Legend Lake Property Owners Association and non-native business owners within and near Menominee County. This mix provides positive diversification so each business can benefit from other business experiences. Chamber membership is also open to Mole Lake and Stockbridge businesses. The Menominee Business Center staff assists with the day to day operations of the Chamber. The Chamber office is located at the Business Center.

There are currently 26 businesses listed in our Menominee Chamber Directory. These businesses range from advertising and promotions, logging, amusements, recreation, disc jockeys, restaurants, photography studio tax preparer, web designs and all different types of contractors specializing in carpentry, log homes, remodeling, concrete cutting. The Chamber has 4 corporate sponsors, the Menominee Indian Tribe, Menominee Casino Bingo Hotel, Menominee Tribal Enterprises and the Mohican North Star Casino.

Money Conference

The Business Center joined in planning the first annual Financial Wellness Conference, "The Money Conference". The Money conference was held April 1, 2006 at the Menominee Indian High School. There were 55 participants along with 25 volunteers. This conference was offered to the Shawano and Menominee communities by Asset Builders of America, Inc., a nonprofit organization not part of any financial institution, conducts the Conference in cooperation with many area partners. There is no selling or pressure to buy any financial products. The Money Conference is designed to offer financial fitness to the whole family. The following is a list of classes for the adults,

Credit problems – How to fix them, Financial Security Later in Life, Entrepreneurship 101, How to buy and cook healthy foods, Homeownership 101, Rent Smart, the Cash Flow Game and several others. A couple of the Classes for the Youth (ages 6-18) were titled Dollars and Sense, and A day in the Life you Your Financial Future. To find out more about the Financial Wellness Conference visit Asset Builders of America at www.assetbuilders.org

Menominee VITA (Volunteer Income Tax Assistance) Program

Carrie Grignon, MBC Manager & Renee Mahkimetas, PSI Research Specialist joined partners with the College of Menominee Nation, Housing Department, Menominee Indian School District, Neopit Community Center, Co Vantage Credit Union and the Internal Revenue Service to offer free tax preparation services throughout the community.

The goal of the Menominee VITA Program is to help save our community members money by using free tax services and educate tax payers on the benefits of NOT using paid preparers that promote Refund Anticipation Loans (Rapid Refunds). The Wisconsin Council on Children and Families show the highest use of Refund Anticipation Loans by those claiming the Earned Income Tax Credit is on the Menominee Reservation. Refund anticipation loans are high cost and high interest loans against people’s tax return. Data in 2005 showed one Menominee family paid an interest rate of 72% for their refund anticipation loan.

Menominee VITA Program Community impact - 2005

VITA site	# of Tax Returns processed	Via Direct Deposit	Earned Income Tax Credit	Child Tax Credit	Federal Refunds
Menominee Business Center	146	86	\$75,785	\$59,924	\$224,741
College of Menominee Nation	145	90	\$90,407	\$32,922	\$176,186
Co-Vantage Credit Union Shawano	41	32	\$19,160	\$15,888	\$52,945
Menominee Tribal Housing	3	3	\$1,794	-	\$3,182
TOTAL	335	211	\$187,146	\$108,734	\$457,054

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

PSI Mission Statement

To “provide a locally designed program utilizing all available resources including counseling, education, and hands on technical assistance for the growth of individually owned business enterprises. The growth of small business development will support endeavors to maximize the Menominee Nation economy”

Personnel - The (PSI) department is located at the Menominee Business Center and is a service of the incubator.

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

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

PSI Accomplishments - During the year 2005, the Research Specialist of the Private Sector Initiative program worked with a total of forty (40) small business intake clients. Of the 40 client intakes, six (6) actual business plans were written. Here is their current status:

- One of the business plans submitted to the Menominee Revolving Loan Fund (MRLF) was approved for expansion and one has been tabled and is pending.
- The one approved business plan submitted to the MRLF amounted to \$7,126 in successfully secured financing.
- Four (4) of the business plans received funding through other sources. NiiJii (Northwoods NiiJii Enterprise Community, Inc. assisted (2) businesses with expansion efforts for a total funding of \$23,000

and (1) scholarship of \$1,000 for a business start-up. One business located in Wausau, WI received \$11,000 through Bay Bank of Green Bay for start-up funding.

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

Other Accomplishments – The PSI office to become involved with the Northwood's NiiJii Enterprise Community whose mission is to build sustainable communities empowering citizens to foster partnerships and mobilize resources for the elimination of poverty for future generations.

The Research Specialist along with the Menominee Business Center Manger assists with benchmarks of NiiJii and has established many long-term partnerships during this process.

- **BEST U** – Which stands for Business Expansion and Start Ups was developed to create economic opportunities by fostering an environment that values entrepreneurship in Shawano County, Menominee County, Menominee Indian Tribe of Wisconsin, and the Stockbridge-Munsee Business Development. Through this unique organization, workshops, educational business classes, business resources, and job creation is their true focus.
- **NxLevel™** - NxLevel is an Entrepreneurial Training Program developed and designed to train both potential and existing entrepreneurs by offering a practical, condensed series of entrepreneurial training sessions. The classes were scheduled from Sept 20th, 2005 and ended on Nov 22nd, 2005 held at the Menominee County building in Keshena, WI. Of the 16 students signed up for the 10 week class titled NxLevel Business Plan Basics, 13 finished with 5 students completing their business plan. A scholarship of \$1,000 was awarded to students for a “Best Business Plan” award to be used for their start up expenses offered by NiiJii. There were (3) main instructors and (7) guest speakers for the class who gave their expertise and advise to the students. To show diversity in the project, the following are the names and representation of the instructors and speakers:
 - Terri Fredenberg-Holzman, (BEST U member & instructor), UW-Extension, Menominee County
 - Renee Mahkimetas, (BEST U member & instructor), Private Sector Initiative, Menominee Indian Tribe of WI
 - Jim Resick, (BEST U member & instructor), UW-Extension, Shawano County
 - Steve Sengstock, (BEST U member & guest speaker), Shawano County Economic Progress, Inc.
 - Juliann Jatczak, (guest speaker), Wisconsin Women's Business Initiative, Milwaukee
 - Andrew Clark, (guest speaker), Business Assistance Center, NWTC, Green Bay
 - Paul Kersten, LaViolette Accounting & Tax Service
 - Mr. Dan Miller, President, Associated Bank of Shawano
 - Trilby McIntosh Beauprey, Owner of Insurance Business
 - Mary Dvoratchek, Owner of Construction Business

Of the 16 students who registered for the class, (8) were non-Tribal from the Shawano County Area and, (8) were Menominee Tribal members from the Neopit and Keshena area.

Job Creation – Businesses started through the Menominee Business Center do have positive job creation. NiiJii's Business Specialist located in the incubator, Wilmer Peters, assists the Research Specialist with some of the projects. There was a total of (2) business start-ups with (1) full-time job creation and (1) part-time job.

Community Development Department Projects in 2007

The Community Development Department will be busy in 2007 with the coordination of many construction projects on the Reservation. The Keshena Water System Improvements will be started in the fall of 2006 and continue into 2008. Engineering designs will be prepared for the Neopit water and wastewater system improvements and the Zoar Community well project.

Scheduled bridge projects include the design and construction of new bridges on Spears Road, Stacey Dam Road, Upper Bass Lake Road, and a new pedestrian bridge at Smokey Falls.

Several larger road construction projects are scheduled for 2007. CTH VV will be reconstructed from STH 47/55 to the east county line in a cooperative effort with Menominee County. Improvements include pulverizing the existing

pavement, providing a new road surface, and shouldering. Also scheduled for completed is the reconstruction of Upper Bass Lake Road from Ponfil's Fields to Upper Bass Lake.

Small road construction projects to be completed include the addition of a walking lane on Fairgrounds Road, a new road providing access to the Keshena wells and pump house, new sidewalk construction along STH 47/55 near the Casino and the College, and improvements to the Zoar Ceremonial Building parking lot, South Branch Community Center Parking Lot, Otradovec Loop Road, and the CRC parking lot.

The Community Development Department will also begin preparing for the development of computerized land information. Land records and other information used in a daily basis will be prepared for development of a Geographic Information System (GIS). Once functional, the GIS will allow for the easier and more accurate access of land records and associated maps.

CONSERVATION/RIGHTS PROTECTION

Walter Cox, Director

Staffing includes Director, four Conservation Wardens, one Administrative Secretary, one Fish and Wildlife Manager, and two temporary/full-time Fish and Wildlife Technicians.

GOAL:

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

Outputs:	F.Y. 2005	F.Y. 2006
Reportable Incidents	367	894
Citations Issued	58	65
Warnings Issued	10	43
Complaints Received	108	145
Interagency Assists	37	43
In-service Hours	240	492
Permit/ID checks	—	80
Investigations	—	73
Traffic Stops	—	23
Vehicle Registration Checks	—	45
Court Appearances	—	27
Meetings Attended	—	197
Other	—	106

Financial Data: Budgeted:		Current:	Projected:	Balance:
BIA Funds	\$322,990.96	\$292,004.00	\$322,990.96	\$30,986.96
Tribal funds	\$257,196.00	\$0.00	\$257,196.00	\$0.00

In addition to the BIA and Tribal funds, the department received Tribal wildlife grants totaling about \$150,000, Chronic Wasting Disease (CWD) \$10,000, and Circle of flight \$12,000. Tribal Wildlife Grants assisted the program with Lake Sturgeon Management and Eastern Timber Wolf re-introduction projects. Contracts allowed two Fish and Wildlife Technicians to assist the Tribal Fish and Wildlife Manager with projects. The funds help offset some vehicle cost and expense. A portion of Circle of Flight money was used to manage a wild rice project and educate high school youth. CWD funds assisted with the collection and testing of reservation white-tailed deer for chronic wasting disease.

Administrative:

The Conservation Department suffered a tremendous setback and loss by the untimely death of Director/Chief Warden Albert Fowler on November 1, 2005. Despite this impediment, the program continued to function with the help from various departments and personnel. Administratively, the Conservation Department serviced the public by providing game tags to approximately 1000 enrolled members, descendants and spouses. Records indicate that approximately 489 deer, 27 bear, and 36 turkeys were harvested during the fall and spring hunting seasons. The

program paid out \$6,520.00 to tribal trappers for the removal of 206 beaver from area lakes and streams. As usual for the past thirteen years, we coordinated a firearm safety course for local youth. Seventeen graduates completed the hunter education classes that were held in July at the Menominee Indian High School. Staff participated in the Community Carnival at the College of Menominee and the Summer Culture Camp at Wayka Falls. College growth and development forced the administrative office to re-locate from the College Campus to the Menominee Forestry Complex on September 30, 2006.

Enforcement:

Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is on the protection and management of Tribal natural resources. Wardens especially enforce the protection of resources from outside encroachment. Conservation law enforcement officers logged approximately 60,000 miles on Tribal and GSA vehicles in patrol efforts. This year enforcement officers reported a record number of 894 incidents, resulting in 65 citations and 43 warnings. We observed a notable increase in reportable incidents and in-service hours over last year. Reportable incidents increased almost 250% and in-service hours increased by 100%. Staff received 40 hours of Tribal Conservation Warden Training from 6/5/06- 6/9/06. In conjunction with the Native American Fish and Wildlife Society, the US Fish and Wildlife Service provided 40 hours of excellent in-service training for Tribal Wardens. Other local training included CPR and first aid, firearms qualifications, and strategic planning. The department was fortunate to receive funds to upgrade two-way radios that will allow officers to communicate with other law enforcement agencies and first responders. Communications between Conservation and the Tribal Police heightened with mutual training and resource coordination. Conservation Wardens are in the process of a transition from the Tribal Pay Scale to the GS Scale, in the same manner that Tribal Police did a couple of years ago. We lost one patrol vehicle in a crash while in pursuit of an All Terrain Vehicle that was operating illegally. Two bald eagles were taken to the US Fish and Wildlife Raptor Rehabilitation Center by department staff. One bird was injured and the second was found lying dead alongside the highway, presumably struck by a car. Some Reservation eagles that were taken to the raptor center during the past few years were determined to be suffering from lead poisoning. Biologists determine that the poisoning most likely comes from waterfowl hunters shooting lead shot at ducks and geese. Tribal law requires that only steel shot can be used for waterfowl hunting. Avoiding the use of lead around waterways (ammunition and sinkers) may very well save the life of an eagle.

Fish and Wildlife:

The 2005-06 Tribal Wildlife Grants contracted the Fish and Wildlife Manager and two Technicians to work on Eastern Timber Wolf re-introduction and Lake Sturgeon Management projects. Manager Don Reiter reported in January that he strongly suspected a mating pair of wolves to be residents of the Reservation. Suspicions proved correct, however, shortly after giving birth the alpha female died of natural causes leaving five pups at a den site. Unfortunately efforts to rehab and re-unite the puppies with a wild pack did not work. According to data, Fish and Wildlife staff estimate a growing number of sturgeon to be year-round habitants of Wolf River Tribal waters. Tribal fishermen were offered a second annual sturgeon-spearing season on Legend Lake last winter. Conservation provided a sturgeon-spearing seminar on Saturday, January 28, 2006, at the Community Resource Center. The seminar offered information regarding techniques and equipment used on Lake Winnebago for sturgeon spearing. A free meal was also provided. 1200 and 700 sturgeon was stocked into Legend Lake in April and July. Spring game survey data attributed to health and population assessments for White-tailed Deer, Ruffed Grouse, and Sandhill Crane. According to the pellet count survey, population numbers are up to 11.7 deer per square mile, an increase over 2005's count of 11.3 per square mile. Sixty-five samples were collected from tribal deer hunters and tested for Chronic Wasting Disease (CWD) in 2005. Funding allowed the program to pay \$30.00 per sample to donors. Results indicate no detections of CWD were found in any of the sixty-five lymph node specimens tested. Collaborative efforts to revitalize the fish rearing ponds were attempted by Conservation, Environmental Services Department (ESD), Tribal Utilities and The Menominee County Highway Department. Circle of Flight funds were used to purchase 3,000 pounds of wild rice from Leech Lake Minnesota on September 8, 2006. The rice was stocked in area lakes during the second week of September.

Environmental Quality:

Wardens issued a limited number of solid waste citations this year. There was one large fine imposed in May for a violation of the Tribal Surface Water Ordinance #04-22. Several joint meetings have been held with the Environmental Services Department to improve efficiency on Environmental/Conservation projects of mutual concern. The Hazardous Materials Coordinator provides a number of courses that assist wardens and benefit the public safety and Tribal environment. Law enforcement staff participated in Hazardous Materials Incident Command and National Incident Management Systems #100 and #700. One supervisory Conservation Warden

attended an eight-hour Emergency Operations course. Efforts are ongoing to maintain enforcement compliance of trailers and abandoned cars on sustained yield land

EARLY CHILDHOOD HEADSTART/EARLY HEADSTART

Mike Skenadore, Director

The Menominee Nation Early Childhood program strives to be the primary provider of early childhood education services for enrolled Menominee Children ages birth to five. To that end we have implemented a nearly continuous cycle of evaluation, planning and improvement that enables us to quickly and efficiently adapt to the needs of the community as we design our program. In looking back at the previous year, several items stand out as points of pride for our program. These highlights also put us in an excellent position to move forward.

The Menominee Nation Early Childhood program is funded to provide early childhood educational services for 210 three and four year olds, 32 birth to three children and 13 pregnant mothers. The target audience for these services is families living at or below the poverty line. For the 2005-2006 program year our enrollment reached a maximum for 191 three and four year olds, 32 birth to three children (a waiting list of 36) and no pregnant mothers. More than 50% of the families we worked with last year were at or below the poverty line for income.

A federal review team visited our program in early March of 2006. Their report, which was received in late July of 2006, showed a number of significant findings that we needed to correct. Included in the findings was a communication system that was broken down both internally and externally, playground equipment that was not anchored, a lack of mental health services to children and families and an excess of paperwork that led to confusion and enhanced our communication problems.

While the list of findings was extensive and the review process difficult, the staff at Head Start chose to be proactive in it's approach to the situation. Even before the final report was received the staff chose to begin working on areas of concern. This resulted in the ordering of new playground equipment and soft-fall material, a review of paperwork and elimination of redundant forms, the purchase of a child tracking software system, the purchase of \$17,000 worth of new books and the restructuring of roles and responsibilities within the management of the program. The Menominee Nation Early Childhood program is now well ahead of schedule in responding to the federal review and should complete the required changes before all deadlines.

The Menominee Nation Early Childhood program would like to recognize the 2005-2006 Policy Council for their hard work and dedication during the last program year. While they were involved in many of the major policy decisions that guide the program their most impressive accomplishment may have been to go an entire year and never miss a meeting because of a lack of quorum. This level of parent involvement is critical to the success and continued growth of our program.

In looking ahead to the 2006-2007 program year, several goals are important to note. First is to achieve full program enrollment with a waiting list at each level. We didn't achieve this by the first day of the program but our current enrollment is higher than this time last year: 202 three and four year olds (8 shy of full), 32 birth to three children (waiting list of 81) and 17 pregnant mothers signed up for services. A second goal is to improve parent and community volunteer time by 10% over last year. We are well on our way to achieving this goal through more involvement and better record keeping. Another program goal for 2006-2007 is to provide teachers with a variety of strategies to meet the divers learning needs of our children. To date MNEC teachers have completed training in the Creative Curriculum, Tucker Signing Strategies, Lesson Planning and Head Start 101 which is a review of the expectations of the Head Start Act.

The staff of Menominee Nation Early Childhood is looking forward to meeting the needs of our community, the changing requirements of our funding agency and the educational requirements of our Menominee children.

EAST- WEST UNIVERSITY

Carol Dodge, Keshena Campus

East-West University Keshena Campus continues to offer an academic program leading to a BA degree. Students have the opportunity to remain in their community while pursuing their four year program. Courses are structured to allow instructors to organize their lessons around the Menominee Community, e.g. the present biology course "Plant Kingdom" is centered around the Menominee Tribal Forest. All courses are accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools

A 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 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.

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 nondenominational and independent institution of higher learning, East-West University's 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.

East-West University Keshena Campus is also carrying out a three year research project with the help of the Menominee community, the Tribal School and Northwestern University in Illinois. The main focus is to develop a science curriculum that builds on the cultural knowledge and values Native children bring to the classroom; knowledge they have about the forest and waterways. Information gathered from the research will help to build a culturally-based curriculum that can have a positive impact on in-classroom science education for Native American children.

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.

*Note, all monetary figures in this report are preliminary because the report was completed before FY 2006 expenses were closed out.

Academic Year 2005 – 2006	Ending May 2006		
A. Number of new students	27	FY 2006 Budget:	\$228,319.31
B. Number of active students	172	Expended	<u>224,635.81</u>
C. Number of graduates	10	Balance	*\$ 3,683.50

HIGHER EDUCATION SUMMARY:

Despite a nearly 10% reduction in BIA funds, the projected completions were exceeded again. Funding remains an issue for students starting the fall semester because grant funds were depleted by mid August. By the end of September, there were 70 pending student grants waiting to be processed the next fiscal year that begins October 1st. These requests must wait until funds become available later in the month. All students were notified of this delay.

ADULT VOCATIONAL TRAINING

This program provides BIA/Tribal grants to eligible Menominee students attending a 1 - 2 –year vocational/technical Associate 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 2005 – 2006	Ending May 2006		
A. Number of new applicants	20	FY 2006 BUDGET:	\$194,088.33
B. Number of Active Students	94	Expended	<u>188,730.11</u>
C. Number of Completions	7	Balance	*\$ 5,358.22

AVT SUMMARY:

Despite a nearly 11% decrease in BIA funds, the number of students in technical programs increased 20% compared to last year.

EDUCATION SUPPLEMENT:	
FY 2006 BUDGET:	\$202,000.00
Expended	<u>196,054.13</u>
Balance	*\$ 5,945.87

All supplemental funds are used for scholarships and grants 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 2005 – 2006			
A. Total Number of GED/HSED Completions	21	FY 2006 BUDGET:	\$45,125.24
		Expended	<u>34,288.35</u>
B. Total Number of Adult Education Completions	3	Difference	*\$ 9,449.99

AE SUMMARY

The GED Instructor is working well with students. Through her efforts and encouragement at least 5 GED students have followed through with continuing education programs locally. Incarcerated students receive GED services on a weekly basis.

**EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B4)
HIGHER EDUCATION & A.V.T.**

A “Carnival of Learning” program was held in conjunction with the November Wisconsin Association of Financial Aid Administrators (WASFAA) fall conference in Green Bay. The Tribal Education Director arranged for 25 – 8th grade students from MISD and the Tribal School to be invited to participate in this program. A total of 50 students were involved with the remainder coming from the Green Bay Public schools. Students were given an occupational card that indicated their monthly income and family situation. They had to buy services and pay for their monthly living expenses. The purpose was to show them the reality of life’s expenses (rent, clothes, mortgages, car payments, etc.). Also to show them that an education will lead to a higher paying job to meet these living expenses. A keynote speaker, lunch and favors concluded the event.

Student reminders for financial aid renewals were publicized in the Tribal News in December.

The annual Wisconsin Indian Education Association (W.I.E.A.) Legislative Breakfast was held in Madison on February 21st with 13 State Legislators in attendance. Board members mingled with the Legislators and discussed such issues as Tribal School funding, financial aid for continuing education and the impact of the No Child Left Behind law on public schools. The Board was told by several Legislators that the breakfast helps to create an awareness of Indian Education issues and they hope they will continue.

Of the 4 Merit-based \$1,000 annual scholarships offered by W.I.E.A., 2 were awarded to Menominee students. Since 1997 when these scholarships began to be offered, a total of 15 Menominee students have been recipients.

A Menominee student who graduated from high school in May received the Outstanding Student of the Year Award from W.I.E.A. and was recognized at a ceremony held during the annual conference at UW-Superior.

ELECTION COMMISSION

Davey Jean Peters

The date for the Primary Tribal Legislature & Police Chief Election was November 9-10, 2005 Tribal Members certified as "On Reservation" Candidates for this election were:

Rebecca D. Alegria	Myron L. Pyawasit
Apesanahkwat	Burnell Reiter
Laurie Boivin	Laurie A. "Molie" Reiter
Eugene "Gene" Caldwell	Margaret Snow
Michael Chapman	Regina M. Washinawatok
Joan R. Delabreau	Bruce A. Wilber, Jr.
Judith L. "Judy" Duquain	Bruce A. Wilber, Sr.
Mary Sullivan Menore	Gerhardt C. Wychesit
Off Reservation Candidates:	
John A. Kaquatosh	
Betty Jo Wozniak	

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

Randal "Randy" Chevalier	Mark K. Waukau, Sr.
Thomas "Tommy" Tousey	Robert "Scob" Webster
Nathalyn "Nan" Waupoose	

Voting results at the polls and absentee on November 9-10, 2005

Neopit Fire Station	246
Keshena-Gordon Dickie Center	682
Absentee Received	609
Total	1,537

The top six in the Primary Tribal Legislature Election were:

Regina M. Washinawatok	650	Laurie A. "Molie" Reiter	508
Joan R. Delabreau	574	Laurie Boivin	503
Michael Chapman	571	Eugene "Gene" Caldwell	478

The remaining candidate's votes went as follows:

Rebecca D. Alegria	469	Mary Sullivan Menore	244
Margaret Snow	321	Betty Jo Wozniak	231
Myron L. Pyawasit	287	Gerhardt C. Wychesit	216
Judith L. "Judy" Duquain	281	Bruce A. Wilber, Sr.	199
Apesanahkwat	277	John A. Kaquatosh	163
Burnell Reiter	254	Bruce A. Wilber, Jr.	161

A recount was held on November 17, 2005 between	Results were: Rebecca D. Alegria	466
Rebecca D. Alegria and Eugene "Gene" Caldwell	Eugene "Gene" Caldwell	479

The Final Election was held on January 18-19, 2006 and the winners were:

Regina M. Washinawatok	853	Laurie Boivin	692
Joan R. Delabreau	706		

The remaining candidate's votes were:

Laurie A. "Molie" Reiter	644	Eugene "Gene" Caldwell	622
Michael Chapman	637		

The Police Chief results were as follows:

Mark K. Waukau, Sr	835	Robert "Scob" Webster	680
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Voting results at the polls and absentee requests:

Neopit Fire Station	225
Keshena-Gordon Dickie Center	562
Absentee Received	836
Total Votes	1,623

On January 30, 2006 Michael Chapman filed a petition challenging the election results of January 19, 2006, on grounds of alleged improprieties surrounding the absentee ballot requests and the absentee ballots cast.

The Tribal Election Commission had several court dates and on April 28, 2006 Judge Vele stated because the number of suspect cast votes is approximately 46, the petitioners have failed to show that enough illegal votes were cast to change the result. Accordingly, petitioners request for relief is denied and the winning candidates shall be sworn into office. The Police Chief, Mark K. Waukau, Sr. and the three Tribal Legislators' Laurie Boivin, Joan D. Delabreau and Regina M. Washinawatok were sworn into office on July 18, 2006.

The Tribal Election Commission budget for FY2004-05 - \$53,925.00

ENROLLMENT

Yvette Snow, Director

Mission

The Enrollment departments' primary responsibility is to maintain current and accurate files on genealogical and historical information for the preservation of the Menominee Indian Tribe's heritage.

Guiding Principles

Consistent with the Mission statement, the Enrollment departments responsibilities are administered through the Constitution and Bylaws of the Menominee Indian Tribe of Wisconsin. Membership in the Menominee Indian Tribe shall consist of the following persons; those persons that possess $\frac{1}{4}$ degree Menominee Indian Blood, and who are descendants of persons enrolled on the tribal membership.

Department Information

The Enrollment Director (Fulltime)

The Enrollment budget is funded with 75% Tribal and 25% BIA Funds.

Administrative Tasks

On August 7, 2006, a copy of Enrollment Bylaws and Policies and Procedure has been sent to Governmental Affairs committee for approval.

Statistical information

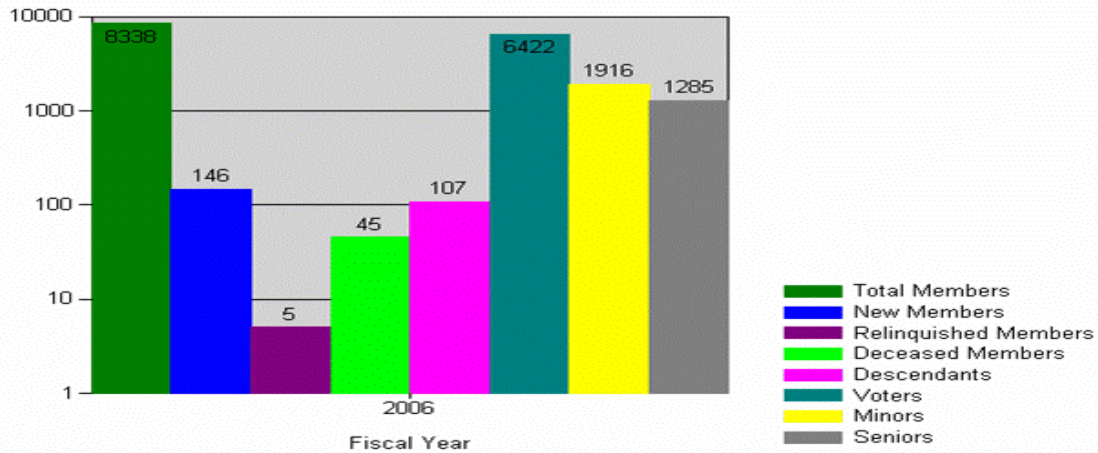
The following report will contain information and data compiled within our department for the months of October 2005 through September 2006.

2006

Living Enrolled Members – 8338

Activity:

Approved 146 applicant(s) for Tribal membership
5 Tribal member(s) relinquished
45 of our Tribal members passed on
Approved 107 applicant(s) for Ancillary roll
6422 Tribal member(s) are eligible voters.
1916 are minor enrolled members.
1285 members are over the age of 55.



ENVIRONMENTAL SERVICES

Gary Schuettpelz, 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.

PROGRAM SPECIFICS (with some important accomplishments)

1) Environmental Management – conduct administrative oversight of the environmental program including applying for grants, developing ordinances and working with Federal, State, Tribal, and local government. Develop Integrated Resource Management Plan.

- Continue work through out the year on the IRMP.
- Coordinated with NRCS on seeding the former Keshena Dumpsite with native prairie grasses.
- Completed first section of Ground Water Ordinance dealing with Water Quality Standards.
- Continuing to meet with Conservation Department in attempt to develop a better working relationship.
- Developed a condemnation ordinance and submitted to committee for approval.
- Developed a proposal in conjunction with CMN for Household Hazardous Waste collection, Tribal Clean Design Summit, and Community Based Social Marketing Project. Received funding of \$87,600 from EPA.
- Submitted funding request to BIA for cleanup of several waste sites, buildings, and trailers.
- Submitted and received EPA water grant of \$160,000.
- Continue as Trustee Representative in Fox River NRDA.
- Successfully reached settlement on Balsam Row Dam.

2) Clean/Safe Water - conduct lake and stream studies for fisheries and other planning, monitor water quality to maintain in optimum condition, enforce Surface Water Ordinance including issuance of permits for activities on lakes and streams. Habitat restoration including wild rice, trout streams, and sturgeon. Conduct sampling and analysis of private wells.

- Constructed and place fish cribs in four Reservation lakes to improve habitat.
- Provided technical assistance in construction of new wells for Keshena.
- Working with Forestry in reviewing prescription for environmental impacts.
- Worked with IHS in developing new well for Zoar Community.
- Developed agreement with Legend Lake Protection and Rehabilitation District in addressing the Eurasian Milfoil issue. Were able to obtain a grant from EPA to assist in control.
- Moved beetles from purple loosestrife patch to several locations in northern reaches of Wolf River to control Purple Loosestrife.

3) Clean Air – monitor possible air pollution and work with local industry in correcting situations that may create hazards. Provide technical assistance to Tribal Members to remediate indoor air problems.

- Worked through out the year with MTE Mill management and EPA in addressing the problem with air pollution from the mill in Neopit. Received funding near year end to conduct stack testing to determine pollution levels.
- Conducted a survey of burn barrels on the Reservation and determined is not really a problem that needs to be addressed.

- 4) Brownfields – Evaluate existing contaminated sites to determine if they are eligible for remediation then remediate sites that have become contaminated by leaking tanks and other spill sources.
- Five sites determined to be eligible for assessment under this program these include former Tomow salvage yard, former Doc Bell salvage yard, Maskewit Road illegal dump site, Boivins leaking underground tank site, former Camp 33 dump site.
 - Quality Assurance Project Plan completed and submitted to EPA for approval.
- 5) Emergency Management - Work with Menominee County in Emergency Response Planning. Work with regional planning agency in addressing bioterrorism issues and disease outbreaks.
- Participated in Regional Pandemic Influenza Exercise.
 - Completed Pandemic Influenza Plan in conjunction with Menominee County.
 - Completed Pandemic Influenza Assessment.
 - Neopit dam is now on the national monitoring system and is being monitored 24/7.
 - Participating member of Wisconsin Tribal Emergency Alliance, and Wisconsin Emergency Management Association.
- 6) Solid and Hazardous waste and materials - work for the proper disposal and cleanup of hazardous waste, including annual Household Hazardous Waste Collection. Monitor transportation of hazardous materials and work with facilities in complying with hazardous materials regulations and use.
- Investigated an illegal disposal of barrels of waste material at Keshena Transfer site. Determined individual and prosecuted and recovered costs.
 - Developed Clandestine Drug Lab General Clean-up Guidance
 - Developed a grant to remove 47 tons of waste tires from Zoar Cemetery, tires removed.
 - Worked with Menominee Transportation on installation of underground storage tanks at Fuel site.
- 7) Environmental Health - Perform surveys of public food service facilities and other public facilities to assure safe and sanitary conditions.
- Blastomycosis study completed in conjunction with GLITC. Several community meetings conducted and presentation given at Wisconsin DHFS Conference.
- 8) Injury Prevention - Gather data on injury trends and develop and implement strategies to address specific injury problems.
- Sleep Safe program with Tribal Clinic and Headstart program with 146 homes with young children receiving smoke detectors.
- 9) Wastewater Management - Monitor and evaluate on-site waste water treatment systems.
- This program finally underway after waiting for funds for several years.

SOME PROPOSED PROJECTS and PROGRAMS 2007

Finalize Integrated Resource Management Plan

Continue to work with MTE and EPA in addressing air pollution problems at MTE Mill.

Work with MTE Forestry in development of Forest Management Plan

Conduct site assessments at approved Brownfields sites to determine contamination levels if any

Continue the three year Private Wastewater Management Planning project.

FOOD DISTRIBUTION

Pat Roberts, Director

Since our Food Distribution Program has been back within the USDA Ordering System we experienced shortages of food items, truck loads of frozen food, truck loads of thawed food, and late deliveries. We have worked with USDA Offices in DC and the Midwest Region, FSA (Farm Service Agency) in Kansas, Americold (Warehouse where food items are stored), and Midwest Region Food Distribution Directors. It took us about 6 months to work out the problems.

Our program received a message from our Conservation Department that Buffalo with some heads and hides were available from the Yellow Stone National Park. We worked with the Tribal Chairman's Office, USDA and a Tribal Organization in Michigan to get the buffalo. The Veteran's, Ron Bowan with his son and nephew, staff from Food Distribution, Bunker and his sons, plus other community member help with butchering, trimming, wrapping. The meat was distributed in our food pantry, used by the Veteran's for their Pow-wow, Maehnowsekiyah, Tribal School and Historic Preservation. The heads and hides were given to the Tribal Programs that wanted to use them for cultural items.

With the road work done around the Food Distribution, Housing, and Headstart Programs, we were left with a nice area and requested to use this for a community garden. We did have a wonderful garden and was able to deliver and give out the fresh produce from the garden.

We received some of the seeds from a program that WISCAP worked with for the TEFAP Program. These seeds were also handed out to many community members that wanted them for their gardens.

We applied for and received a Nutrition Education grant for the summer of 2006. The funds allowed us to hire a part-time Nutrition Aide to provide walk-bys, interview participants to find out what kind of nutrition information they need and have recipes available with recipes made so participants could taste them. We had cooking/nutrition education classes for the summer youth, and a recipe contest for youth and one for adults. The Nutrition Aide received help from the Tribal Clinic dietitian/WIC Director and UWEX staff. Next year if funds are available we plan to request more funds.

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, plus other type changes. We have been working to get other products but the process is slow, because so many branches under USDA are involved.

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

In 2006 we served 11,030 participants with Food Distribution and 6,003 with TEFAP Pantry food items. This is the third 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

History: The Menominee Tribal Gaming Commission began in 1993 with the first gaming commissioners being; David Waupoose, Davey Jean Peters, Duane Waukau, Joan Maskewit, Jonathan Wilber, Sr. Verna Fowler and Wilmer Peters Sr. The Executive Director was hired at the end of the year in 1993. Since then the gaming commission has had the opportunity to have a budget ranging from \$1.4 to \$549,750 that we have today. Staffing for the gaming commission went from 27 employees to 7 that we have today.

The first gaming commission office was at the Neopit fire station. The gaming commission office was shared with the Coroner office for the Tribe. After about a year the office moved to Keshena in the Phid Boivin residence behind the Tribal offices. The tribal gaming commission office stayed there for about four years. We were eventually moved out of there and split up. Half of us went into a trailer house behind the Crystal Palace and half of us went upstairs in the casino. Today we are located in the Crystal Palace where you will find all seven of the gaming commission employees.

Indian gaming is highly regulated with tribal, state, and federal governments all playing a role in the regulation. Tribes have invested over \$212 million annually for tribal, state, and federal regulation of Indian Gaming: \$164 million for tribal gaming commissioners; over \$40 million to reimburse state regulatory agencies for their support; and \$8 million to fund the National Indian Gaming Commission (NIGC) (Indian Gaming, September 2003).

Today: The Gaming Commissioners for 2005/2006 are:

Duane Waukau – Chairman	Term expires:
Randal Chevalier – Vice Chairman	August 2008
Susan Waukau – Secretary	August 2007
David A. Waupoose – Commissioner	August 2007
Barbara Caldwell – Commissioner	August 2009
	August 2009

The Gaming Commission includes the following positions:

- Executive Director
- Internal Auditor
- Staff Auditor
- Compliance Officer
- Sr. Background Investigator
- Background Investigator Specialist
- Background Investigator

Regulation:

- Tribal Governmental gaming is regulated on three levels.
 - Indian Nations are the primary regulators of Indian Gaming. Under the Indian Gaming Regulatory Act (IGRA), Tribes establish the basic regulatory framework for Indian gaming.
 - State regulation is through the Tribal/State Compacts for Class III gaming.
 - Federal agencies enforce laws relating to Indian gaming, including the National Indian Gaming Commission, the Interior Department, The Justice Department, FBI, IRS, Secret Service and the Treasury Department's Financial Crimes Enforcement Network (WWW.indiangaming.org)

AUDIT:

The Audit Department consists of an Internal Auditor, Staff Auditor and Compliance Officer. The focus of the department is to complete the mandatory National Indian Gaming Commission (NIGC) audits and any risk assessment of casino money transactions. An average audit takes anywhere from 180-200 hours to conduct and finalize. The Internal Audit Department is mandated by NIGC to perform audits of all class II and class III areas of the gaming operation.

The following are reviewed at least annually:

- 1) Table games, Gaming machines, Bingo, Complimentary service or item, Cage and credit, Information technology functions, Pull tabs, Card games,
- 2) Any other internal audits as required by the Menominee Tribal Gaming Commission (MTGC).

In addition to the observation and examination performed for the above, follow-up observations and examinations are performed to verify that corrective action has been taken regarding all instances of noncompliance cited by the Internal Audit Department. The verification is performed within six months.

The Internal Audit Department also conducts all other audits required by the Tribe, the MTGC or any other entity as designated by the MTGC. These audits are not scheduled as most are conducted due to unforeseen circumstances. When these occur it takes away from the dedicated time line scheduled for each mandatory audit. Note: Abbreviations define the following: MTGC Menominee Tribal Gaming Commission/MCBH- Menominee Casino Bingo Hotel/ NIGC- National Indian Gaming Commission

The following audits have been completed for this year; complimentary, poker, craps and roulette, cage and vault, bingo, slot.

The following follow-up audits have been completed; bingo, tables 2005, poker.

There has been a total of 55 slot machine EPROM's randomly tested, one facility license checklist completed and a revenue verification report review completed that was requested by the State of Wisconsin Office of Indian Gaming.

The Surveillance Database was upgraded in March of 2006 to include security, investigation and floor manager reports. The Audit Staff reviews all reports and recommends what kind of action needs to be taken. This action can consist of a patron barring or a deviation, reportable or material weakness report to be issued to the MCBH. Reports of non-compliance in specific gaming departments are flagged and included in the violation findings part of the final audit report.

There has been a total of 24 barring requests submitted to the Executive Director for action. The following is a break down of each category: eleven for drugs, seven for theft and three for altercations. There were also three referral requests for action to be taken that was not of the barring criteria.

There were 3 reportable condition reports issued: one on the drop process, one on the poker department and the handling of logging in promotional tickets. Two deviation reports were issued to the MCBH one for all money handling areas, and the other for the promotional entry slips.

The Audit Staff assisted the Executive Director with the huge task of revising the Tribal Internal Control Standards, which was very time consuming and tedious.

Compliance Inspections-Reviews-Actions	Total
• Surveillance Activity Reports (reviewed)	1197
• High level referred to Audit Supervisor for action or enforcement	135
• Medium level referred to Audit supervisor to review	53
• Low level Management issues	110
• Security Incident reports (reviewed)	1217
• High level referred to Audit Supervisor for action or enforcement	24
• Medium Level referred to Audit Supervisor to review	25
• Low Level management issues.	33
• Shift Manager Reports (reviewed)	134
• Investigations Reports (reviewed)	15
Compliance checks by department	
1. Surveillance Department equipment checks	2
2. Table Games Department personnel	38
3. Marketing Department personnel	6
4. Cage – (Service-customer-Supervisor & vault Cashier)	18
5. Security Department Personnel	8
6. Slot Department Personnel	24
7. Bingo Department Personnel	23
8. Leveling of Roulette Wheel	52
9. Verification of weekly cash-flow information	52
10. Verification of weekly transfers to the Tribe	52
11. Review of MCBH monthly personnel over-short reports	120
Destruction of Gaming Items.	
1. Cards/Decks Inspected and destroyed	468
2. Dice sets	3
3. Bingo Balls	227
4. Machine Serial Plates (not destroyed)	56
5. EPROM's (not destroyed)	895
6. Table game tops	9
7. Witness slot machines crushed	13

BACKGROUND: The Background Investigation Department consists of the Senior Background Investigator, one Background Investigator Specialist and one Background Investigator. The main function of the background investigation department is to ensure that due diligence is conducted on all employees seeking a position with the MCBH. Part of the due diligence includes testing employees for drugs.

If during the licensing process it is discovered that an individual was terminated in the past from the MCBH for a positive drug test or they have any type of drug related convictions, they are then placed on a drug stipulation. By signing the drug stipulation the individual is agreeing to monthly random urinalysis testing and if one of the tests come back positive or they refuse to take the urinalysis test their gaming license is revoked for two years. If the individual refuses to sign the drug stipulation they will not receive their gaming license. During this past year there was an average of 37 gaming licensees that were stipulated to have a monthly random drug test performed. Out of the 37 stipulated 12 of them tested positive for drug usage and consequently their gaming licenses were revoked.

I would like to say thank you to the gaming commission staff who work diligently to ensure that the jobs that they perform as Gaming Commission employees are performed in the best interest of the Menominee Nation.

GENERAL ASSISTANCE

Wayne Pecore, Director

We get two kinds of funds from the BIA. One is for administration and the other is for grants to clients. This year we did not receive any money for administration. We did have some carry over money from last year. We closed down in June of last year and this carry over money came in later. To make the money last I was informed I would

be a part time worker. I work three days a week. The money lasted until the end of April. I went to the Legislature and was able to get some funds to carry us through the rest of the year. The BIA money never did come in. Each year the Tribe gets shorted TPA allocation funds. This year it was my turn again.

In December GAP received a grant allocation of 60,200. We did have some carry over money and had to limit our payroll to make this money last. Clients that did not make the payroll were placed on a waiting list to be recalled later. With the limited funding we were not able to recall everyone. I have not been notified when we will get our next grant allocation. We will not be able to operate the program if we do not get funds.

In September we had an on site review of our program. The review was conducted by the Regional Social Worker and her staff. During the review we were informed of a change that will affect our clients. In determining need and income for our clients we must consider all household income, earned and unearned to determine their eligibility. We must use the TANF standard. This payment standard is the amount from which we subtract net income to determine the GAP eligibility and payment level. If the household income is over the TANF standard of 673 dollars per month, our client are not eligible.

GAP is intended to assist clients with their basic needs of food, shelter and clothing. It is a program of last resort. Our target population is adult Indians without dependent children. Clients must be enrolled and live on our reservation. Descendent are not eligible. It can 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. Clients in jail are not eligible, their basic needs of food and shelter are being met.

Clients receive a monthly grant and medical card. Grants are issued the first of the month. Medical coverage begins the first of the month they apply. They must use the Tribal Clinic for services. They can be referred out to other hospitals through Contracted Health. In event of an emergency, they must go to the Shawano Medical Center. Coverage ends when the grants are stopped or all the funds are exhausted.

All eligible clients must comply with our work experience program and actively seek employment. Clients must approve and sign an Individual Self-sufficiency plan. This plan is developed by both client and case worker to meet their goal for employment. Clients bring in their job search papers each week as proof they are looking for work. Clients that can not work must bring in verification from their doctor. Clients that quit a job, without good cause, are not eligible for 60 days.

We will send a written notice to the client 20 days before an action is taken that will affect their grant. Clients have the right to appeal any decision they disagree with. They must notify the program they want to file for a hearing. The request must be made within 20 days of the date of the written notice. An agency conference can be set up to see if the disagreement can be worked out. This will not affect their hearing process.

CHART OF ACCOUNTS N.I.A. BUDGET REPORT FY 2006

YEAR	B.I.A. EXPENDITURES	
	ADMINISTRATION	GRANTS
1996	53,606	153,766
1997	78,319	139,820
1998	90,818	92,146
1999	92,523	114,784
2000	106,525	105,097
2001	94,624	125,964
2002	102,917	139,700
2003	107,287	82,660
2004	110,740	108,405
2005	89,653	62,124
2006	32,438	76,930

B.I.A. REPORT FY 2006 QUARTERLY ANALYSIS OF GRANT FUNDS

	AVERAGE CASE LOAD	COST
FIRST QUARTER	0	0
SECOND QUARTER	32	14,321
THIRD QUARTER	55	32,780
FOURTH QUARTER	54	29,829
TOTALS	424	76,930

B.I.A REPORT FY 2006 UNDUPLICATED CASE COUNT

AGE	18-20 YRS	21-34 YRS	35-49 YRS	50-65 YRS	TOTAL
UNEMPLOYABLE MALE	8	17	19	6	50
FEMALE	3	6	18	6	33
EMPLOYABLE MALE	0	5	27	6	18
FEMALE	0	0	4	6	10
TOTAL	11	28	48	24	111

GAP TRIBAL BUDGET FY 2006

Line Item	Budget	Expenses
Salary	7,539	7,539
Fringe	1,908	1,908
Rent	656	656
Travel	300	50
Telephone	168	168
Supplies	540	457
I. D. Cost	1,333	0
Total	12,444	10,778

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

Posoh Nec Omegnomenawuk (Hello My Fellow Menominee's)

REPATRIATION

The Tribal Historic Preservation Office is continuing to repatriate Menominee ancestors and associated funerary objects to bring them home for reburial in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). In 2005, human remains were disturbed at City of Neenah Water Plant during a plant construction project. All work ceased at the plant and the State Burial Sites Preservation Office was notified which is the protocol when there is an inadvertent discovery of human remains at a construction project. After the remains were excavated by a professional archaeologist they were analyzed and it was determined by a historical literature search by the archaeologist that the human remains were affiliated to the Menominee Tribe. After the 1836 Treaty, members of the Menominee Tribe settled near Neenah as a provision of the treaty. It was not long after the treaty that a small pox epidemic swept the area and several Menominee tribal members died. It was determined by historical record and by associated funerary objects found with the human remains that they are members of the Menominee Tribe. The Menominee ancestors and their associated funerary objects will be repatriated by this office and brought back home for a traditional Menominee reburial this year, along with our ancestors human remains from the Wisconsin State Historical Society.

MENOMINEE LANGUAGE REVITLIZATION

This office has helped seven tribal members become certified Menominee Language and Culture Teachers. Five of the seven that were certified as Menominee language teachers are now working in the Menominee reservation school system. The office is continuing to work on the preservation on the Menominee language in various ways. After the first Menominee Immersion Camp we continued to work with camp participants and their parents on a monthly basis with Menominee language instruction. At the present time we are coordinating the first Menominee Language Immersion workshop that will be held in the near future. We have requested that Bay Mills Indian Community College conduct a three day native language immersion workshop here on the reservation. The Menominee language is near extinction and if we do not do something drastic soon about saving our precious and sacred language we are going to loose it forever. The department will look for grant funds to help preserve our language, so that Menominee in the future will be able to speak the Menominee language.

TRIBAL HISTORIC PRESERVATION OFFICE

The Tribal Historic Preservation Office (THPO) continues to function under a special designation that was given to the tribe by the National Park Service in 1999. Under Section 101 d 2 of the National Historic Preservation Act, the Menominee Tribe took over the responsibilities of the State Historic Preservation Officer had on the Menominee reservation. The THPO receives an annual grant from the National Park Service

The THPO receives an annual grant from the National Park Service for to help pay for the operational costs of the office. This means that we are not totally dependent on tribal funds for our operational funds. We received our THPO status from the National Park Service in accordance with Section 101 d 2 of the National Historic Preservation Act. This means that we took over the responsibilities the State Historic Preservation once had on the Menominee Reservation. The Menominee THPO is an active member of the National Association of the Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee, Wisconsin State Burial Sites Preservation Board, and Tribal Liaison Committee to the Wisconsin Department of Transportation/Federal Highway Administration.

MENOMINEE CULTURAL MUSEUM

The THPO had the opportunity to submit the Community Develop Block Grant (CDBG) to the Department of Housing and Urban Development (HUD) to fund the construction of the cultural museum. If the museum grant is funded we will have an environmentally controlled facility to house Menominee artifacts that are available to the tribe through provisions of and accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). The cultural museum will also be a place of cultural learning of **Menominee language, culture, and traditions** for the Menominee people. In reference to the museum the THPO participated in a NAGPRA "consultation visit" to the Smithsonian Institution in Washington, D.C., in March of 2006. The purpose of the "consultation visit" was to meet with the repatriation staff at the Smithsonian and view Menominee artifacts in their possession for possible repatriation in the future. The THPO has conducted several "consultation visits", in accordance with NAGPRA, with many museums for future repatriation of Menominee artifacts in the future.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT

The THPO continues to monitor Section 106 of the National Historic Preservation Act compliance issues for the Menominee Tribe. Section 106 mandates that tribal, federal, and state agencies and entities that use federal funds or need federal permits for projects must "consult" with tribes if the project constitutes a "federal undertaking". A major change occurred in regard the Section 106 compliance in reference with forestry prescriptions process. The THPO is now in "the loop" and is signatory to all Menominee forestry prescriptions. This will insure that historic and traditional cultural properties will be protected from adverse effects of forestry management practices. Currently, we conduct "consultations" with tribal, state and federal entities 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, Indian Health Service, and the US Department of Agriculture-Natural Resource Conservation Service. In most "federal undertakings", an archaeological survey must be completed before any "ground disturbing activity" can take place associated with the proposed project. The "consultation" process under Section 106 continues with a site review, project meetings, or letter correspondence with the lead agency implementing the proposed "federal undertaking".

MENOMINEE YOUTH CULTURE CAMP

The annual youth culture camp took place at Wayka Falls on July 23-28, 2006. Thirty-five Menominee youth attended this years camp ages 14-16. The youth at the camp heard Menominee elders speak of Menominee culture and traditions that you cannot find in books. Although it rained for a good part of the camp, the youth participants and counselors stayed at camp and did not want to come out of the rain. Other Menominee teachings that youth participated in were Menominee language instruction, traditional arts and crafts, drumming and singing, lacrosse game, and storytelling. Camp participants also visited an archaeological site and mound group on the reservation to see how our ancestors lived in the past. Although it rained on parents night, most of the parents remained at the camp and enjoyed a traditional Menominee meal with their children. This year, Davey Jean O'Kimosh Reiter stayed at the camp and was recognized as the camp "grandma" and shared her traditional knowledge and teachings with the youth. This year's camp counselors were Sherri LaChapelle, Marla Mahkimetas, Oralann Caldwell, Richard Nacottee, Ron Corn, Jr., and Joey Awonohopay. The THPO looks forward to coordinating next year's camp.

STURGEON FEAST AND CELEBRATION POW-WOW

Once again, this year's sturgeon feast and celebration pow-wow, that was held on April 22, 2006, was a great success. This year we honored the waters of the reservation and water ceremonies were coordinated by Oralann Caldwell who is well versed in the ceremonial use of water. The walk was called "Respecting, Honoring and Acknowledging Our Waters" that took place on Saturday before the pow-wow. The walk started at Keshena Falls and ended at the Menominee Indian High School where the pow-wow was held. Marissa Tucker wrote and sang a special song honoring the water and she sang the song at the pow-wow accompanied by her husband Bob Tucker. The THPO also honored Mary Webster for her knowledge of Menominee culture and traditions and for sharing her knowledge in the "teaching lodge" at Maehnowsekiyah and for teaching others who seek this knowledge. This

year's host drum was nationally known Smokeytown from Zoar and the head dancers were Apesanahkwat and Becky Hawpetoss. A traditional feast was held at the pow-wow that consisted of smoked sturgeon and other Menominee traditional foods and about five-hundred people attended the event.

TRADITIONAL WILD RICE HARVEST

The annual traditional wild rice harvest took place in September 2006 at the rice beds located just below Neopit on the West Branch of the Wolf River. Students from the Menominee Tribal School and Menominee Middle School participated in this year's harvest. The harvest took place on the full moon of the Pawahan Kesoq or the moon when wild rice is harvested. The wild rice will be processed in the traditional way that consists of parching the wild rice over an open fire, dancing on the rice in a pit lined with buckskin with special moccasins to loosen the chaff on the rice and the last step is winnowing the rice in a birch bark basket where the chaff blows away in the wind leaving finished wild rice ready to cook. As always, the harvest could not begin until ceremonial prayers and tobacco offerings were made thanking the Creator for the gift of wild rice (manomin) and for letting the Menominee people participate in the harvest much like our ancestors have done for centuries.

TRADITIONAL LACROSSE GAME

The traditional lacrosse game was held at the Menominee High School. Players from the community and high school participated in the game. The lacrosse game is played for the people of the Menominee reservation who need help and especially for those that are sick. Several families sent names of loved ones who were sick that they wanted the camp played. The traditional belief is that the energy and strength that is exerted from the players goes to the people who are sick and need help. On the day of the lacrosse game ceremonial prayers were said to the "thunderers" at dawn to ask them for permission to play the game and several tribal members attended the ceremonies.

TRADITIONAL GHOST FEAST

The traditional Ghost Feast/Supper was held in early November 2005. The annual ghost supper is held for the community who's loved one that have passed away to the spirit world to remember them with this feast. Several community members and families attended this feast and volunteers from the community provided wild game and fish that was needed for the feast. The first part of November is when the Ghost Feast is held. The THPO looks forward to sponsoring this year's annual traditional Menominee feast.

TECHNICAL ASSISTANCE

The department continues to provide technical assistance to all tribal departments, tribal members, and other reservation entities. Students and teachers from the Menominee Tribal School, Menominee Indian School District, College of Menominee Nation, and community members utilize our historical photographs, historic documents, and other historical and cultural resources and reference material that we have in our office. THPO gave several culture presentations on and off of the reservation. The department is conducting several oral interviews with tribal members in regarding the usage of traditional plants and other topics related to Menominee history, culture, and traditions for several reasons. The department is in the process of completing the Menominee Veterans Book through a grant from USDA, and we are also working on a on-line tour that will feature Menominee artifacts. The department is also planning the next tribal calendar.

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 tours last about one hour and takes you through seven log buildings that are replicas of an 1880's Menominee logging camp. We have visitors from throughout world that tour the museum as well as tourists from several states, including Wisconsin. The Menominee Logging Museum has the world's largest collection of logging artifacts and is an important component of Menominee logging history. On October 14, 2005, the Logging Museum hosted the annual Lumberjack Breakfast and Menominee Heritage Day. Along with the breakfast several workshops were held at the museum related to Menominee cultural practices and traditional food preparation. About 300 people attended the breakfast and workshops.

HOUSING HUD

Marlin Waupoose, Interim Director

The Menominee Tribal Housing Department is under the structure of the Menominee Indian Tribe of Wisconsin. The Housing Department has a total of 38 staff members and is comprised of eight main sectors; administration, finance, maintenance, resident services, home improvement, 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.

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 the 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 available to residents and 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 necessary and applications are processed using Menominee Preference. 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 assisted with 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 their shelter stay. Referral services within the community and outside agencies are:

- Judicare
- Forward Services
- Menominee Tribal Housing
- Menominee County Human Services
- Food Distribution
- Food Stamps
- Division of Vocational Rehabilitation
- Shawano County W2
- TANF/JTP
- Maehnowesekiyah AODA
- Maehnowesekiyah DV Shelter
- Social Security / Disability
- College of Menominee Nation
- Menominee Tribal Clinic

Transitional Housing Program In addition to our Shelter Eagles Nest operates three Transitional Houses. Only current residents of Eagles Nest are eligible to be placed in these units. 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 still have obstacles to finding permanent housing but are financially able to sustain the unit.

Statistics Within this fiscal year the Eagles Nest has housed 71 households, which total 188 persons, consisting of 94 Adults and 74 children. Nights of service total 6,467 which decreased from last year's number of 6,997. 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 - 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. An application to develop 24 new homes was submitted to the State of Wisconsin, but did not score high enough to be considered for funding. Continued funding and applications will be researched and submitted in the future. With the help of five personnel, we hope to grow bigger next year.

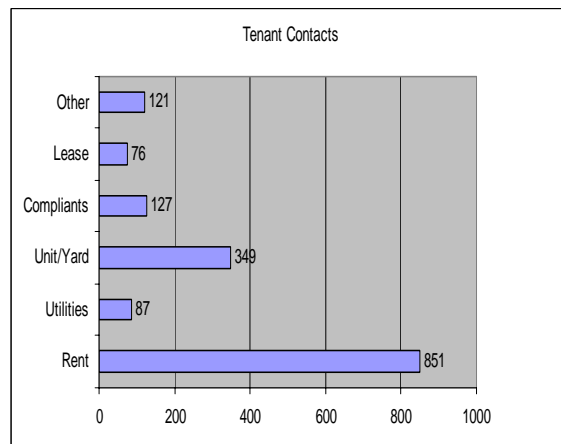
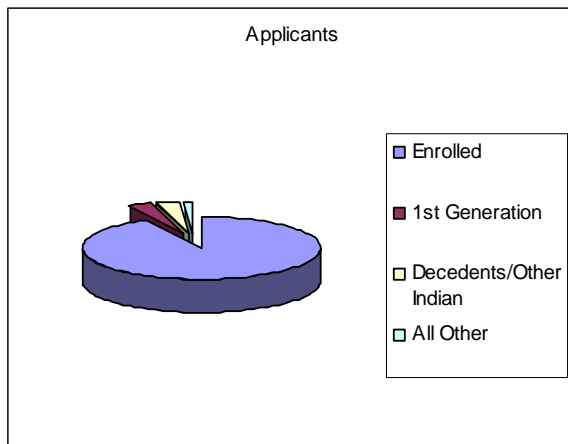
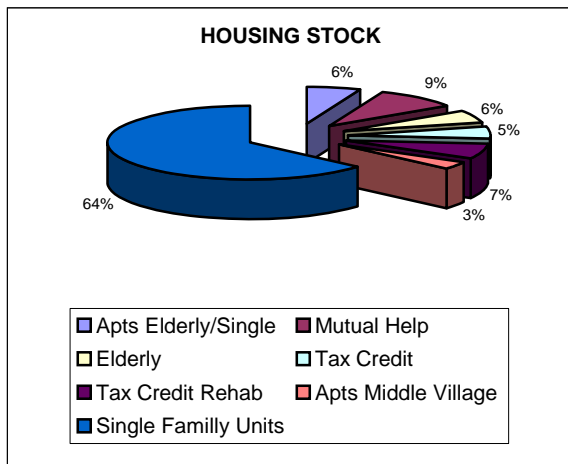
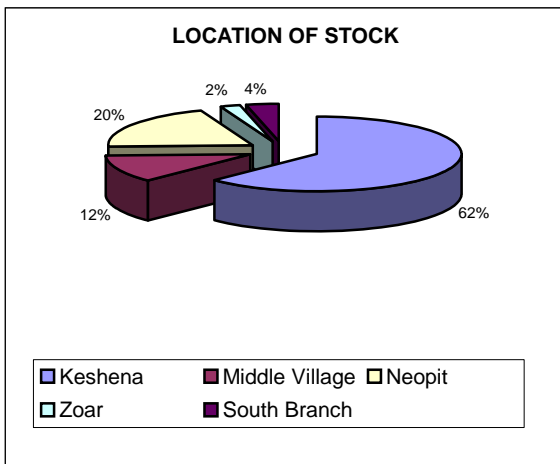
Management of both programs consists of rent changes, case management, referral services, inspections, and education. It is our short term goal to develop training curriculums for our tenants regarding house maintenance, housekeeping, and fiscal management.

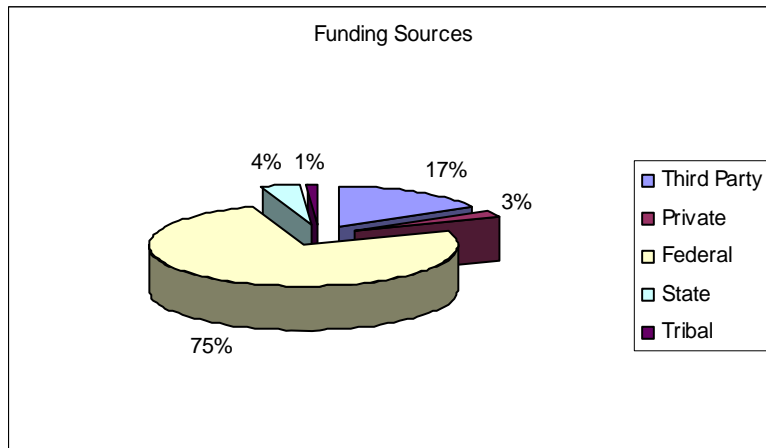
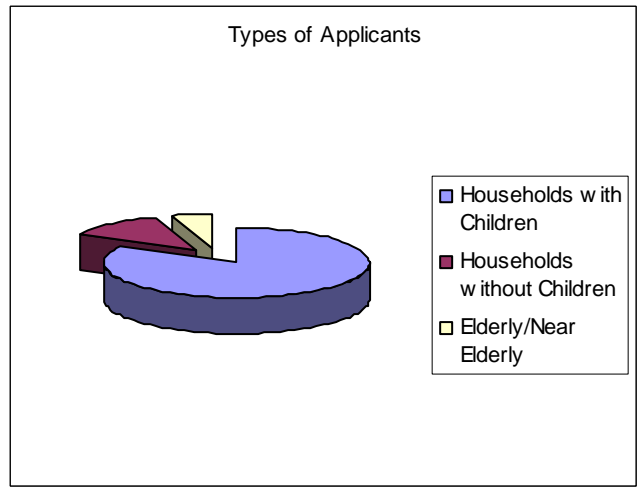
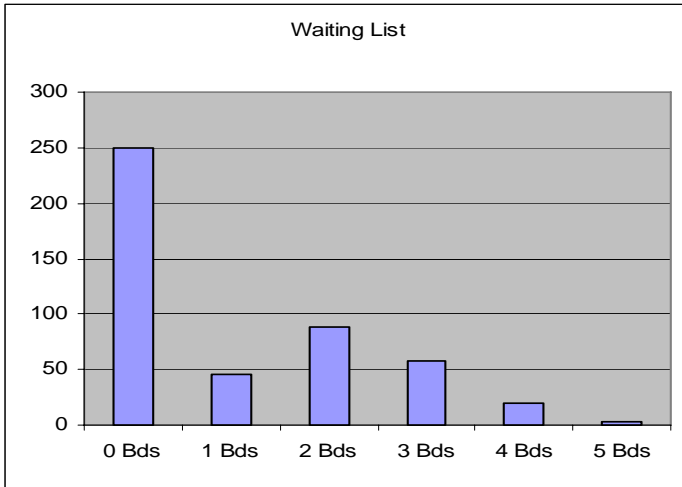
The Finance department has personnel of two that manage the daily financial activities. We have one Accounts Receivable Technician, and one Accounting Technician. Each is responsible for tenant accounting, payables and receivables, and grant monitoring.

The Inventory program manages and tracks \$200,000.00 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. Internal controls, software upgrades, and procedures were reviewed to strengthen the division this past year.

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.

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





HOUSING IMPROVEMENT PROGRAM (HIP):

This Federally funded program provides grants to the neediest of the needy Native Americans, who live in sub-standard housing or who are without housing and have no other recourse for assistance.

The HIP program can assist eligible applicants in one of the following three (3) ways.

- 1.) Category "A" – Assistance.
A eligible applicant could receive up to \$2,500.00 in repairs to a home that will remain sub-standard.
- 2.) Category "B" – Major Repairs.
Eligible applicants may receive up to \$35,000.00 in repairs that will make the standard as defined in 25 CFR – Part 256 Housing.
- 3.) Category "C" – New Housing:
Applicants whose homes are considered beyond repair or who are considered "Homeless" could be eligible to receive a new modest home.

"ELIGIBILITY"

To be eligible for this program, an applicant must be an enrolled member of a federally recognized tribe. The applicant must live in the tribe's service area where the application is turned in the total household income must not exceed 125% of the Health and Human Services income guidelines. They must meet ownership requirements for the assistance requested. The applicant must not have been served after Oct. 1, 1986 and did not acquire their present housing through participation in a Federally Government sponsored housing program.

“BIA – POINT SYSTEM”

All applicants who meet the listed “Eligibility Requirements” are ranked according to the BIA’s “Point System”. Points are awarded based on the following.

BIA – “POINT SYSTEM”

- 1.) Total Annual Household Income. Up to 40 points.
- 2.) Aged Persons. 1 point per year over the age of 54.
- 3.) Disabled Persons. Up to 20 points.
- 4.) Dependent Children. Up to 5 points.

Ranking System:

The application is reviewed and points are awarded by the HIP Program Manager based on the applicants needs according to the responses on the application.

All eligible applicants names, category need, estimated dollar amounts of the project and ranking of applicants with the most points down to the lowest are then sent to the Midwest regional office of the BIA. They in turn forward all the applications they receive to the Washington Office for consideration, and approval.

During the past year we were able to assist four (4) families with Category “B”, Major repairs at an average cost of \$27,819.00 each. These repairs included handicap bathrooms, ramps, siding & shingle replacements. Windows and furnaces were also installed.

We were also able to replace three (3) older mobile homes that we considered “Firetraps”, with new double – wide mobile homes. The average cost of these was \$61,315.00 each.

INDIAN HEALTH SERVICE PROJECT BE-05-F03

SCATTERED SITES PROJECT

This Federally Funded Program provides Sanitation Facilities for tribal members. These include 6- inch driven wells, water system hookups, septic drain field installations and Community sewer and water connections.

The Criteria for this program is as follows:

- 1.) Must be Native American
- 2.) Must provide an application.
- 3.) Must provide a Lease or Deed” to the property being served.
- 4.) The home being served must be in good condition. IHS will check out the home to insure its condition.
- 5.) The applicant must own the home to be served,
- 6.) The site must be inspected by the BIA’s Archaeologist and the U.S. Fish and Wildlife Office before it will be served.
- 7.) There is no income criterion for this program.

The process is then started. The Historical Preservation Office is notified and the Archaeologist inspects the site to insure that there isn’t anything buried on the site or if there is anything of any Historical Information on the site.

The next office is Environmental Services who come onto the site to ensure there is no food source for anything on the “Endangered Species” list. This is done in conjunction with the U.S. Fish & Wildlife Service. We have here on the reservation a “BLUE KARNA” butterfly which eats a plant called “lupine”. If this Lupine is found at the site, then we cannot use the site for any purpose.

The time factor for getting these Environmental Clearances is about two to three months.

This year the Indian Health Service began considering service to existing sites where in the past, only new homes were considered and served.

This past year under Project BE-05-F03, we were able to serve 8 people with water wells, 10 families with water hookups to the wells, 9 families with new septic drain fields and two families with community sewer and water connection’s.

This contract total was in the amount of \$145,208.50

TRIBAL ELDERLY ASSISTANCE:

This Tribally funded program allows us to assist our Elders, aged 55 and older, with home repairs that will make them more comfortable and able to live at home longer, rather than have them move in with family members.

To be eligible, an applicant must be at least 55 years old. They must own the home in which the repairs are to be made. They must meet the 125% Poverty income Guidelines. As for income, we only count regular wages, retirement income, and pensions. We do not count any monies from Social Security, and SSI. This was set up so the elders would not have the burden of a monthly payment for home repairs.

Due to the limited funding the program has received the past several years, we were only able to do "Emergency Type" repairs to the homes. Work was limited to the following: the replacement of furnaces and repairs to furnaces. Repairs and/or replace water heaters, work on sewer and water laterals, thawing drain fields, trying to make bathrooms more handicap accessible and the construction of ramps.

Once a person reaches \$5,000.00 in assistance, they must sit out of the program for one (1) year before they are eligible again. \$5,000.00 may sound like a lot of money for home repairs, but it's not. Persons who bought a home or have a Tribal conveyed unit they move into twenty to thirty years ago, never considered the cost of home upkeep and that they may require special improvements such as handicap tubs, showers, wider doors and ramps. We cannot do everything a person may need in terms of funding; this is something that needs to be addressed in the near future.

During the past year we were able to assist 20 elders with repairs at an average cost of 1,115.00 each.

TRIBAL DISABLED MAINTENANCE ASSISTANCE:

The criteria for this program are the same as the Tribal Elderly assistance program with the exception of the age of the applicant.

This program does construct ramps, widen doors for wheelchairs, install handicap toilets, and tries to assist with the construction of handicap bathrooms.

During the past year, we assisted 21 families with repairs at an average cost of \$1,061.50 each.

WEATHERIZATION PROGRAM:

This is a State funded program. Our office accepts the paperwork and we forward it to the Newcap, Inc. Office in Oconto Falls. The Newcap Office does have its own work crews and they do their own such scheduling of work.

"ELIGIBILITY"

In order to qualify for the program, an applicant must first apply for "EMERGENCY ASSISTANCE" through the Menominee County Court House Office Complex. If you qualify for ENERGY ASSISTANCE, than you automatically qualify for the Weatherization Program.

WEATHERIZATION WORK:

This program will insulate the underside of mobile homes as well as walls and ceilings. They will repair or sometimes replace exterior doors. They will repair some windows depending on the type. They will replace furnaces, refrigerator's, and cook stoves. They will also replace water heaters.

GRANT AMOUNT:

The total amount of this grant was \$5,000.00 and was used for the administration of the program.

INDIAN HEALTH SERVICE PROFIT FUNDS:

We closed out last years Indian Health Service Project and made a profit of \$8,883.35, which we put back into the Tribe's Elderly Assistance Program which allowed us to make home repairs for the Elderly and handicapped.

We served an additional six (6) applicants with repairs to water pumps, furnace repairs, sewer cleaning, water heater replacement, and Emergency Electrical work.

Maintenance/Rehabilitation- 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 5,202 work orders; 3,746 routine, 41 damage, 75 emergency, 323 annual inspections, 372 roach spray, 82 after hours, 4 move-in, 256 preventative maintenance, 66 move-out, 59 inspecting contractors work, 2 transfers, 138 inspection repairs and 76 done by contractors. Preventative 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 and maintaining the boiler systems. Maintenance is also completed on the departments' vehicles and equipment as needed. Pest control spraying is done on a weekly basis.

There was one low rental unit that was destroyed by fire last year. This unit was completely rebuilt and has been returned back to the residential services for occupancy.

This year we hosted a training session, Professional Experienced Trainers, Basic Electricity and Hands-On-HAVC/R Troubleshooting and Repair. We invited a few of the surrounding Tribal Housing Departments in Wisconsin. This training was very successful in regard to attendance and the training will provide Housing with the expertise to maintain our HVAC systems.

We applied and received the Indian Community Development Block Grant that allowed us to renovate 34 of the low rental units. The renovation included insulating the basements, install new electric hot water heaters, new energy efficient ranges and install new insulating, siding and windows. The 34 homes that received this type of assistance are also the units that had the wood stoves removed. All of these renovations helped to make the homes more energy efficient.

Recently we started installing new siding and windows to another 16 units. These units did not get their woodstoves removed however were identified to have immediate concerns regarding their windows. They will only receive energy efficient windows and siding. The basements will not be insulated due to the wood stoves remaining in the unit.

This past year we also installed new and updated fire extinguishers to the majority of our units. In September, we pumped out the septic system in the Zoar Elderly Unit, South Branch elderly unit and in the Nacotee Addition low rental area.

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.

Training & Development/Compensation

This past year, we lost our Training & Development person, consequently we recruited for the position and selected a Menominee to fill the position. Given this, we had to provide some direct training for this person in the area of Training & Development as well as our Compensation program for the Menominee Indian Tribe. The person we lost had about 5 years of experience in this area, which meant that we had to bring the new person up to standard in these two categories of Human Resources.

Archer & Company

This past fiscal year, we had a need to update our Compensation and Pay Classification System, we inquired with Archer & Company, who had a "window based" system that we liked and wanted to install in our system. This copyrighted state-of-the-art systems include the Matrix-Point-Factor Job Evaluation System as well as other components. This company has over 27 years of experience and pace setting research in the area of human resource management systems. They are headquartered in Rock Hill, Carolina with operational headquarters in five different sections of the country.

This system is a dynamic and progressive compensation system that is tailored to the specific needs of the Menominee Indian Tribe. With the new software and new personnel in this position, we had a need to have some on-site training for the software and the various aspects of compensation in general. We have found that the

compensation system and classification plan has a sound mathematical and statistical foundation that insures that the system will be valid, reliable, logical, precise, and easy to understand, easy to defend, and easy to administer.

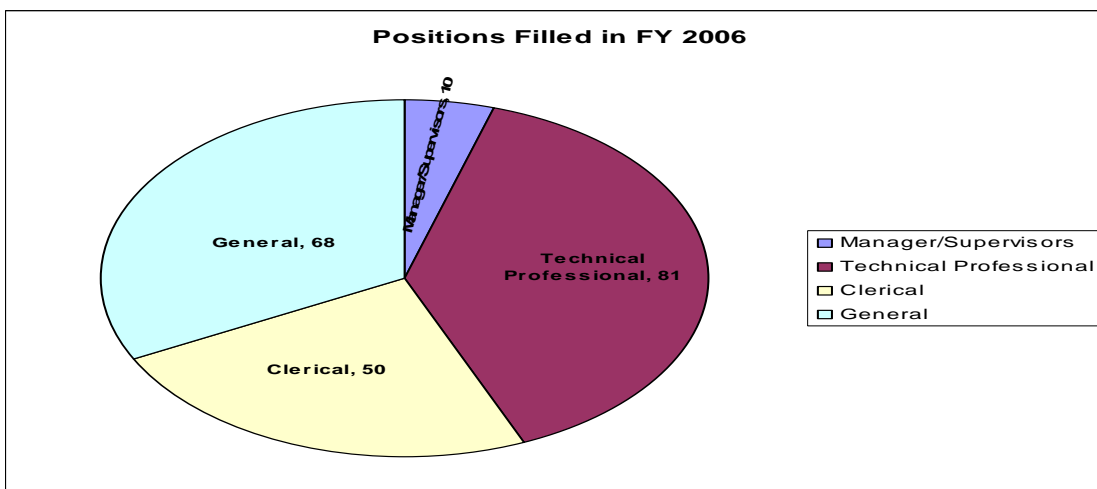
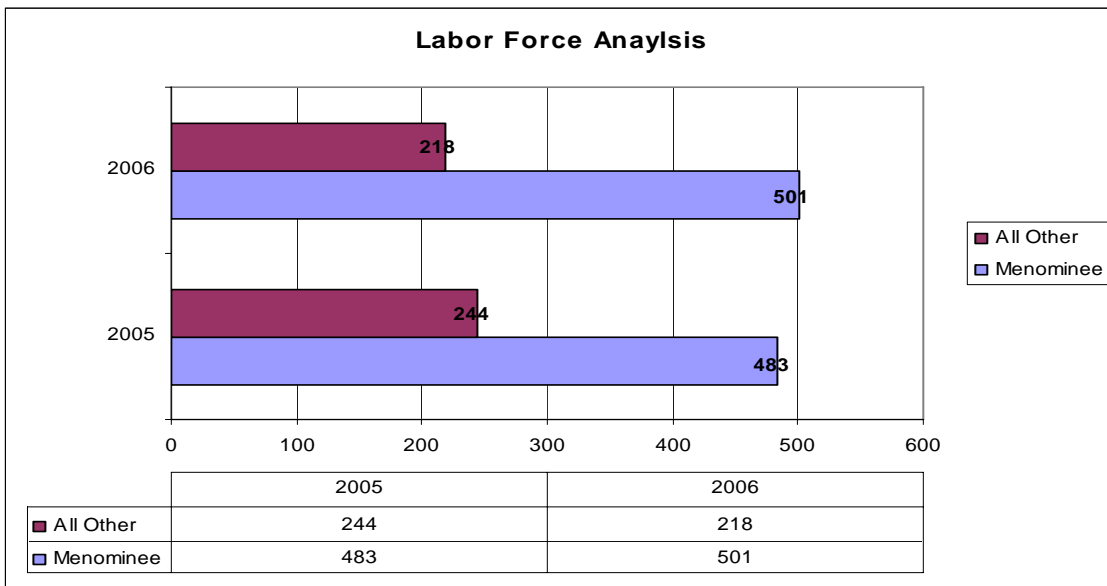
Human Resources

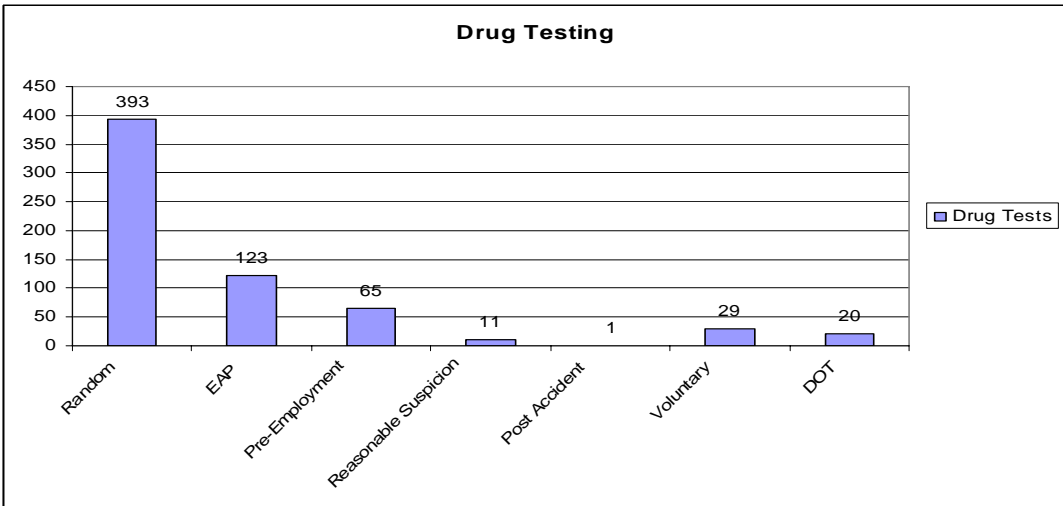
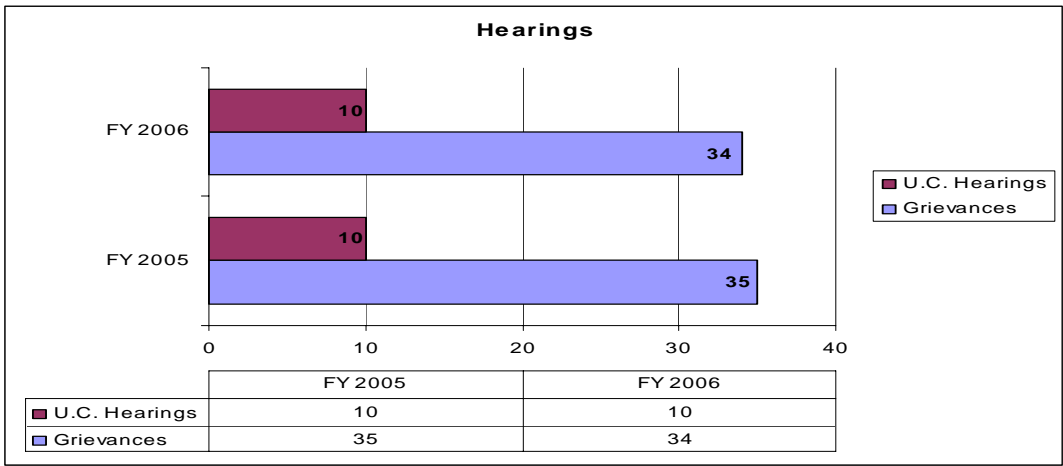
This past year, we lost a sizable number of key personnel within our organization, many of which were Directors that had vast experience and knowledge that had to be replaced. As a result of this, we are planning on having Supervisory Management Training for personnel throughout the organization. This training will be offered initially to incumbent managers and supervisors, however, we will be offering it to first line supervisors as well. We anticipate that this training will be an annual process that can be a primer and a refresher for some of our managers and supervisors.

Reports/graphs/data

Human Resources is a department that is usually driven by statistical data, therefore, we have put together some of our data reports in a different format this year that may be a little more interesting and informative to the general public. Categories of interest are:

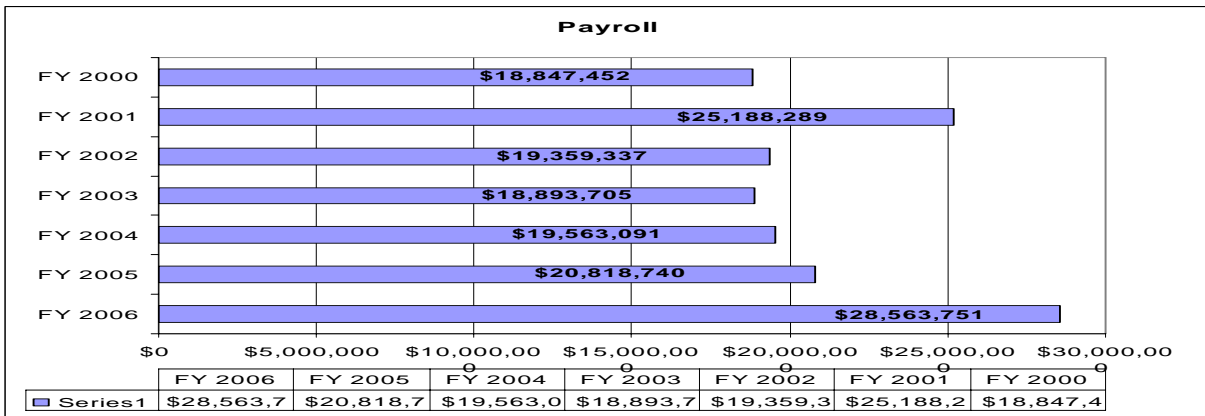
- Labor force composition.....shows the labor force for the last several years showing the total number of Menominee’s employed within the total labor force.
- Hearings.....show the complaints, unemployment compensation and grievances that have been registered and heard for the year.
- Drug testing.....shows the types of tests that are performed throughout the year and the positive tests for the year.





Positive Test Results

	Random	EAP	Pre-employment	Reasonable Suspicion	Post Accident	Voluntary	DOT
Other	2	1	0	1	0	0	0
Alcohol	0	1	0	3	0	0	2
Cocaine	7	9	0	3	0	1	0
Marijuana	6	4	1	0	0	1	0

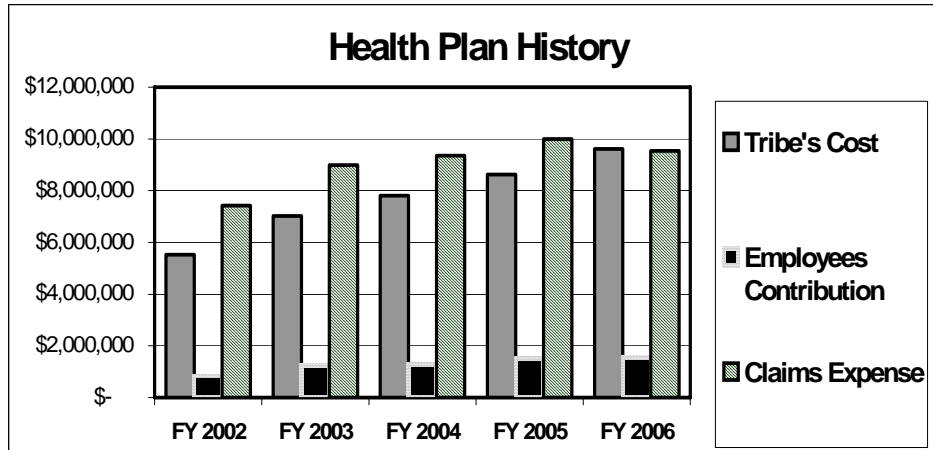


INSURANCE

Dan Maine, Director

The Insurance Department administers and manages the employee benefits, and the property and casualty insurance programs for the various Tribal operations: Tribal Government, Clinic, College, Gaming/Hotel, Tribal School, Maehnowsekiyah, Courts, Law Enforcement, and various other Tribal Programs. Employee benefits includes: medical including prescription drug plan, dental insurance, workers compensation, 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. Two newly created positions operated through the Insurance Department are the Employee Occupational Wellness Program and the Employee Advocate/Recognition positions.

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. The plan year ended with a surplus of

\$1,629,870. Total expenditures for the plan last year were \$10,258,457.07, this includes claims, administrative expenses and reinsurance. Effective 10-1, the Tribe switched Third party Administrators to Fiserv Health because of their excellent Disease Management and Wellness Programs. 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 \$9,305,752.61 and the employees contributed \$1,575,527 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 06. During the year we had 63 large claims down slightly from the prior year in which we had 68. These claims accounted for \$3,928,219 in claims expense or 41% of the 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 \$713,033 paid to the third party administrator, currently Fiserve Health located in Wausau, Wisconsin. The claims are paid out of the Self Funded Account funds.

During the period covering 10/01/05 – 09/30/06 the Menominee Indian Tribe had an average total of 822 employees covered under the health plan. The total paid for claims from the Self Funded Account for this period was \$9,545,319.07. The average paid claims for each employee and/or including family members per month was \$967. This compares with the prior year in which total employees averaged 805, and the average paid claims per member per month were \$1035.

Innoviant was our prescription drug vendor for FY06. During the period of 10/01/05 – 09/30/06 the total paid for prescription was \$1,084,442 compared to \$1,053,452 last year. It should be noted that Innoviant has indicated we have a high utilization of generic drugs (over 60%) which holds drug costs below the averages from a group our size. The total for administration fees was \$1,075.

The Tribe once again utilized WPPN now called Health EOS as its preferred provider organization. The Tribe pays an access fee to WPPN each year. This year the access fee paid to Health EOS was \$36,119.63 for the plan period 10/01/05 - 9/30/06. This provided the Tribe with a managed care savings of \$1,289,948.

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**. Our rates remained the same on 09/01/05 at .22 per \$1000. From the period of 10/01/05 - 09/30/06 the total cost for life insurance coverage for all Tribal, College and Casino employees was \$54,019.12. Employee’s can also purchase additional life insurance, spousal life, dependent life, and Long Term Disability on a voluntary basis paid by the employee.

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 10/01/05 – 09/30/06 the plan covered 424 participants throughout the year an average of 53 per month. The amount paid in claims was \$166,804. Administration cost of \$9,000 was paid to Fiserv. \$34,197 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.

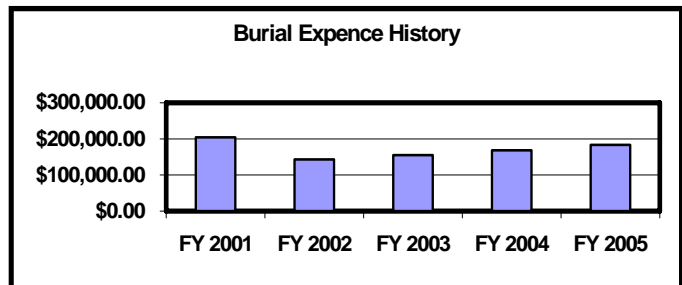
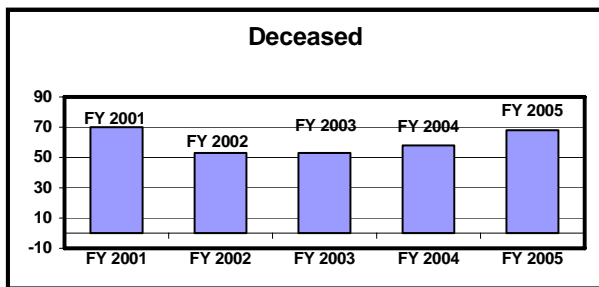
The entities in the Tribes 401k retirement fund include all Tribal employees and Casino employees. The College has a separate account. There are currently 722 participants in the 401k plan, compared to 931 last year. The large drop in participants was due to the fact that we distributed account balances 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 \$152,998, indemnity paid \$25,236 and expenses paid \$1,589. Reserve account (what we expect to pay) was \$34,775. Total cost was \$179,822.



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 \$429,067. 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 10/01/05 to 09/30/06 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 \$176,826. There were higher than normal losses paid out under the Casino's policy.

Housing:

For the period 10/01/05 to 9/30/06 the Housing Authority's premium for the fiscal year was \$69,089. 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 \$2,300. Coverage was also secured for the 515 Units under the Amerind Community Shield Program for a premium of \$2,883. Coverage was also obtained for the Tax Credit Units of which there are 19 units for a premium of \$8,185.

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 | Recognize Achievement |
| • Attendance Recognition | Teamwork Recognition/Leadership |
| • Customer Service 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 focuses 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 2005, 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 risk assessment (HRA) and screening.

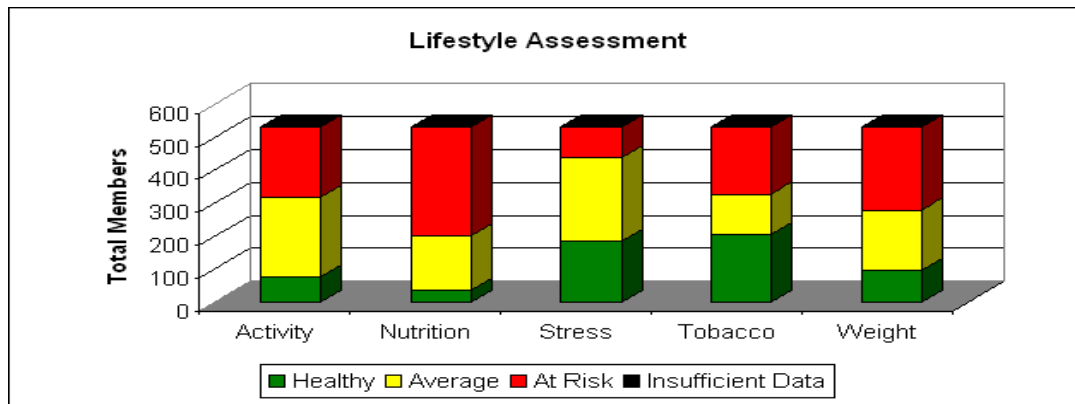
Assessment/Screening

In October of 2005, a \$50 incentive was offered to insured employees and their spouses that completed the HRA and health screening. The screenings were held at 11 worksite locations and provided measurements for blood pressure, Cholesterol, Triglycerides, and fasting Blood Glucose. The Health Risk Assessment questionnaire (HRA) asked questions about health history and lifestyle. A detailed report was then sent to each participant. This report outlined their lab results and indicated any health risks they may have. It also included suggestions on how to reduce their risk factors.

A total of 532 (44%) insured members participated in the health screening and Health Risk Assessment process. Each year we plan to continue the October Health Risk Assessment. This will allow the insured members to reevaluate their health status each year and plan for any necessary changes. By the end of the year 560 members took the HRA (46.5%). Fiservhealth is managing the data from the screening and Health Risk Assessment. The charts below show the results of the HRA and lab screening.

Lifestyle Overview

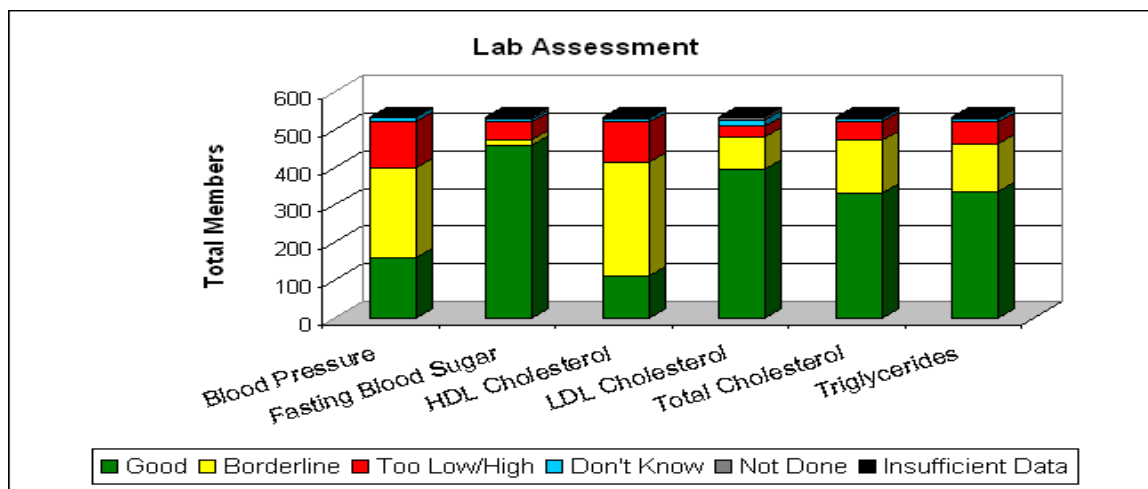
Based on 532 HRA's



Lifestyle	Healthy		Average		At Risk		Insufficient Data	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Activity	77	14%	241	45%	214	40%	0	0%
Nutrition	35	7%	167	31%	330	62%	0	0%
Stress	184	35%	254	48%	94	18%	0	0%
Tobacco	205	39%	123	23%	204	38%	0	0%
Weight	98	18%	182	34%	252	47%	0	0%

The graph above displays the number of members at various risk levels for the lifestyles listed.

Lab Overview



Lab Test	Good		Borderline		Too Low/High		Don't Know		Not Done		Insufficient Data	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Blood Pressure	160	30%	239	45%	123	23%	10	2%	0	0%	0	0%
Fasting Blood Sugar	457	86%	15	3%	48	9%	7	1%	5	1%	0	0%
HDL Cholesterol	113	21%	300	56%	107	20%	9	2%	3	1%	0	0%
LDL Cholesterol	395	74%	85	16%	29	5%	17	3%	6	1%	0	0%
Total Cholesterol	333	63%	138	26%	51	10%	7	1%	3	1%	0	0%
Triglycerides	334	63%	129	24%	57	11%	9	2%	3	1%	0	0%

The graph above displays the number of members at various risk levels for the lab assessment categories. Calculations are based on completed HRAs only.

Disease Management Programs

Fiservhealth provided our telephone based intervention programs. Telephone based health coaching was offered in the areas of Health/wellness, disease management, and maternity management. Members that filled out the Health Risk Assessment were contacted by mail and phone about their eligibility for the programs.

Fiserv Program	# qualified	# participated
Health and Wellness	190	64
Disease Management	180	47
Maternity Management		11

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 program that will help employees change high risk behaviors.
4. Provide services to help manage diseased employees/spouse.
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 Waubanasum, 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 Beversdorf, Director

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

Staff

Director: Linda Beversdorf, CPA

Staff Auditor: Regina Prey

Staff Auditor: Judi Hegewald

Internal Audit did not have any employees from November 2005 to May 2006.

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 following are the general types of audits conducted by Internal Audit:

- **Financial Audit:** The review and testing of the reliability and integrity of financial information and the systems which deliver this information.
- **Operational Audit:** The review of the economy, efficiency, and effectiveness of administrative operations.
- **Compliance Audit:** The review and testing of the organization's compliance with statutory, regulatory, and internal policy requirements.
- **Management Information Systems Audit:** The review and testing of computer systems which process financial and non-financial information to assure the integrity of that information.
- **Investigative Audit:** The review of activities targeting irregularities, their magnitude and rate of occurrence. This includes reports of Improper Activities.
- **Internal Consulting:** One-time assignments and special assignments given to the Internal Auditor.

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

From evaluating risks to analyzing operations, Internal Audit's job is to supply objective analyses, suggestions, and recommendations based on the results of their audits

JOB TRAINING & TRIBAL TANF

Annmarie Johnson, Director

The mission of the Community Resource Program is to provide high quality job training, employment, labor market information, and income maintenance services

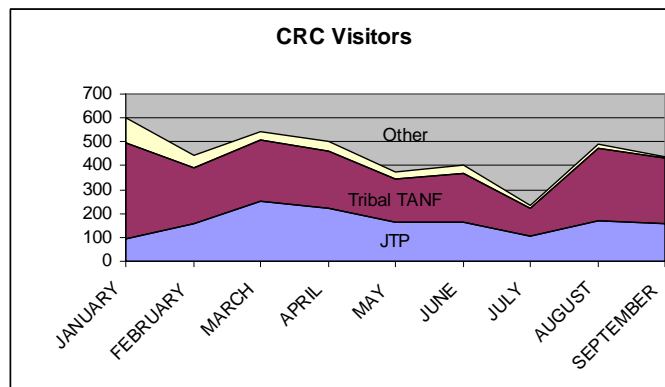


From L-R, first row: Jeff Barwick, JTP Job Counselor, Steve Summers, Acting Youth Program Coordinator/Maintenance, Christie Lawe, CRC IT Coordinator, Alegra Fowler, Youth Program Coordinator. Second row: Deb Helsinger, Temporary TANF Caseworker, Jon Askenette, Temporary TANF Caseworker, Annmarie Johnson, CRC Manager, Carol Nunway-Tyler, TANF Case Manager. Third row: Tonya Kitson, Supportive Service Assistant, Faye Annamitta, TANF Job Counselor, Treva Chupco, Employment Training Coordinator, Sherry Murphy, Administrative Assistant, Rudy Reiter, Recruitment/Placement Specialist, Geradette Richmond, TANF Compliance Officer and Levi O'Kimosh, TANF Youth Supervisor. Absent from picture are: Angelica Chevalier, TANF Caseworker, Lizette James, TANF Caseworker, Roberta Smith, Program Assistant and LuAnn Warrington, CRC Program Assistant.

Community Resource Center Statistics

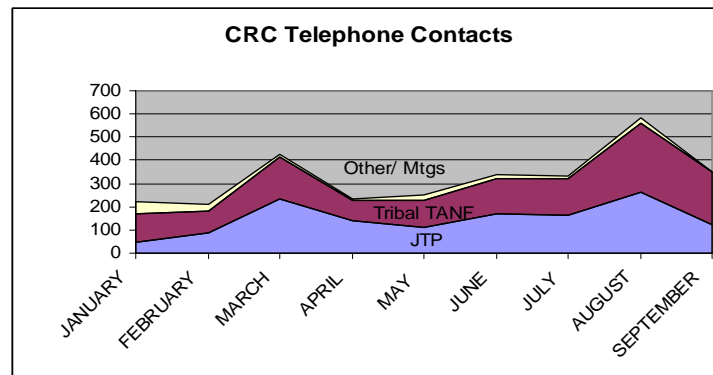
CRC Visitors

	JTP	Tribal TANF	Other	Total:
JANUARY	95	399	108	602
FEBRUARY	159	231	55	445
MARCH	249	256	36	541
APRIL	221	242	41	504
MAY	161	184	28	373
JUNE	163	207	33	403
JULY	104	118	9	231
AUGUST	168	304	16	488
SEPTEMBER	156	274	9	439
Total:	1476	2215	335	4026



CRC Telephone Contacts

	Phone JTP	Phone TANF	Other/ Mtgs	Total:
JANUARY	44	128	47	219
FEBRUARY	88	93	31	212
MARCH	232	184	9	425
APRIL	138	90	4	232
MAY	110	119	19	248
JUNE	171	149	19	339
JULY	165	157	8	330
AUGUST	261	301	22	584
SEPTEMBER	123	225	1	349
Total:	1332	1446	160	2938



CRC Programs

CRC Programs do not receive any tribal funds, funds are provided by state and federal sources.

Tribal TANF Report

It's hard to believe that it has been 3 years since the implementation the Tribe's Tribal Temporary Assistance for Needy Families (Tribal TANF) Program was started. With the signing of the 1996 welfare reform law, the Administration and Congress charted new ground by giving federally recognized Indian Tribes, or consortia of such Tribes, authority to operate their own Temporary Assistance for Needy Families (TANF) programs.

The program consists of the Community Resource Manager , 1 Maintenance worker, Program Assistant, Supportive Service Assistant, IT Coordinator, 1 Employment Training Coordinator , 1 CRC Program Assistant, 1 Compliance Officer and a TANF Job Counselor.

Menominee Tribal TANF received direct federal funding in the amount of \$ 1,267,388 for FY 2006. The budget was designated for administration, renovation, indirect costs, client monthly voucher payments, participant activities, drug testing, various participant assessments, participant supportive services, participant incentives, participant transportation, staff travel, staff training, and administration costs, just to name a few of the line items.

In FY 2006 the TANF program served 794 families with \$471,418.71 in monthly voucher payments. The TANF program has serviced 1,484 children alone. The TANF program had 703 single parent participants and 82 two parent participants. Over this past year the TANF program assisted 9 child only cases. The TANF program assisted these participants with support services in the amount of \$13, 537.31. The program has assisted participants in the following activities: 16 in unsubsidized employment, 6 in subsidized private sector employment, 59 in subsidized public sector employment, 206 in work experience, 28 in on the job training, 35 in job search-job readiness, 8 in community service, 21 in vocational education, 91 in job skills education, 26 in GED/HSED, 48 in attending High School, 2 providing child care to TANF participants, and 157 participants in other activities as defined by the case worker.

Part of the TANF Plan is to enter into agreements with the many partnerships. This past year TANF has entered into agreements with: Maehnowsekiyah for drug testing, AODA assessments and treatment, Tribal Housing for emergency shelter provisions. The TANF program is in the process of drafting an agreement with Tribal Police and

Child Care. This process will continue over the course of the year with the many partnering programs through out the Tribe.

With the many successes this year we also have been designated by the Native Wellness Institute as one of the top 10 Tribal TANF Programs in the nation.

Job Training Program

Title I of the WIA authorizes services for youth, adults, and laid-off workers funding is made available for a grant of \$313,000. Eligible youth must be 14 to 21 years of age, low income, and meet at least one of six specific barriers to employment. A year-round youth program emphasizes attainment of basic skills competencies, enhances opportunities for academic and occupational training, and provides exposure to the job market and employment. Activities may include instruction leading to completion of secondary school, tutoring, internships, job shadowing, work experience, adult mentoring, and comprehensive guidance and counseling. The program emphasizes services for out-of-school youth.

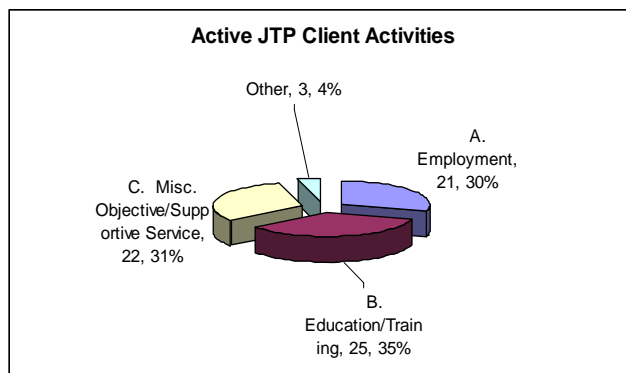
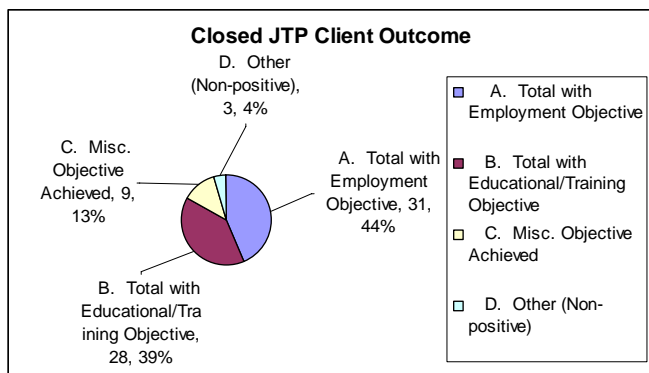
Eligible adults must be age 18 or older. While eligible laid-off workers are generally individuals who have been terminated from their last employment and are unlikely to return to their previous industry or occupation, displaced homemakers and self-employed individuals also may qualify for these services. Adult and laid-off worker services are provided through locally based Job Center in which the Community Center is a partner.

JTP offers a variety of employment and training services to eligible individuals and can include the following:

Core Services (available to all adults age 18 years or older) which are: Job search and placement assistance (including career counseling), Labor market information (which identifies job vacancies; skills needed for in-demand jobs; and local, regional, and national employment trends), Initial assessment of skills and needs, Information about available services, Follow-up services to help customers keep their jobs once they are placed.

Intensive Services (available to adults who meet specific eligibility requirements) which include: Comprehensive assessments, Development of individual employment plans, Group and individual counseling, Case management, Short-term prevocational services, and Training.

Job Training Program Statistics	Adults
JTP Clients Served	
A. Total JTP Clients	111
B. Total Closed Clients	71
C. Total JTP Current Participants	40
JTP Client Activities	
A. Employment	21
B. Education/Training	25
C. Misc. Objective/Supportive Service	22
D. Other	3
Closed Client Outcomes	Adults
A. Total with Employment Objective	31
1. Entered Unsubsidized Employment	14
2. Other Employment Outcomes	12
3. Employment Objective Not Achieved	2
4. Earnings Gain	\$3.94
B. Total with Educational/Training Objective	28
1. Degree/Certificate Attained	9
2. Other Education Outcome	3
3. Education Objective Not Achieved	11
C. Misc. Objective Achieved	9
D. Other (Non-positive)	3



Youth Services (available to youth between the ages of 14 and 21 who meet specific eligibility requirements) which include: Tutoring, study skills training, and instruction leading to completion of secondary school, Alternative school services, Mentoring, Paid and unpaid work experience (such as internships and job shadowing), Occupational skills training, Leadership development, and Supportive services.

Youth Programs

After School and Summer Youth Program in which the youth provide a one week orientation in the areas of interviewing, resume building, domestic violence, Menominee culture, and an orientation to Job Training. Youth are placed in many different job sites. At the end of their programs the youth are asked about their experience and are able to provide input for the next youth program. This is done to ensure that the program is constantly being modified to fit the needs of the youth. There were over 200 youth served.

The Youth Program constantly remains involved through collaborations with tribal departments and agencies within the reservation. The Youth Program participates regularly in the organized Collaborative Councils which is made up of all departments and agencies within the reservation. A great tool that is utilized as well is the Youth Provider Meetings which is made up of all youth providers on the reservation. These two entities serve as a great collaborative effort as well as serve as an outlet for information dissemination. Some of the areas discussed were strategic plan, youth matrix and gang information.

In addition to the organized councils, CRC participates in many community events, they are: MISD Homecoming Parade, Recreation and Woodland Boys and Girls Youth Dance in October, Memorial Day Parade, Law Enforcement's Night Out on Crime, JOM's Youth Olympics and several more.

The Youth Department met with MISD Staff regarding coordination of records and case management regarding youth serviced by both agencies. This assisted by identifying youth at risk. MISD staff indicated that the youth program has assisted by empowering the youth by building self esteem. Both agencies also met and delivered Career Interest Surveys for youth participants.

This year, the Youth Program organized a Youth Leadership Conference held November 12th and 13th, 2005. The program took 35 students to this conference which was held in Clover Leaf Lakes. The focus of the conference was on leadership development, personal growth skills and issues facing Menominee/Shawano County residents.

In December, the Youth Program Coordinator along with the Youth Assistant attended the Tribal Legislature meeting, at this meeting two Youth which were on the JTP Summer 2005 program, were presented Proclamations by the legislature. The Youth Program Coordinator also presented these two youth with incentive cards along with awards.

On January 5th the Youth Program Coordinator along with the Youth Assistant began planning for a Tribal Youth Leadership Conference that was held in April. Collaboration was done with the Stockbridge- Munsee Band of Mohicans, Oneida Nation and Forest County Potawatomi Tribes. This conference brought in 150 youth from tribes throughout Wisconsin, to participate in sessions dealing with leadership development, personal growth skills and suicide issues facing native youth. Many social events took place including fun, games and a Saturday night dance which was also a main part of the conference. This conference was a big success.

Menominee Tribe Brighter Futures Initiative

- The Menominee Tribe's Brighter Futures Job Training and Adolescent Self Sufficiency Program's primary focus is increasing adolescent self-sufficiency by encouraging high school graduation, vocational preparedness, improved social and other interpersonal skills, and responsible decision-making through Tribal apprenticeships and mentoring. Menominee BFI also conducts an evidence-based AODA prevention program called "Class Action" that compliment the Tribe's Teen Court. Class Action looks at the real-world social and legal consequences involving teens and alcohol. Teens are divided into six legal teams to prepare and present hypothetical civil cases in which someone has been harmed as a result of underage drinking. Teens research their assigned case, learning the facts involved, listening to recorded affidavits and depositions, reviewing relevant statutes and case law, and finding applicable and compelling statistics on alcohol use and abuse.

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

In F.Y. 2006 the Menominee Johnson O'Malley program provided 9,167 cumulative service units in the supplemental services programs and 152 service units in Parental Costs or Financial Assistance, with total of 9,319 service units provided. We did not meet our projection of service units of 10,380 we are 1,061 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, and as a result we continued all programs budget permitting. JOM Director and JOM Parent committee members wrote letters to our Senators for funding in F.Y. '07, President Bush proposed total elimination of JOM programs. JOM Committee, Director and Gresham Student attended Senator Feingold's listening session to make him aware of the JOM program and what it means to our community.

In the **Parental Cost** line item a total of 152 service units were provided in F.Y. 2006. 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., Pom Pom Camp, Volleyball Camp, Camp Un a li Ya, Australia-Sports, Timber Top Camp, Congressional Leadership Council, paid one semester college credit while student in high school, Football Camp, Baseball Camp and, Basketball Camps.

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, Youth Development and Outreach, MISD, Higher Education, Adolescent Health and JOM a college career day was provided for Sophomores, Juniors and Alternative School Students from MISD. In F.Y. 06 The Career Day was held at the College of Menominee Nation, with speakers, a discussion with a panel of former Menominee college graduates and a tour of the College was held. In collaboration with Menominee Human Resource Department and JOM department an orientation for the Summer Youth work program was held. A campus tour to UW-Oshkosh was held for all summer youth workers. JOM six week work program was held, 18 students were hired, Interview technique training was held all were interviewed for their jobs. All JOM youth workers helped run the Youth Olympics. The JOM Program held the 29th Annual Senior Recognition Banquet for all Menominee Graduates a total of 72 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. A total of 908 Service Units were provided in F.Y. 06.

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

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 the Keshena and South Branch Centers 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 were 4,351. All centers participate with after school help with homework, other activities include: treats for Christmas Tree Lighting, Instructions for Shawls and vests making was held in the Keshena 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, In F.Y. '06 our service units were down due to funding. Holiday activities, board game night etc. Parents want more activities to do with their children.

Applied for the NOFA grant, which we were able to open the Keshena Center.

In Fiscal Year 2006 the **Positive Youth Development** program provided a total of 3,908 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 MISD High 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.

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

LANGUAGE & CULTURE COMMISSION

Rose Wayka, Director

It is 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 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 adult years know their identity. 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 Commission 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 tribal community members who wished to learn some of the language and attended on a regular basis. Also, in attendance are school children who have very little difficulty in orally speaking of the language and can remember the meanings of the words taught in the lesson. These adults are able to hear these children acquire language at a much easier rate than the adults. As a parent and child participating in this class the language can be used within the home setting.

Menominee Language Teacher's Sessions

The Director and Commission elders meet with the classroom language teachers one day a week to share strategies and discussions related to language teaching in respective classrooms. The elder speaker is utilized to build the Menominee teacher's language speaking skills as part of these weekly meetings, also the teacher can obtain language vocabulary for weekly lesson plans. As the teachers meet each week the language skills enhances as they converse as a group.

Menominee Language Tribal Jail Class

The Director conducted a language class as the Huber Coordinator requested. The request was honored because the intent was to raise his/her identity and self-esteem as a Menominee. The inmate was able to learn Menominee until their scheduled release from the facility. Those that participated were very thankful to have this opportunity to learn some of the language.

Menominee Winter Round House

The Round House was held at the Keshena Primary School small gym for eight weeks. Each week two different community drums, a speaker and/or story tellers were invited to share songs, stories and words of encouragement with those in attendance, along with pot luck meals. On the final session all the drum groups were invited back to have a mini pow-wow and the Menominee Veteran's Association were requested to participate by closing out the end of the Round House. The attendance is steadily increasing and this year plans need to be made to hold this event at a different locality and community members have asked when this event would begin again.

Menominee Community Talking Circles

The Commission director was requested to have Female Talking Circles at the office. The Director assisted with the coordination and a Menominee Counselor from the Maehnowsekiyah Treatment Center conducted the circles. A Sunday morning was set aside each month to have the females come and share in confidence whatever the females wished to discuss and to enjoy a breakfast brunch and females from outside the community and neighboring tribes also came and participated. The circles are not specifically for adult women the youth are also invited.

Menominee Language Curriculum

The Curriculum Coordinator consultant organized a three day meeting with the classroom language teachers to receive training in the structure of Menominee grammar. Ongoing meetings with all the language teachers were held to continue the development of the language and culture curriculum for all reservation schools and good progress is being made to completion.

Menominee Elder's Pow-Wow

The Commission was able to have the annual elder's pow-wow at the Menominee Indian High School. Many elders from the community were in attendance and several came in their traditional clothing. The Commission likes to host this event that allows 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 to plan to honor our Menominee elders who than have the opportunity to visit with their friends and relatives who they may not get to see on a regular basis during the year.

Menominee Language Teacher Certification

The Commission was able to certify three Menominee individuals as language and culture teachers. Following many months of training these individuals came before the Commission to take testing on the reading, writing and speaking of Menominee language. With these language certifications the individual is able to teach in the classroom.

Menominee Minute Radio Broadcast

The Commission members, Veteran's Association and elder community members were requested to announce various Menominee historical segments to broadcast on the WTCH radio station. Several students from the Menominee High School sent fact sheets about Menominee language, history and culture that were used in a one minute broadcast. Each person selected a segment to use in the broadcast that included flute music as a background.

Menominee Science Curriculum

The Commission approved a culture based Science research project that includes the planning of a Science curriculum. Previous research has revealed that Menominee children have an advanced knowledge in the Science related field due to the forest and ecological environment that they are exposed to and familiar with because of the Menominee forest. Several Menominee adults are involved with this project and share the knowledge of the forest as part of the project.

The Commission elders and director have been requested to assist with many different kinds of activities related to Menominee language and culture. The Commission assists the various tribal agencies that are involved with the youth, teens, adults and elders. However, the Commission can not accommodate every request but is willing to assist thus far as time and health allows.

LAW ENFORCEMENT

Mark Waukau, Tribal Police Chief

During Fiscal Year 2006 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.

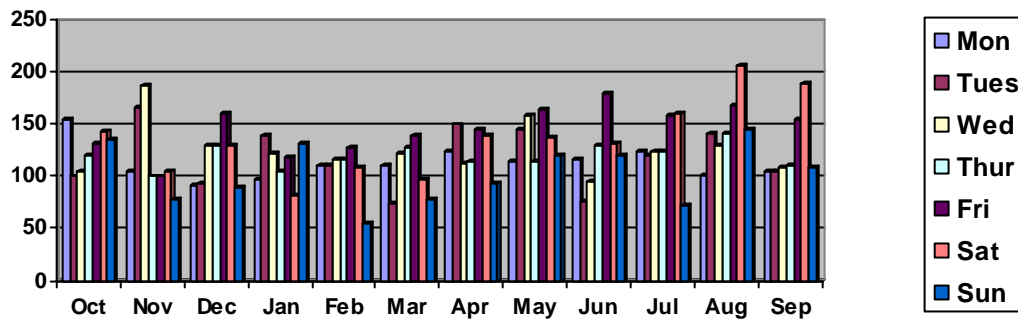
Mark K. Waukau Sr. is currently the elected Tribal Police Chief. During this year, the focus was with the officers to work in the communities providing education and awareness, not just reacting to calls for service. The department became involved in several youth activities such as the Annual Youth 3 on 3 basketball tournament, working with Historic Preservation and participating in the Annual Youth Culture Camp. We worked closely with the Youth Service Providers Committee, sponsoring events throughout the year. Officers also provided power point presentations in the schools pertaining to alcohol and drug prevention. We also re-established community functions such as the National Night out Against Crime. By developing partnerships with other programs throughout the Tribe, our intent is to insure the community of our commitment to "Serve and Protect" our elders, adults and youth. Close working relationships were also developed with the existing Tribal Police Departments throughout the state, with the intent of sharing training needs for the officers and participating in future projects such as developing a data base for information sharing. Currently we are working on formulating a Tribal Police Chiefs Association. By doing this, our primary goal is to learn from each other and network together in hopes of targeting problem areas our communities face.

Our primary funding sources are the Bureau Affairs and the Menominee Indian Tribe, the program budget was a total of \$2,768,739 of which, \$780,437.74 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 \$142,556.00.
- Tribal Victim Assistance Grant in the amount of \$173,246.00.
- Victim of Crime Act in the amount of \$35,551.
- Indian Highway Safety Grant in the amount of \$41,538.00.
- The G.R.E.A.T. Grant (Gang Resistance Education And Training) in the amount of \$15,439.00.
- County/Tribal Law Enforcement Grant in the amount of \$27,809.50.

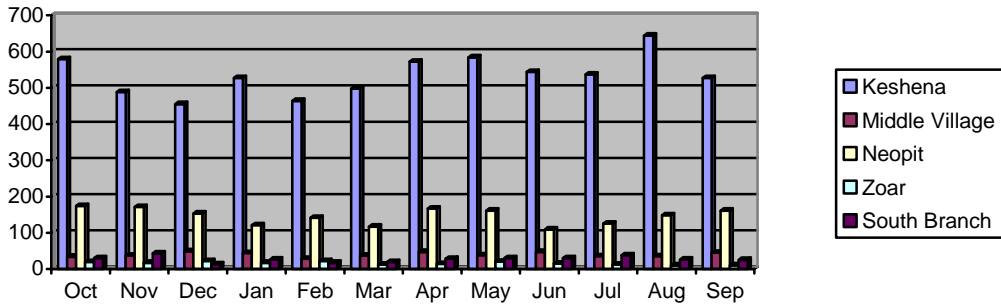
The number of incident reports that were generated by the Menominee Tribal Police Department totaled 11,195, which is higher than reported last fiscal year at 10,346. There were 1,689 cases referred to the Tribal Prosecutor and Tribal Courts, with the total number of arrests being 1,148. The following graph illustrates the calls for service responded to by Tribal Officers. The graph breaks down the day of week for each month for FY2006.

Monthly Calls for Service by Days of Week - FY06



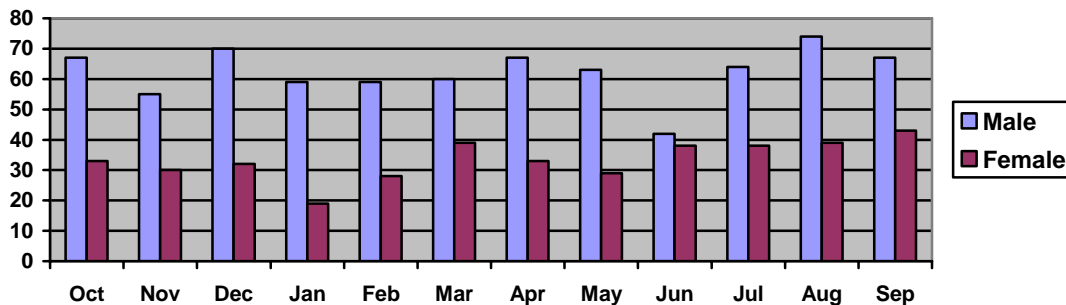
The following graph illustrates the number of calls for service the officers responded to during each month for each respective community during FY2006.

Service Calls by Community - F06



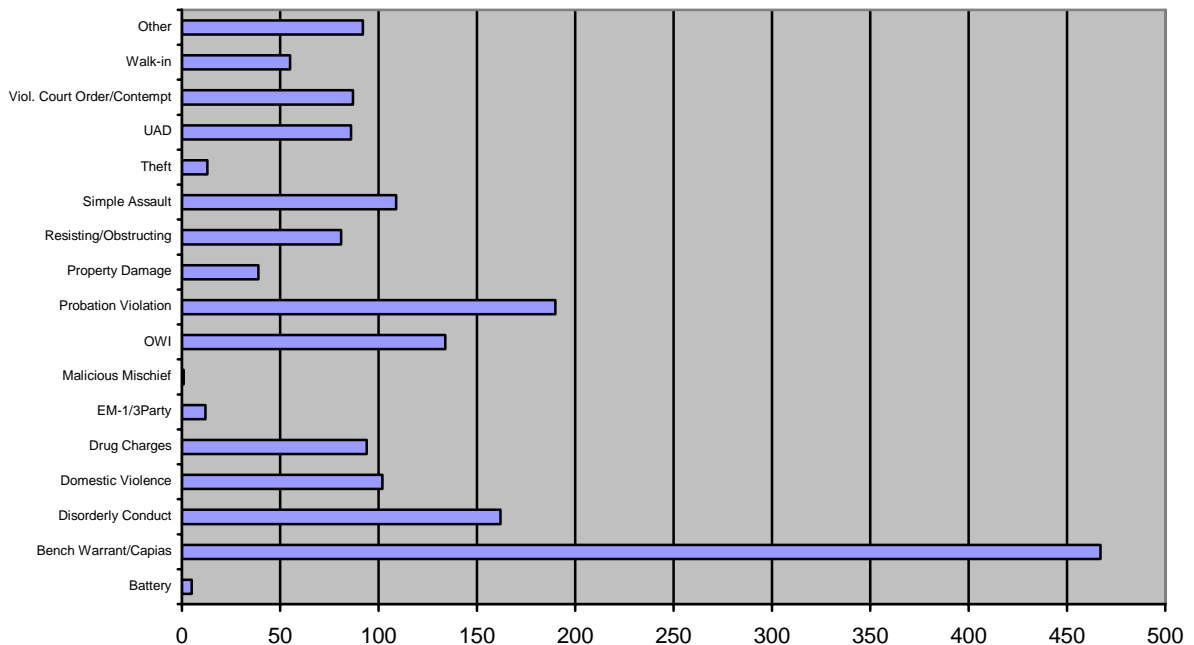
The following graph illustrates the total number of adult arrests males 747 and females 401.

Total Arrests by Month - FY06



The following graph illustrates the number of total arrests by the crime type for adult males and females for FY2006.

Arrest by Crime Type - FY06



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.

LIBRARY

Mike Wilber, Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 05-06.

This past year, we secured a Gates Foundation grant for new public access computers, which dramatically improved our computing and internet capabilities. Today's libraries are evolving to include the digital and on-line realm, and these new computers help us grow in that direction. The computers were installed in May 2006 and since then our public computer usage has nearly doubled. Our patrons make frequent use of word processing and publishing programs, as well as accessing the internet.

The Summer Reading Program was again successful in keeping young bookworms reading through the summer. Fifteen kids, ages 7 & 8, regularly participated in the program. This year's theme was "Paws, Claws, Scales, and Tales," which of course highlighted the animal kingdom. Kids enjoyed reading and writing about their favorite animals and even a few they never knew about before. Our field trip, appropriately enough, went to the N.E.W. Zoo in Suamico.

Much of our time is spent answering reference questions – in other words, helping people find the information they need. We field many such questions every week. Often used resources include Chilton's auto manuals, Rand McNally atlases, World Book encyclopedias, and on-line resources like Google or Yahoo search engines, Encarta encyclopedia, Google Earth, among many others.

We remain in good standing as a member of the Nicolet Federated Library System. One of the benefits of this includes being a part of an inter-library loan system. This means any patron in good standing can borrow an item from a member library if we don't have the item on our shelves in Keshena, and have it delivered here. The system also provides our high-speed internet access and technical support.

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, especially during the school year. The main library had 6,558 computer log-ins from October 1, 2005 to September 30, 2006. Computers and internet technology have been a great tool for education and intellectual exploration, and fit perfectly with our public library mission.

As of October 1, 2006, the library owns 9,777 items covering various media (books, audio books, VHS, DVD, etc.). From January 1, 2006 to Sept. 30, 2006, 1,438 items were checked out. We have 1,027 library card holders.

LICENSING AND PERMIT DEPARTMENT

Diana Taubel, Director

Mission: The Menominee Indian Tribe of Wisconsin, Licensing and Permit Department provide service 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 ordinances established by Menominee Tribal Legislature that is applicable to the Licensing and Permit department.

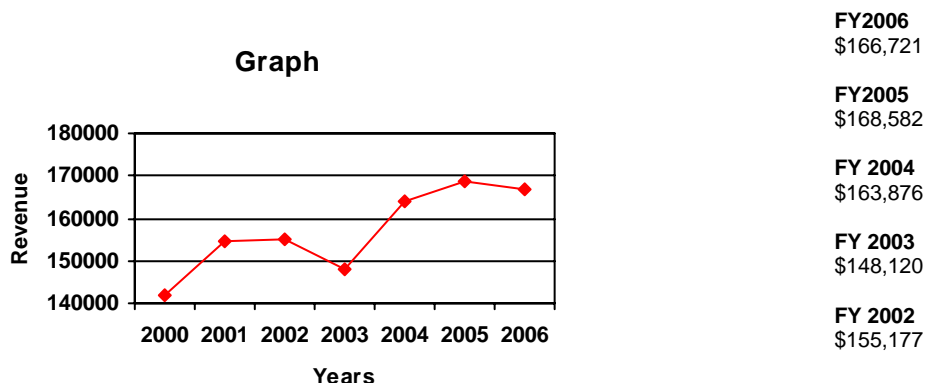
Guiding Principles: Consistent with the Mission, the Licensing and Permit Department is primarily responsible for conducting business by providing the public with permits and licenses to accommodate the needs that are required within each specific ordinance.

The Licensing and Permit department is funded with 100% Tribal funds.

Administrative Tasks: The department is staffed with a full-time director and a part-time Administrative Assistant. In June, the previous director resigned and the new director started September 2006.

The department along with Law Enforcement Center, Conservation and the Attorney's Office continues to work on amendments to Tribal Ordinance 97-13 regarding All-Terrain vehicles.

Throughout the year, the department was preparing for the opening of the Menominee Fuel Station. New computer software as well as equipment to print the tax exempt cards was installed. Training on the software was also conducted. The department printed free cards until March 31, 2006.



FY 2001
\$154,624

Although Fiscal Year 2006's revenue is approximately \$1800.00 less than Fiscal Year 2005's revenue, the department still came in just over \$3500.00 over this year's projected revenue. The department did print over 2000 free tax exempt identification cards which we normally charge \$8.00 per card to print.

FY 2000
\$141,680

The amount budgeted for Licensing and Permit Department was \$121,876.00 with expenditures totaling \$99,252.87. There was a total savings of \$22,623.13. This is primarily due to the department being without a Director from July to September.

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 am to 4:30 pm Monday through Fridays.

Menominee Loan Fund- This program provides a means for eligible members to obtain financing for personal items and purposes. During the 2006 fiscal year ended September 30, 2006 1327 new loans were approved and processed through this fund to eligible members for a total amount of \$1,245,805.52. As of the end of the fiscal year there were 2016 loans outstanding with a total principal balance of \$1,345,189.18.

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-seven new loans were approved and processed through this fund during the fiscal year 2006 for a total of \$130,335.00. As of the close of the fiscal year there were 122 loans outstanding under this program for a total amount of \$321,492.31.

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 fiscal year, there were 5 new loan packages approved and processed through this fund for a total credit of \$61,016.91. As of the close of the fiscal year there were 40 business loans outstanding in the aggregate amount of \$633,319.95.

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, 2006, there were 4 new loans approved and processed through this fund for a total amount of \$18,500.00. As of the close of the fiscal year there were 17 loans outstanding for a total amount of \$45,420.47.

As of the fiscal year end, assets under management of the Menominee Loan Department total \$2,603,473.78.

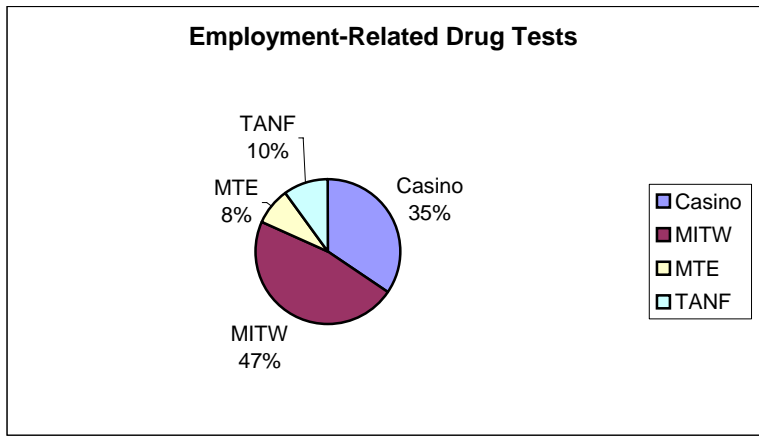
MAEHNOWESEKIYAH TREATMENT CENTER

Betty Jo Wozniak, Director

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

TREATMENT

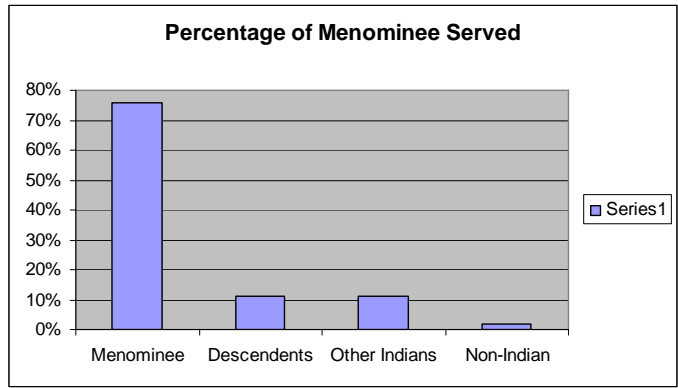
In FY 2006, we served 333 individuals providing some form of treatment. Prior to treatment, assessments must be completed. We conducted 253 to determine if treatment was needed. Fifty-six assessments (compared to 10 in FY 05) were conducted regarding domestic violence. Drug testing for tribal organizations totaled 1,022 (compared to FY 05's 605).



The revised DV Batterers' program provides extended services to clients to aid in reducing the occurrence of domestic violence. Ninety-three (93) individuals were served in this program as compared to 13 in the FY 05. While an apparent startling increase in the numbers of clients served, it does NOT indicate an increase in the number of incidents; this number dramatically shows the number of individuals now receiving some form of treatment. This increase indicates the need for services to address the issue of domestic violence.

The list of treatment services available include:

- | | |
|----------------------------|------------------------------|
| Residential AODA Treatment | Intensive AODA Day Treatment |
| AODA Aftercare Services | AODA Education Group |
| AODA Assessment | DV Batterers' Assessment |
| DV Batterers' Groups | Mental Health Counseling |
| EAP Counseling | Individual AODA Counseling |
| Drug Testing Services | Adolescent AODA Treatment |
| Grief Counseling | Gambling Counseling |



Statistical Information:

- | | |
|---|----------------------|
| 375 unduplicated clients served | 58% male, 42% female |
| 1385 Individual counseling sessions provided | |
| 1355 Group sessions provided | |
| 333 clients received AODA treatment services | |
| 93 Batterers' Treatment clients | 87% male, 13% female |
| 51 clients received both AODA and DV treatment services | |
| 47 youth (under 17) received AODA treatment services | 47% male, 53% female |

To facilitate a greater understanding of how to best serve this community, the majority of staff have participated in Bridges Out Of Poverty training. We have learned that in order for us to better communicate with those we serve; we need to be able to see things from their perspective; know what's important in their lives, how they address their issues and how we can make sure that our efforts to assist in their recovery are being understood.

Activity Highlights:

Greater emphasis on family and community roles in recovery.

Expanded educational offerings in the area of daily living skills and coping mechanisms.

Greater recognition of individual personal achievement with a Recovery Month Recognition Dinner honoring six community members.

1st presentation to tribal employees concerning the Alkali Lake experience with a community's struggle with alcoholism and what can be accomplished to reduce substance abuse.

1st Annual Bike Rally for Health and Recovery.

Hiring of Dr. Steven Dakai, Treatment Supervisor and author of an on-going series of articles submitted to Menominee Nation News to raise awareness of substance abuse.

Increasing attention to the need to integrate cultural activities in programming, specifically demonstrated by our summer Teaching Lodges, open to the community and our participation in the Winter Roundhouse series.

Greater collaboration with Youth Service Providers.

New Initiatives:

Obtaining State certification to provide tribal members with an alternative IDP provider for the State's required OWI assessment.

Increasing use of "Best Practices" curricula recognized by major funding agencies.

Greater efforts to include families in treatment and prevention activities in order to increase the likelihood of maintaining sobriety.

PREVENTION

List of Services Provided:

For FY 2006, the Maehnowsekiyah has continued to expand its alcohol and drug prevention programming. Various types of prevention activities provided include TRAILS groups offering youth fun activities, AODA and life skills education, in various reservation communities.

Intervention programs took place at the Keshena Primary School using the Protecting You/ Protecting Me program and Project Alert was begun at the Menominee Middle School. Early prevention education is accomplished with the use of the Al's Pals Program, a resiliency and social skills program, taught in the Head Start program.

We worked with the Menominee Tribal Clinic to introduce a "brief screening" tool for use by the medical staff with patients at each visit to help identify potential issues of substance abuse.

New programs for the year include:

- Implementation of Al's Pals at the Menominee Head Start Program
- Implementation of Project Alert at the Menominee Middle School
- Implementation of Protecting You/ Protecting at the Keshena Primary School
- Assist in Facilitation of Town Hall meetings on underage drinking
- Participation in the National Night Out Against Crime
- Developing and implementing the Bike Rally for Recovery
- Recovery Month Alkali Lake Lunch Presentations
- Use of the ROPES program for the MISD Freshman Institute and TRAILS

Statistical Information:

- TRAILS group sessions- 52
- Number of unduplicated youth participating - 102 youth (40 boys, 62 girls)
- Number of school based prevention classes at Keshena Primary - 74 classroom presentations, 104 unduplicated students
- Number of school based prevention classes at the Menominee Middle School - 9 classroom presentations, 44 unduplicated students
- Head Start participants in Al' Pals - 182 children
- Woodland Youth After School Program - 7 sessions, 47 unduplicated youth
- February '06 Family Valentine Dance - 108 participants
- March '06 Town Hall Meeting - 60 participants
- March '06 Underage Drinking "Teach In" - 38 Tribal School students
- April '06 AODA Awareness Family Fun Night - 250 participants
- April '06 AODA Candlelight Vigil - 55 Participants

- April '06 National Alcohol Screening Day event - 85 participants
- May '06 Participation in 2nd Annual Youth Awareness day at Menominee High School
- July '06 Family Retreat - 3 families participated
- August '06 Night Out Against Crime program and dance - 98 participants
- September '06 Town Hall Meeting - 39 participants
- September '06 Recovery Bike Rally - 14 participants
- September '06 Recovery Month Alkali Lake Lunch Presentation - 27 participants

Accomplishments:

- Successful implementation of the "Protecting You/ Protecting Me" prevention curriculum in the Keshena Primary School with 1st & 3rd grades. In FY07, the program will expand to Grades 1, 3 & 5. Menominee County staff will work with 2nd Grade.
- Increased use of ROPES course with schools, youth programs, court referrals, and treatment clients. We have also increased the number of agency certified instructors.
- Positive networking and collaboration with other youth service providers for events like the Winter Funfest, Family Fun Night, Summer Youth Olympics, 2nd Annual Youth Awareness Conference, Recovery Bike Rally, Night Out Against Crime, and Town Hall Meetings.
- Increased community participation in events like National Alcohol Screening Day and the Family Fun Fair.
- New events for this year including Town Hall Meetings held in Neopit and Keshena, Lunch presentations and panel discussion on Alkali Lake and Bike Rally for Recovery.

Future Plans:

- All prevention staff will receive appropriate prevention worker credentials.
- Monitoring of AI's Pals program for more consistent use by Head Start teachers.
- Improve prevention program evaluation and pre-and post-test instruments.

This department maintains an agency resource directory, distributes informational brochures, prints and distributes an agency newsletter, participates in community events (described above) and sponsors community events as alternatives to alcohol and/or drug use. Staff coordinates AODA Awareness Month activities.

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 to help them to understand the effect of substance abuse, family/school violence, respect and the consequences of gang activity.

A major responsibility is to plan and hold larger community events; family dances, Breakfast with Santa, collaborate with the Aging Division on the annual Elders' Christmas party. At last year's Christmas party, over 400 elders attended.

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 helps us avoid duplication and conserve resources where possible. This group is developing a strategic plan that will coincide with the Tribe's effort to adopt a strategic plan for the betterment of the community, in general.

DOMESTIC/FAMILY VIOLENCE

The Maehnowsekiyah Domestic Violence Program provides 24-hour coverage, 7 days a week for victims of domestic violence and their children. The assistance ranges from one-time information or referral assistance to consistent, long-term assistance, depending on client needs. The Domestic Violence Program has 5 Shelter Assistants, 2 part-time and 3 full-time; 1 full-time Counselor/Advocate, 1 full-time Children's Advocate, 1 full-time Assistant Manager and 1 full-time Program Manager.

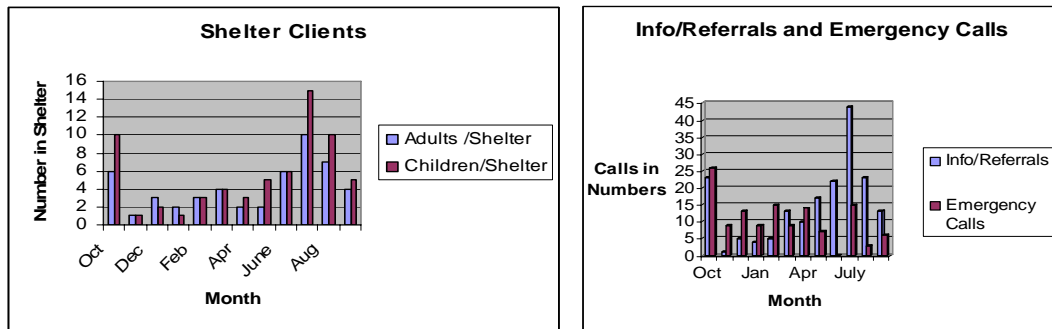
In FY 2006, we served 177 adult women clients; 163 Menominee, 12 white and 2 of other Indian Tribes. We served 30 male victims; 26 Menominee, 2 white, 1 Black and 1 from another Tribe. The program served 133 children; 72 male and 61 female; 117 Menominee, 4 other Indian, 2 Hispanic, 1 Black, 9 white. This totals 304 clients: 207 adults and 133 children.

The Shelter housed 50 Adults and 55 children for 1,152 bed nights. Staff responded to 179 Information and Referrals calls for client information and 26 Emergency Calls for help (see chart.) Transportation assistance

provided 826 bus tickets for a total of \$719.50 for 39 clients. Staff also logged 6,837 miles attributed to direct client assistance.

Maehnowsekiyah Domestic Violence Program presented information to students in 12 classes and 5 community events, reaching 309 children. The program presented 3 trainings: 1 specifically for Tribal Police entitled "Investigative Strategies in Domestic Violence" in October 2005; "Effects of Domestic Violence on Children" in May, attended by 21 child care workers; and hosted a community training event in August entitled "Keep the Fire Going", on the basics of Domestic Violence and Sexual Assault, attended by a total of 118 people.

We continue to work toward partnerships in our community and with neighboring Tribes for resource sharing. We were successful in developing new working relationships with TANF and Tribal Social Services and Daycare to better meet client needs. Memorandums of Understanding are in place with those agencies. We have also established a relationship with Family Services Green Bay Sexual Assault Center and St. Vincent Hospital to meet the needs of sexual assault victims. We are successful in developing positive relationship with other Tribes, such as the Lac Du Flambeau, Stockbridge-Munsee, Oneida, and Potawatomi.



This expanded effort is required 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.

WELLNESS COURT

This program, originally funded by a federal grant, is proving that an approach 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 that brought them to the program. It does not work for everyone but there have been significant individual successes. During the term of the grant, 49 individuals were enrolled; 13 participants "graduated" from the program. In FY 06, 16 persons choose to enroll in this program. Today we have a total of 20 graduates, 7 persons are in the program and although not all enrollees have been successful in completing the program, of those 20 graduates, to our knowledge only 2 were seen again in the criminal justice system. This represents a mere 10% recidivism rate among the graduates of Wellness Court.

Our commitment, along with our partners, the tribal police, the courts and prosecutor is to continue to offer this program because we can prove it works. 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. We have no doubt that offering this alternative to incarceration has been the key to turning some lives around.

It is important to note that the Menominee was the first tribe in Wisconsin to establish a Wellness Court Program under a grant from the Department of Justice. Funding from DOJ ended with FY 05. Since then the Wellness Court Program has continued without interruption in service and mission. Maehnowsekiyah continues to take the lead providing continued UAs, counseling services, along with staff representation at weekly Wellness Court staffing and sessions. Adult Probation, Tribal Police Department and Tribal Prosecutors Office provide support and guidance, through funding from their respective Departments.

MAINTENANCE

In December 2005, a reorganization and reassignment of duties led to creation of a Facilities Manager position working with and supervising the facility support staff - maintenance, food service, transporter, housekeeping and receptionist. That responsibility is to oversee maintenance of all buildings and facilities to assure compliance with health/safety codes; to assist the Director with completion of special projects, including any construction related objectives to protect the Tribe's funding and department assets - buildings/vehicles/property. Muriel Waupoose continues to be responsible for administrative functions including tracking staff training and development, grant reporting compliance and program and individual certification requirements.

June 2006, Muriel submitted a request to Indian Health Service for Project Pool funding consideration as part of the FEPP (Facility Engineering Program Plan, Phase I) for Fiscal Year 2007 (awarded) to address facility issues identified in the I H S Facility Condition Survey. This is a Multi-year maintenance and repair plan for Maehnowsekiyah Headquarters, Co-Ed Facility, Domestic Violence Shelter that identified, in 2002, areas of deficiency or improvement projects for all buildings with cost estimates/timetables outlined per year for the period 2003 through 2012.

Food service staff is responsible for making meals for the Headstart Program located on our lower level. In FY 2006, we served 26,897 meals in addition to those provided for clients.

Client Transportation: Annual total trips: 2007. A priority for this department is to assure department vehicles are safe for those that we transport for activities and services. Muriel participates in Transportation meetings scheduled to try to improve client transportation services. One aspect of the transportation services is the use of bus tickets for clients to use Public Transit to get to Maehnowsekiyah during regular business hours.

SUMMARY

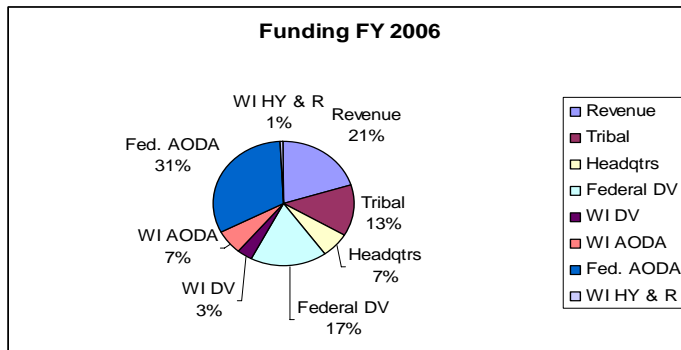
All of the services provided at Maehnowsekiyah are conducted with the Tribe's and Native American culture, in general, in mind. Staff benefits from training provided by Native American sources. Many of the resources used in counseling and group sessions and with individuals were developed specifically for Native Americans by 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. We continue to increase the number of Menominee to the highest level of certified counselors.

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

As the need for treatment services increases, Maehnowsekiyah continues to meet the demands of those services. Continuing education for staff in the AODA arena expanded this year, with a primary focus on increasing family participation in treatment issues. We recognize there are an array of differences among groups of human beings, each unique, rich, and with definable backgrounds, and strive to effectively provide services by fostering a policy of awareness and acceptance, self-awareness, dynamics of difference, knowledge of client culture and adaptation of skills when working with those who seek assistance.

Treatment focus has shifted with more emphasis on meeting the individual "where he or she is at" rather than treatment driven, i.e. "you will do this and do that" philosophy. This shift is due in large part to staff participation in the *Bridges Out of Poverty* program initiated by the MISD and the inclusion of recognized best practices coming from Indian Health Services.

Funding continues to be an issue. Rising costs and shrinking resources force us to be more creative in our approach to providing services. In the area of prevention specifically, we are shifting from programming that we provide to the community to programming, techniques and teachings that we can give to them so that the community can sustain an effort to reduce substance abuse and domestic violence in ways that let them take ownership of the growth of wellness. The chart below depicts the sources and percentages of funding available in FY 06.



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

MAINTENANCE

Marlin Waupoose, Director

MISSION STATEMENT

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 4,819 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 ceiling tiles on the main floor were replaced. The main floor interior walls were painted. The front entry way interior walls were painted. A limited number of ceiling tiles were replaced on the third floor. Additional AC capacity was installed in the MIS server room. A temperature monitor control was installed in the MIS server room. The boardroom HVAC unit received annual/preventive maintenance. The boiler condensate tanks had new float switches installed. A condensate tank motor was replaced. The boiler condensate tanks received annual/preventive maintenance. Five steam traps were replaced. 4 radiator thermostats were replaced. A thermostat was relocated in the legislative staff area. A steam line actuator was replaced. Our heating plant (Steam Boiler) received annual routine/preventive maintenance and passed inspection from the National Board of Boiler Inspectors. All thermostats were recalibrated. The water heaters received annual/preventive maintenance. The LP gas safety switch was tested. The LP storage tanks were painted to meet NFPA and environmental guidelines. Two ventilation motors were replaced. Lighting ballasts were upgraded throughout the building. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The west side entry door was painted/stained. Security screens were installed on the Community Development Department windows. 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. The water softener system received annual routine/preventive maintenance. The roof was inspected. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Gordon Dickie Center (FIC): The water softener was replaced. The water heaters received annual/preventive maintenance. The HVAC equipment received annual/preventive maintenance. All thermostats were recalibrated. A new A-coil was installed on our #3 east side furnace. An electronic circuit board was replaced on our # 2 east side furnace. Motors were replaced on the #1 west side and 3 east side furnaces. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. 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. The water softener system received annual routine/preventive maintenance. The LP gas safety switch was tested. The LP storage tanks were painted to meet NFPA and environmental guidelines. Two duress buttons were installed. The spillway on the east side of the building was repaired. The exterior entry doors were re-stained. The exterior hedges were trimmed. The roof was inspected. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Program Attorney Building: The east side soffit and fascia were repaired. The water heaters received annual/preventive maintenance. The chimney breaching was repaired. A toilet flush valve was replaced. The main sewer line was cleaned out. The HVAC equipment received annual routine/preventive maintenance. All thermostats were recalibrated. The reception area was painted. Additional storage shelving was installed in the basement. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The fuel oil safety switch was tested. The fuel oil storage tank was cleaned per 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. The roof was inspected. 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. New fuel oil pumps were installed on the boilers. The boiler rooms were painted. The air handling units received annual routine/preventive maintenance. The chiller received annual routine/preventive maintenance. The environmental control software was recalibrated. The water heaters received annual/preventive maintenance. Mail slots were installed in the doors of jail administration staff. New carpeting was installed in the jail administrator's office. The surveillance system in the jail was upgraded. The annunciator in the jail was replaced. An ADA Automatic door operating system was installed on the police department front entry doors. 40ft X 5ft of sidewalk was replaced at the front drive. A new garbage disposal is in process of being installed. A new dishwasher was installed. The gas cooking ranges received annual routine/preventive maintenance. Lighting ballast upgrades were completed throughout the facility. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The emergency generator control panel was upgraded. The emergency generator battery charger was replaced. The emergency electrical generator

received annual routine/preventive maintenance. The roof was replaced on the maintenance garage. The LP gas safety switch was tested. The LP storage tank was painted as per NFPA and environmental regulations. The LP gas vaporizer received annual maintenance. 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 water softener system received annual routine/preventive maintenance. The security system received annual routine/preventive maintenance and upgrading. The roof was inspected. 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 new water main was installed for the sprinkler system. A new sprinkler system has been installed throughout the addition. Duress buttons were installed in the Courts and Clerk of Courts areas. A one way window was installed in the Clerk of Court area. The emergency electrical generator received annual routine/preventive maintenance. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The HVAC equipment received annual routine/preventive maintenance. All thermostats were recalibrated. The water heaters received annual/preventive maintenance. The LP gas safety switch was tested. The LP storage tank was painted 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. The water softener system received annual routine/preventive maintenance. The elevator received annual routine/preventive maintenance. The automatic ADA front doors received annual maintenance. The roof was inspected. 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: A security card swipe system has been installed to limit access to secure areas. The Dental Vacuum was serviced/repared. The Dental backup air compressor has been replaced. The humidification system for the Lab area has been switched over to the soft water system. The main exhaust fan for lab has been replaced. The Hallway at Receiving and X-ray Departments had new vinyl flooring installed. All exterior windows have been sealed and painted. The Clinic roof was repaired. Various wiring upgrades were completed throughout the building(s). Used fluorescent tubes and ballasts were disposed as per environmental guidelines. 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 gas safety switch was tested. The LP storage tanks were painted and upgraded to meet NFPA and environmental guidelines. The LP gas vaporizer received annual maintenance. The air handling units had annual preventive maintenance performed. The environmental control software was recalibrated. The water heaters received annual/preventive maintenance. The Maintenance Policy and Procedures Manual was revised and updated. The EMS building catch basin was pumped out. EMS roof was repaired. The lawn sprinkler system received monthly/annual maintenance. The west side flower bed was redone. The automatic ADA front doors received annual maintenance. 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. The elevator received annual routine/preventive maintenance. The roof was inspected. 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 exterior windows were replaced with lexon to limit glass breakage. Vandalized shingles were repaired as needed. Additional barbed wire was installed at the rear of the building to prevent access to the roof. Graffiti was removed as it occurred. The tribal police were requested to increase patrols around this facility during non-business hours as a deterrent to vandals. A new surveillance system was installed around the building. The security lighting bulbs were changed out. Lighting ballasts were upgraded to energy efficient type. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The water heaters received annual/preventive maintenance. The HVAC equipment received annual routine/preventive maintenance. The LP gas safety switch was tested. The LP gas tank was leveled. The LP storage tank was painted 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. The roof was inspected. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Recreation Center: Vandalized shingles were repaired as needed. Additional barbed wire was installed at the rear of the building to prevent access to the roof. The tribal police were requested to increase patrols around this facility during non-business hours as a deterrent to vandals. New Carpeting was installed in the front hallway. Ceiling tiles were replaced in the Rec Room. The kitchen grease trap received annual maintenance. An emergency light was replaced in the Rec Room. The shower faucets received annual maintenance. The kitchen range hood fan was wired with a pilot light indicator. The roof vents were resealed (annually). The humidistat motors were serviced. The security lighting bulbs were changed out. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The water heaters received annual/preventive maintenance. The HVAC equipment received annual routine/preventive maintenance. All thermostats were recalibrated. The LP gas safety switch was tested. The LP gas tank was leveled. The LP storage tank was painted 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. The roof was inspected. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Training: All Tribal Maintenance Staff participated in Fire Extinguisher Training sponsored by Van's Fire and Safety of Green Bay. All Tribal Maintenance Housekeeping staff attended the Blood borne Pathogen Training at Maehnowsekiyah. All Tribal Maintenance Housekeeping staff attended the CTL janitorial seminar in Wausau WI and received certificates of participation. Mary Smith attended Communications Training in Appleton WI Congratulations!

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

MANAGEMENT INFORMATION SERVICE

Neil Elgin, Interim 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 14 full-time employees. Additionally, the department also has one grant funded programmer supporting Child Support applications. 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.

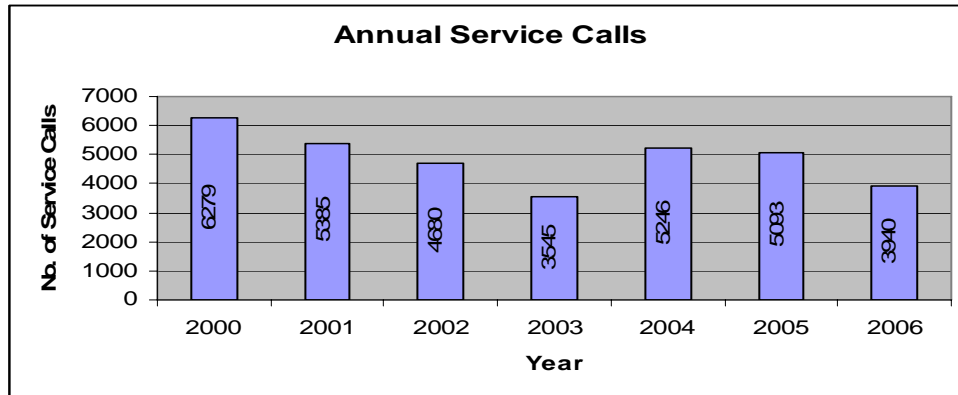
Mission Statement:

To increase the productivity of employees utilizing information technology within the Tribal structure, we are dedicated to providing personalized solutions, assistance, and consultation to all Tribal employees in the areas of training, programming, and technical services.

Fiscal Year 2006 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. The Menominee Tribe continues to be one of the leaders in computing technology among Tribal organizations and can be very proud of its current Tribal technology platform. Not only is it helping meet current needs, but it 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, intranet, walk-ins and departmental support projects or tasks. During 2006 we saw a slight decline in calls. This was attributed to changes in our service call process, one site hiring their own technician, and also through initiatives by the MIS staff to automate certain functions. These changes helped us to reduce the number of calls being recorded by allowing us to streamline certain processes and resolve issues in a timelier manner. However, as departments continue to

expand their computing capabilities, service support demands will continue to increase for the MIS Department. The following chart demonstrates that the department averages nearly 5000 calls for technology support per year.



MIS supported a number of projects in 2006 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;

New Tribal Intranet Website – The Intranet was designed and developed this fiscal year and quickly became an excellent source for all employees and departments of the Tribe to share information. Extensive work has been done on the site allowing users to schedule meeting rooms, print commonly used forms, view department contact information, view calendar events, list items for sale, enter service calls, and communicate any other important information to all tribal employees. The site will continue to expand as employees and departments realize the value of this internal tool.

Voice Over Internet Protocol (VoIP) Telephone Technology – The Voice Over Internet Protocol telephone technology was expanded to include Transportation, Housing, Chairman, and Tribal News. As new departments add this technology, they continue to see the value of using our existing computer network to facilitate telephone voice communications. By eliminating the need to maintain several tradition phone lines, the monthly bill for each department is greatly reduced. In addition, 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.

Live Vault Backup System – A new centralized backup system was put in place this year which automates data backup and recovery for all data and server information. The system automatically backs up all of our servers nightly, including the remote sites, without the need for tapes. Weekly tape changes have been eliminated and file restores can be now be completely through a web based interface. This new system ensures that all tribal data is backed up in a safe place in case of an unexpected disaster.

Security Cameras – A new AXIS security camera system was installed at Transportation which allows 24 hour monitoring of all activity. All videos are recorded and stored digitally on a server located inside the building. This allows retrieval of any data quickly, eliminates bulky video tapes, and also allows monitoring of activity from a remote location.

Computer Imaging - The MIS department also began using imaging tools to setup new computers for the Tribe. This process cuts setup time nearly in half allowing us to setup and distribute new computers much faster than in the past.

Programming and database management continued to develop, enhance and maintain over 40 databases and applications that support Tribal programs. The Programming team also developed 5 new applications this year including Activity Tracker, CWD, JOM, Time Cards, and the Warden Database using the new VB.NET programming language and SQL Server database.

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. The department also administers interview testing for the HR department during the hiring process. Training can be tailored for specific needs of a department and can be focused on a specific job function or for a specific software product.

Fiscal Year 2007 will focus on widening the technologies implemented during FY 06. Expanding the VOIP phone system to other departments, improving our connection speed to remote sites, and expanding the wireless capabilities are just a few of the initiatives taking place. 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 environmental, economical or social. 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.

BACKGROUND INFORMATION

The news department was established in 1976 and was known as Menominee Tribal News. It began as a monthly publication. In January, 1989 we went from a monthly publication to a bi-monthly publication. Twenty-four issues are published a year. This affords us the opportunity to make the news more current to our readers and better serve our community members. In 1997, the newspapers' name was changed to Menominee Nation News. In September of 1997, the department modernized the layout process by way of computer. Prior to this, the newspaper was produced via paste-up.

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 relevant 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 \$222,782. The departments' actual expenses for fiscal year 2006 amounted to \$190,801.45. This is total savings of \$31,980.55 for the year.

REVENUE

The annual income goal for FY 2006 was set at \$43,373.00. As per an income statement dated October 10, 2006 a total of \$57,207.27 was generated. This is \$13,834.27 over the projected revenue. The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line where we generate a much smaller amount of revenue via NSF checks, postage and reproduction of photos. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request reprints/digital files of photos published in the Menominee Nation News.

SUBSCRIPTION: The subscription income projection was set at \$7,780.00. As of October 10, 2006 a total of \$9,310.50 was received. The subscription income was above the projected revenue by \$1,530.50. The annual subscription rate is \$28.00 3rd class rate and \$38.00 for 1st class rate. To accommodate customers who cannot meet the expense of the yearly rates, we have developed quarterly rates for each class also. 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. This is the second year of this requirement and 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 10, 2006 a total of \$10,942.33 was received. The sales revenue received was below the projected revenue by \$2,767.67. As of October 2006 we have thirty-one (31) distribution sites. This includes thirteen (13) sites in Keshena with two (2) being complimentary sites for the Elders, five (5) sites in Neopit/Middle Village with two (2) being complimentary sites for the Elders, two (2) sites in Gresham, three (3) sites in Bowler, and eight (8) sites in Shawano.

ADVERTISING: The advertising income projection was set at \$21,833.00. As per the statement dated October 10, 2006 a total of \$36,745.50 was received. The income was above the projected revenue by \$14,912.50. 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. We also offer discounts to customers who advertise in four (4) or more consecutive issues. The discount offers apply to specific ad sizes and does not include 1/4 page or larger sizes due to the fact that a discount (approximately 25%) is already incorporated with the larger ad sizes. The majority of our customers prefer to be billed on a monthly basis. This was the eighth 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 seventh year Menominee Nation News has held this revenue listing. We began to offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We have had a positive response to this service. We also offer customers the opportunity to purchase photo reprints or digital files of the photos published in the paper, taken by Menominee Nation News. We also receive money for NSF checks that are returned. Revenue generated through postage costs, photos and NSF checks amounted to \$208.94 as per the income statement dated October 10, 2006. The revenue projection set for this listing was \$50.00.

DEPARTMENTAL STAFF CHANGES

There have been some staff changes since the last report. During 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. During the first few months of Fiscal Year 2006 the department operated with the same positions. Fortunately, in March 2006 the budget allowed for the part-time reporter position to be lifted to full-time for the remainder of the fiscal year. The last time Menominee Nation News had two full-time 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'06 are as follows: Devan Miller, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Roberta Penass, Reporter, (5/18/05-present); Marci Hawpetoss, Reporter, (09/06/05-02/10/06); Crystal Chapman, Reporter, (03/20/06-06/13/06); and Katrina Wychesit, Reporter, (6/26/06-8/31/06).

OTHER

The Menominee Nation News front page graphic changed with the first issue in January 2006. The graphic was designed by the Layout/Design Technician, Steven Price. We have received many compliments on the new graphic. In addition, we've been receiving more and more compliments about the paper itself. 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.

During the later part of 2005, the College of Menominee Nation conducted a community needs survey for the Strategic Planning Initiative. The survey was completed by a randomly selected group of Menominee Tribal Members, living on and off the reservation. An area included in the survey was communication. We are happy to report, according to the survey, Menominee Nation News is the most often used method of acquiring information about the community, both on and off the reservation; 84% on-reservation and 64% off-reservation. Word of mouth is the second most used mode of communication.

In June 2006, twelve (12) students from the Menominee Indian Reservation participated in a summer Pre-College Program sponsored by the University of Wisconsin Madison, titled "PEOPLE Program." During the three week program, the students learned more about newspaper publishing. We had the opportunity to share with the students, information about journalism and what it takes to develop a news story. Menominee Nation News staff also explained the process of how the MNN paper is set up and produced. The staff provided the students with an inside look at what it takes to publish a newspaper. We also helped the students produce a newspaper of their own, "Indigenous Times". This type of program isn't offered too often in our area. The staff is happy to have been able to assist the PEOPLE Program students.

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.

In November 2005 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.

Up until the first part of January 2002, the Menominee Nation News was being published by the Shawano Leader (Triangle Press) in Shawano, WI. There was a need to change publishers because of the price and the product being produced. In the later part of January 2002, Menominee Nation News start being printed by Waupaca Publishing Company in Waupaca, WI. Waupaca Publishing Company offered more services at a lower rate. 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 also been distributed on schedule.

MENOMINEE TRIBAL SCHOOL

Mr. 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 total number of students served during the 2005-2006 School Year was 197. The mission of the school is to develop individuals who are aware of their gifts as Native Americans, have respect and pride in their family and community, have begun the process of integrating culture and knowledge, value a quality education, are motivated to set high, attainable goals, and who recognize their responsibility to our Native American Nations and beyond. The school incorporates research-based materials and programs such as the Houghton-Mifflin Reading Series, and the Everyday Math Series

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
2004-2005	43%	22	54
2005-2006	41%	23	56
2 Year Average	42%	Total =45	Total =110

Math

Year	% Proficient & Advanced	# Students Proficient & Advanced	# Of Students
2004-2005	65%	37	54
2005-2006	32%	46	144
2 Year Average	48.5%	Total =83	Total = 198

Reading

Year	% Proficient & Advanced	# Students Proficient & Advanced	# Of Students
2004-2005	57.41%	31	54
2005-2006	59.03%	85	144
2 Year Average	58.22%	Total=116	Total= 198

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 2,400 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 Education (BIE) in regards to daily attendance, yearly enrollment, parental involvement, substance abuse incidents, and violent incidents. This information will be representative from the 2002-2003 school year forward.

Summary of BIA Annual Reports For The Menominee Tribal School

	2002-2003	2003-2004	2004-2005	2005-2006
Daily Attendance	93.2%	90.6%	86.5%	89.6%
Yearly Enrollment	241	239	221	197
Parent Involvement	3,051	3,200	3,000	2,400
Substance Abuse	0	0	0	0
Violent Incidents	41	26	15	43

Menominee Tribal School's goals for the 2006-2007 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 improve the number of parent volunteer hours at the school
3. To continue to update the current curriculum for all grades and all subject matter and core areas and align these areas with the Wisconsin State Standards.
4. To improve daily attendance for students during the school year to 90% or above.
5. 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)
6. To continue to hold an annual meeting to inform the community about what's happening here at Menominee Tribal School.

OPERATION OF TRIBAL GOVERNMENT

Karen Washinawatok, Tribal Chairwoman

The Chairman's Office is responsible for executing the actions of the Menominee Tribal Legislature and is the liaison to a wide spectrum of governments, organizations and special interests. Most importantly, this office is often the primary point of contact for service and inquiries from our tribal members – for we are here to serve and assist you.

For the purposes of this report, I want to breakdown for you what this office has been doing on behalf of the Menominee people.

On the home front we have been very busy – ensuring that the actions of the Legislature are honored and carried out. As many of you know, for nearly six months the Legislature only operated with six members while the tribal election was being disputed. I want to thank the five members of the Legislature who dedicated themselves to ensuring that the tribal government continued to operate in an efficient matter, for it required more of their time and energy. In July, we welcomed Laurie Boivin, Joan Delabreau and Gina Washinawatok to our ranks and their commitment and contributions to the well-being of the tribe have been appreciated.

Many of our efforts locally have related to working with sister governments and organizations. So, we continued to spend a lot of time working with the Board of Directors of Menominee Tribal Enterprises on forestry issues. The Legislature is dedicated to working with MTE to ensure that we collectively honor core governing documents that have relevance over forest management issues. This can sometimes be tedious and difficult but we believe the effort will serve the interests of future generations.

The Legislature has worked closely with the Menominee Gaming Commission, the Conservation Commission and our respective community committees, so that we can learn of your concerns first hand.

In addition, we continued to devote a lot of time – especially in the community – to the tribe's strategic plan. This has been an on-going initiative and we want to commend all of you who took the time to engage in this process. We think the plan will be an important benchmark in the tribe's contemporary history, for it lays out our hopes and aspirations for the future.

At the state level we have worked closely with Governor Doyle's administration to ensure that they are always cognizant of our concerns, especially relating to Kenosha. We also have met with state legislators in both the Assembly and Senate, so that they know of our issues first hand. This is an on-going educational process, though crucial to our concerns.

At the national level – we continue to work with the Bureau of Indian Affairs on the Kenosha Project's land-into-trust application at the regional and federal levels. This too is tedious and time consuming and we have to weigh any strategy against pending legislation in the Congress. Thus far, our project remains viable, but we're at the mercy of a complex and cumbersome bureaucratic process.

In our efforts to monitor congressional actions, we have been actively engaged in both the National Congress of American Indians and the National Indian Gaming Association. In addition, our lawyers – both at the state the federal levels – are looking out for our interests and making sure the Kenosha Project is favorably factored into any legislative scenario.

In closing, it has been an honor to serve as your Chairman and I want to thank my fellow legislators and all the tribal employees who help make tribal government operate efficiently and effectively. Your dedication is appreciated.

PROBATION/PAROLE

William Beauprey, Director

Consistent with applicable tribal laws regulating the Probation/Parole Department specifically Tribal Ordinance 94-01 Probation and Parole Regulations, 25 U.S.C. 1302 The Indian Civil Rights Act, Tribal Ordinance 79-14 Tribal Judiciary and Interim Law and Order Code Chapter 8 Menominee Indian Bill of Rights, and finally Tribal Ordinance 95-04 Tribal Governmental Plan.

The Tribal Probation/Parole Department is located in the Wilmer Peters Judicial Center, consisting of one Director, one Domestic Violence Probation/Parole Officer, one Wellness Court/ Youthful Offender Probation/Parole Officer, and one Administrative Assistant. Just down the hallway from the main courtroom.

Our Mission Statement is: Reduce crime, drug and alcohol use among adults over 17years old involved in the criminal justice system by using clear guidelines focusing on individual needs and Menominee Culture.

Services Provided:

We direct clientele to the appropriate community resource's or refer them out to neighboring jurisdictions in which they may live. This includes community service, education, employment, counseling for Anger Management, Parenting Skills, AODA outpatient and inpatient, Domestic Violence, and payment to Tribal Courts for restitution, fines, court cost, and jury fees. Each Probation/Parole Officer is involved with a specialty program or committee, for instance the Youthful Offender Probation/Parole Officer is involved with weekly staffing's, Drug Court and attends weekly Ordinance Court. She was also in on the formation of the Teen Court. The Domestic Violence Probation/Parole Officer has monthly CCR (Coordinated Community Resource Team) meetings with the Stockbridge Munsee and Menominee tribes. The Director attends monthly Strategic Planning Meeting's and Peace Keeper Court. I meet with the representative for the Tribal Police Department Officer Mary Grignon on updating the addresses for mutual caseload of the Sexual Offender Registration Program quarterly.

Number of customers:

This fluctuates between 220 to 240 active clients per month divided between three probation officers The Domestic Violence Probation/Parole Officer has the largest caseload of approximately 90 per month, the Youthful Offender Probation /Parole Officer has a caseload of approximately 60 per month divided between the regular clients and the Wellness Court client caseload, the Director has a caseload of approximately 80 per month.

Relevant statistics and data:

It should be pointed out that year after year going back to 1991 Assault & Battery most domestic violence related and Disorderly Conduct some domestic violence related crimes have always been the number one and number two crimes for the Probation/Parole Department. Approximately two years ago I met with the Chief of Police and the Chief Justice to help elevate the problem of jail overcrowding. I met with my staff and it was decided we would institute the new Alternative to Revocation (ATR) plan by allowing the offender yet another chance by them agreeing to additional community service or additional counseling sessions or both and maximum supervision meaning weekly report dates and home visits or both for their release into the community again. Only for those we feel are appropriate for another chance. Those not afforded another chance would be violent crimes, crimes against children and sex crimes. If a client is unable to complete all the conditions of probation or parole a request for an extension is sent to the courts within the 45 day time line as per ordinance 94-01 7 C.iii.b.

Our numbers for the year is we carried 2,661 probationers and 3 parolees 870 of these were absconders, 149 were new clients, 80 were release's, 87 were revoked, 81 were pre-sentence investigation interviews, 140 jail visits, 332 court appearances, 313 Wellness Court clients carried.

Probation conditions: 2,997 were ordered to pay court cost, 2,606 fines or option to do community service, 1,867 were ordered to AODA services, 1,223 were ordered restitution if any, 1,037 were ordered domestic violence counseling.

Total Clients for each Charge: 1,046 for Assault and Battery, 985 for Disorderly Conduct, 305 Malicious Mischief, 237 Controlled Substance, 101 Thefts. Just to touch on the larger amounts.

Services for FY2007:

The Youthful Offender Probation/Parole Officer is now part of the new Community Juvenile Service Provider Team. This is to utilize the Tribal and County services to assist the youth in their transition from the correction facility back into the community. The Director will continue school for a Bachelor Degree in Criminal Justice and Human Behavior. Volunteer for Religious Services (running Sweat Lodges) in Oxford Federal Prison.

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 an 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.

2005-2006 Statistical Summary: The Prosecutor's Office prosecuted a total of 2981 matters in the Menominee Tribal Court during this reporting period; this number includes a total of 371 criminal complaints and 80 juvenile delinquency petitions - the remaining matters involved; traffic matters, civil ordinance violations, extradition matters, child protection matters, conservation violations, mental health/alcohol commitments and related matters. The Prosecutor's Office made a total of 6000 appearances in Tribal Court on a variety of adult criminal, traffic, juvenile delinquency, curfew, extradition, child protection, mental health/alcohol and related matters. The top crimes prosecuted by this office were; Battery, Disorderly Conduct, Controlled Substances and Resisting or Obstructing

Officers. The adult criminal conviction rate for non-domestic violence offenses was 92 % in favor of the prosecution. For domestic violence matters, the conviction rate was 91% in favor of prosecution.

Mentionable Accomplishments: In conjunction with Tribal Courts, Probation-Parole Department, Tribal Police and Maehnowsekiyah 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 fifth year of actual operation for this former 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 16 new individuals were accepted into Wellness Court and this resulted in a total of 353 appearances in Tribal Court regarding these matters.

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. Rebecca Loudbear, a Wisconsin licensed attorney, was hired in FY 2006 as the Domestic Violence Prosecutor. She was responsible for all domestic violence prosecutions within the Menominee Tribal Court jurisdiction. The Prosecutor's Office was recently notified that the federal government has awarded the Menominee Tribe a new Domestic Violence Grant which provides monies to employ a Domestic Violence Prosecutor; this will allow program to continue for another fiscal year, without cost to the Menominee Tribe.

Staffing. During 2005-2006 the Prosecutor's Office was staffed by four full-time employees. This included; Prosecutor Wm. F. Kussel Jr., Assistant Prosecutor Mercedes Swimmer, Domestic Violence Prosecutor Rebecca Loudbear, and Secretaries Luanne Barrios and Pamela Ramey. In 2006 the Office hired Cara Thunder, who replaced Pamela Ramey as legal secretary.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

The PMA Department is staffed by Brett Hoffman - Director, Nicole Wilber – Procurement/Inventory Officer and Richard Ducane – 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 2006: Zoar Water Improvement, Fire Damaged Housing Unit, Public Transportation Two – 18 Passenger Bus and Bus Camera Bids, Housing Construction Materials Supply Bid, Public Transportation Generator Systems Bid, Community Development's

Quality Control and Construction projects for Fairgrounds Road Bridge and Keshena Falls Road Bridge, Design Services for Upper Bass Lake, Stacey Damn, Spears Road and Smokey Falls Pedestrian Bridges, HIP 4 – Bedroom manufactured Home, Keshena Water Improvements and Keshena Well/ Pumphouse Road Projects.

The PMA Department obtained equipment from the Federal Excess Property program with an original value of \$107,200. Included were a riding lawn mower, a fork lift, five trucks and various power tools.

Equipment transferred between departments of the Tribe totaled (saved) an estimated purchase value of \$317,000.

The PMA Department also generated \$16,414 in the sale of old equipment during this fiscal year.

The Fiscal Year 2006 Indirect Cost budget for the department was established at \$180,483. Although final FY06 figures are not available at the time of this report, the preliminary expense figures show at \$160,881.

RECREATION & MENOMINEE PARK

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
Sheena Dixon, Youth Center/Activity Leader
Edwardine Sanapaw, 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 2006 was 11,595
Total adults served for Fiscal Year 2006 was 4,198

Budget Allocation for F.Y. 2006

Youth Center	\$166,011.00
Park Maintenance	\$ 74,894.00
North American Indigenous Games	\$ 90,000.00

The Youth Center is open from 6 a.m.-9 p.m. on Weekdays and 12 p.m.-6 p.m. on Saturdays.

Youth Center Activities include: Air Hockey, Juke Box, Pool Table, Foosball, Darts, Pow-Wows, Dances, Movie nights, Car wash & Bake Sales. (Purchased new 52' TV, Surround Sound, DVD player, Bumper Pool, Pool Table, Dart Machine, Refrigerator, Microwave, Stove, Freezer, Carpeting on Stage, Linoleum for Kitchen & Juke Box).

Program Activities include: Community Halloween Party, Nightly Open Gym at the Menominee High School, Collaborative Christmas Breakfast in Keshena/Neopit/South Branch Centers, NBA/WNBA Youth Basketball Program in January and February, Valentines Dance, Collaborative Youth Fishing Derby, 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, Youth Olympics, President of WIAA Intertribal Youth Basketball/Volleyball/Softball League, Fundraising for the North American Indigenous Games to be held in 2006, Assisted with Neopit Little League & Keshena Little League, provided vans CRC, Legislature, Culture Camp, Keshena Little League, Tribal School & Hoop Dancers.

Significant Accomplishments: The Menominee Clinic Diabetes Grant helped provide Recreation with the following: 1.)Skateboard Park in Neopit, 2.)Recreation Field Playground Center, and 3.)Slam City new playing surface and goals.

The North American Indigenous Games were held July 2-8, 2006 in Denver, Colorado. The Menominee Team had 81 youth participants and 15 adult chaperones and coaches. This was a tremendous undertaking for the Menominee Recreation Department, this included our team plus nine other tribes of Wisconsin. All administrative, registration, budgeting, tryouts, travel, meetings were the responsibility of the Chef De Mission/Recreation Director.

We had a great time with all the Baseball teams with medals, Volleyball & Basketball team medals, several Boxers, Track & Field and Swimming medaled. With the Games being under funded this year, not like Canadian Government which provides all the funding to promote the games. The U.S. Games were short on money which made inadequate living arrangements and sporting venues. We will have a full report in November NAIG meeting in Vancouver, British Columbia of the Denver Games. All in all the Menominee youth had a great time, being there and participating, with July 4th picnic, Great America Trip and Colorado Rockies Game. Plus a great bus driver Joe Zack. We look forward to the 2008 Games in Vancouver, Ducan, British Columbia. We thank all supporters which include, Menominee Casino-Bingo-Hotel, Menominee Tribal Enterprise, Menominee Legislature, all the youth parents and individuals who made it possible for us to go. It will forever be a lifelong experience the youth will never forget.

The Menominee Legion and TCJ teams finished runner up for the leagues. The Menominee Legion team was defeated in a third trip to state. The TCJ Boy's team was defeated in the Championship game of the League Playoffs. Also, Shane Peters was selected and played in the Wisconsin American Legion All Star Game that was played at Miller Park. This was the third consecutive year we had a Menominee Player in the All Star Game. It speaks well for a successful Baseball Programs on the Menominee Reservation.

For the Wisconsin Inter-Tribal League we had Championship for the Junior High girls and High School Boys Basketball Teams. We also had participation in Boys Junior High Basketball and Co-ed Volleyball Leagues.

The Menominee Park Department provides upkeep and maintenance for twelve (12) sites on the Reservation, they are the following: 1.) Little League Field-Neopit 2.)Park Pavilion-Neopit 3.)Middle School Athletic Field 4.)Dog Town Park-Zoar 5.)Downtown Ball Field 6.)Nacotee Addition Park area 7.)Keshena Pavilion 8.)Recreation Baseball Field 9.)Recreation Ball Field 10.)Fairgrounds 11.)Blacksmith Park 12.)Fairgrounds-Baseball.

#	Department/Program /Activity	Est. Activity Cost	Grant/K T 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	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
3	Monthly Dances	\$ 500	No	Yes	No	Grades K-6	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
4	Monthly Dances	\$ 500	No	Yes	No	Grades 7-12	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
5	Fitness Center	\$ 2,000	No	Yes	No	Ages 12-18	Various times	Recreation	Tribal	None
6	Halloween	\$ 700	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
7	Family Fun Day	\$ 200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth Organizations
8	3 on 3 Tournament	\$ 500	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	All youth Organizations
9	Youth Olympics	\$ 500	No	Yes	Yes	All Youth	August	Communities	Tribal	JTPA & JOM
10	Santa Visit	\$ 1,500	No	Yes	Yes	Community	December	Communities	Tribal	JOM & Housing
11	Easter Egg Hunt	\$ 600	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM
12	TCJ Baseball	\$ 3,000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
13	Legion	\$ 3,000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
14	Little League	\$ 1,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
15	Timber Rattlers Game	\$ 1,000	No	Yes	Yes	Open	July	Appleton	Tribal	None
16	WIAA	\$ 2000	No	Yes	No	Ages 12 to 18	September-Nov.	Middle/High	Tribal	Community
17	Fishing Derby	\$ 500	No	Yes	Yes	All	March	Neopit	Woodland	Woodland Club B&G
18	Youth Center Equipment	\$ 6,000	No	Yes	No	Community	Seasonal	NA	Tribal	Youth Center

SOCIAL SERVICES

Mary Husby, Director

SOCIAL SERVICES

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.

In our Child Support unit, we have a Child Support Manager, five Child Support Specialists, a Child Support Clerk, and 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 funded under Child Support but assigned to the M.I.S. Department. Child Support 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 and contracts administered by Menominee Tribal Social Services are the BIA Administrative funds and BIA 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. Finally, there is a small amount of BIA. funding which is available to administer the Individual Money Accounts for legal incompetent individuals and minors. The remainder of the money is being used to finalize a Policy and Procedures Manual for this program.

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. \$50,264.62 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. The Social Services Attorney, funded with Tribal Funds, provided legal services to this department in contested Indian Child Welfare Act cases.

Program Accomplishments:

A. Social Services: During fiscal year 2005 Tribal Social Services provided services to 137 new cases. This total did not reflect the 62 cases which were carried over from FY 05 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 199 cases in FY-06, which was five cases less than the previous year.

The new case referrals for the year represented the following types of cases: 119 new Indian Child Welfare Act cases, seven enrollment assistance cases and four Child Welfare Assistance cases (foster care and day care). There was one courtesy supervision case, 4 Adult Paternity cases, one case for counseling, one delinquency case and one case for advocacy services. There were 13 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 legal 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 6 cases requesting assistance for enrollment, 3 cases failed to complete the process/application. One case was enrolled with the Menominee Tribe and two cases were placed on the Ancillary role. In the three enrollment assistance cases carried over from FY-05, two were enrolled. There was no follow through in the other case. Case closures for the year totaled 122.

Part of the work plan for FY-06 called for a variety of agreements to be negotiated with the state and counties to allow for social services resources available to those entities to be utilized by the Tribe. These agreements were negotiated with representatives of those agencies in conjunction with the Program Attorney or Social Services Attorney. Agreements in place 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. In the situation with Menominee County, the Tribe is contributing \$150,000 per year to Menominee County for the out-of-home placements. 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. Over the last several years, we have voiced our objection over the amount of money being assessed to our Tribe for the use of their system. We continued to note the issues at various state and federal meetings. As a direct result, we were able to negotiate a decrease in payment from \$91552.00 per year to \$820.00 per year. This will take effect 10/1/06. We were very pleased with the results and the savings for the Tribe.

The last contract that was entered into by the Tribe and the Wisconsin Department of Health and Family Services concerned the Kinship Care Program. This program provides financial benefits to eligible recipients caring for minor relatives. The program received funding for benefit payments in the amount of \$295,444 and \$25,615 for assessment costs. The Tribe supplemented the program for administrative costs above the \$25,615. Kinship Care services were provided to 100 unduplicated families in FY-06. This represented services to 151 unduplicated children, which is decidedly below the statistics for FY-04 and somewhat below the statistics for FY-05.

Another component in our work plan for the year was to provide family preservation and support services which would result in permanency outcomes for ten cases. During the year, there were eight adoption cases and five cases which resulted in the transfer of guardianship from a parent to another individual. We did facilitate the reunification of nine children with their parent(s) or relatives. Thus, permanency outcomes were achieved for 22 children.

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 BIA Child Welfare Assistance Funds. Eleven children were served in this program during the year representing 1293 days of day care services which was a decrease from last year. However, three more children were served in FY-06 compared to FY-05.

In FY-06, 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 \$38,002 which was used to provide respite day care services to families affected by Domestic Abuse. Services were coordinated with Maehnowsekiyah DV Shelter and the Tribe's Day Care Center. The project served twelve children from 10/1/05 through 9/30/06 and will continue to be a resource for victims and their children in FY-07.

Another aspect to this program was to provide training and educational awareness regarding the dynamics of Domestic Violence. A joint effort among Maehnowsekiyah, Tribal Day Care, Tribal Social Services and the Stockbridge-Munsee's Family Services Program Manager resulted in a training event which was offered in August during the day and repeated in the evening. 116 people participated with the following Tribes represented: Stockbridge-Munsee, Forest County, Potawatomi, Oneida and Menominee. Evaluations from the training provided an overall ranking of 4.53 out of a possible 5.0. Therefore it was very well received.

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. 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 not to meet the criteria of child protection but could benefit by receiving child welfare services. Another accomplishment would have to be the improved communication among all agencies working in the area of Child Abuse/Neglect, especially the involvement of the Menominee Indian School District's representative. Federal involvement by the FBI and U.S. attorney has been limited to those more serious cases which will be prosecuted in the Federal Courts.

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 BIA and the Office of Trust Funds Management for their approval of the release of funds as described in the distribution plan. During the year, five applications were

approved. There were two denials. Assistance was provided to six account holders who were age 18 or turning 18. There are approximately 1303 cases that remain in the Individual Indian Monies Program.

Briefly, some other accomplishments achieved over the last year should be mentioned. This department, along with assistance from the Social Service Directors from the other ten Tribes, was able to get the Wisconsin Department of Health and Family Services to change their Child Welfare computer system to include specific criteria for identifying a child as Indian during the intake (ACCESS) process. The end result of this effort is the earlier identification of Indian children in the system and the documentation of efforts that counties need to take to comply with the Indian Child Welfare Act requirements, including notification to Tribes.

As an additional part of the efforts to insure greater understanding and compliance with ICWA, the Tribal Social Services Directors in Wisconsin along with the Department of Health and Family Services have convened a workgroup to amend the Wisconsin's Children's code to include ICWA into State Statutes. A major part of the work was done in FY-06 and it is anticipated that a Bill will be introduced in FY-07 to accomplish this objective.

B. Indian Child Welfare: The Menominee Tribe designated \$50,264.62 of its BIA Social Services funding for Indian Child Welfare Act activities. The work plan for the year specified that the department provide counseling/intervention services to 55 Menominee youth and their families who were involved in court proceedings as identified under the Indian Child Welfare Act. During the course of the year, we were able to provide services to 74 of the 119 cases referred to the Tribe. In 45 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 had noted an increase in ICWA cases over the last several years. In FY-04 we received 124 case referrals and in FY-05 there were 140 referrals. However, this past year that trend has slightly decreased to the 119 number.

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 136 court appearances on behalf of cases. Thus, we exceeded our projections for the year.

Social Services/Emergency/Catastrophic:

Menominee Tribal Social Services administers the Emergency/Catastrophic Program. This program is totally supported with Tribal Funds. This past year \$18,000 was allocated for this 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 171 applications for assistance were approved. Fifty applications were denied.

Conclusion: In thinking about the past year and the enormity of the tasks that we faced, along with our families, I am reminded of the inspiration provided by a twelve year AIDS activist, Nikosi Johnson, who is deceased. His motto for life was, "Do all that you can, with all that you have, in the place where you are, in the time that you have."

I have taken his adage to heart and this has become the philosophical reference point for Menominee Tribal Social Services. I thank a very dedicated and hard-working staff who display this philosophy on a daily basis.

Menominee Tribal Child Support

Menominee Tribal Ordinance 85-22 created the Menominee Tribal Child Support Agency and provides the agency with its jurisdictional and enforcement powers. A grant award for the provision of Child Support services is awarded by the Federal Government under Title IV-D of the Social Security Act and a 20% contributing cash match is made by the Tribe. The primary focus of the Menominee Tribal Child Support Agency is directed toward providing assistance to promote stability, health, safety and economic security for children and families in need of support. Services which are provided include Intake, Locate, Paternity Establishment, Support Establishment and Enforcement, Income Withholding, Review and Adjustment, Interstate Enforcement, Financial Management and Case Closure. One of the most important measures of performance for any Child Support Agency is its ability to deliver support to the children and families.

There were a total of 735 referrals for services received by the agency during FY2006. Of these, 288 were duplicates and/or inappropriate referrals for which the agency already had an open, active case or the cases were

open in other jurisdictions. The remaining 447 were new and/or re-opened cases and were assigned to Child Support workers for follow up and support establishment and enforcement. The cases were referred by Economic Assistance Programs (54%), Self Applications (26%), Other Jurisdictions (2%) and the Paternity Unit (18%). Locate is a required component of the Child Support services and is necessary so that workers can proceed to the next step in securing child support for children. Locate resources at both the federal and state level, as well as non-automated locate activities are initiated by staff when the identity, whereabouts, employment, income or asset of the non-custodial parent are unknown. This function contributed to the increased number of court orders established as well as the steady increases in collections the agency has seen over the past three years.

As of 9/30/2006, there are 1,586 Child Support cases open in the agency. An additional 93 cases are open in the Paternity unit for a total of 1,679 cases. Of these, new court cases were assigned for 68 Paternity cases and 145 Child Support cases during the fiscal year. There are 414 cases, (26% of the total child support caseload), open for services to children living with non-legally responsible relatives or in foster care placement.

Enforcement is another required function of the Child Support Agency. Locate, Income Withholding, monitoring, review, intercept, and charges of civil contempt are some of the enforcement activities carried out in the agency. Support has been established for 1017 cases. Considering that this percentage was at 5% when the current staff was hired in FY2002, this increase is a notable accomplishment, directly contributable to the hard work and efforts of the current staff. There were 606 cases scheduled and heard by the Menominee Tribal Court during the fiscal year beginning October 1, 2005 and ending September 30, 2006. This represents a 9% increase in the number of cases brought into court when compared to FY2005.

The current staff of Child Support began employment with the agency in 2002. During the first year of their employment, an extensive training and In-service program was implemented in order that the agency would be in a better position to carry out probably the most important part of Child Support - getting support dollars to the children and families served. These efforts resulted in a significant increase in collections for FY2003 (an increase of \$410,946.00) as compared to those reported by the agency in FY2002. There has been a steady increase in the collections for each year following FY2003. The collections for the years were: \$667,760.00 in FY2003, \$761,624.00 in FY2004 and \$820,467.00 in FY2005. The total collections for this fiscal Year (FY2006) are in an amount of \$971,464.00. The increase, 18.4%, met our FY2006 objective to increase collections by 10% for FY2006. The steady rate of increase in collections is directly attributable to the hard work and dedication of the staff of Child Support.

SOUTH BRANCH COMMUNITY

Tony Warrington, President

The South Branch Community Center's budget is \$8,000. These funds allow the center to provide the basic maintenance and operational needs to keep the facility operational. These funds provide for building maintenance, utilities, supplies, heat, as well as cleaning materials for the center.

The Center's primary purpose is to provide a gathering place for the South Branch Community Members. The Johnson O'Malley Program provides for a part time position for tutoring and librarian services. These services are available for adults and youth.

The Community Center Representatives are:

Anthony (Tony) Warrington, President
Barbara Wescott, Secretary
Clare Corn, Treasurer
Charles James, Youth Representative

Lloyd Pecore, Vice President
Eugene (BB) Wescot, Alternate
August Corn, Alternate
Nanette Tousey, Youth Representative

The Aging Division provides delivered meals for the elderly daily-5 days a week in which many of the elders enjoy gathering at the center for their lunch. Many of the elders enjoy visiting and providing input to the center on a daily basis.

This year, the Community Resource Center provided 5 new computers for the center and the Library provided the printer. Future plans include to expand the technology area where internet and computer services will be available for youth to elderly populations. It is a hope that activities will center on this technology for all age groups.

It was exciting to see that the elders began using the computers by being introduced to games such as solitaire and hearts and the youth utilized the computers for homework.

The center has sponsored the following annual activities this year which include:

The Youth Mission Group from Michigan continues to visit for the 3rd summer in a row. This year the group consisted of 10 participants with 3 supervisors. They stained the building and painted the kitchen area as a summer project.

The Community Garden flourished again this year with numerous vegetables and flowers. Care was given by the elders who made it even more special.

An Annual Halloween Party was held for the community. Children of all ages attended with their families and an exciting time was held by all. Community members enjoyed the event and many of our community members volunteered to make it a successful event.

The Youth Development and Outreach sponsored their annual Winter Camp which consisted of a weekend stay.

Christmas with Santa was held for the community. The children were excited to see Santa and could hardly wait to tell them their wishes. Families, friends and youth enjoyed this annual gathering.

The Third Annual Bean Fest was held again this year. The Bean Fest used to be a tradition held dear to the community families in years gone by. It was exciting to see a family tradition brought back by South Branch Community. The Bean Fest got its name as whoever gets the bean organizes the next year's event which includes cooking and entertainment. This past year Gerhardt Wychesit organized Thunder Country as the entertainment.

The Community Center also sponsors the South Branch Community Meetings held by the Menominee Tribal Legislature. This past year there have also been educational and informational meetings regarding DNR and Conservation issues regarding plants, annual spraying and wild flower presentations.

The center is available for a number of tribal programs that provide activities, special events and community service projects, family learning activities. The center is also used by the community for fundraisers, funerals, birthdays and celebrations.

The center continues to be well utilized by the community and other programs. The success remains as a center constantly being occupied by its community. The South Branch Community Center remains a happy and safe place for the community youth, elderly and families to gather which is held in high regard by its community.

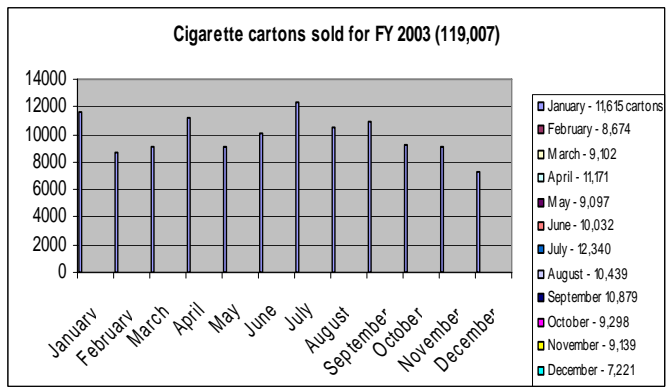
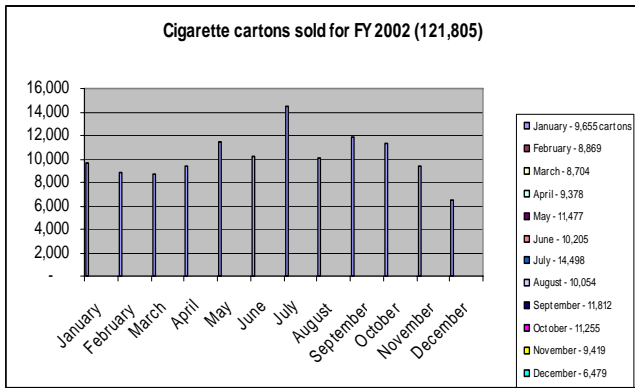
TAX COMMISSIONER

Roberta Reiter, Director

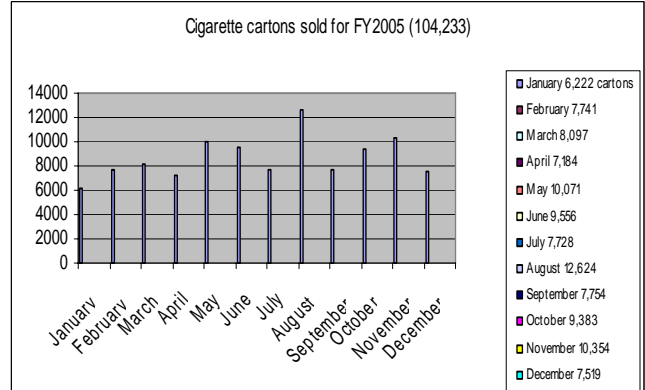
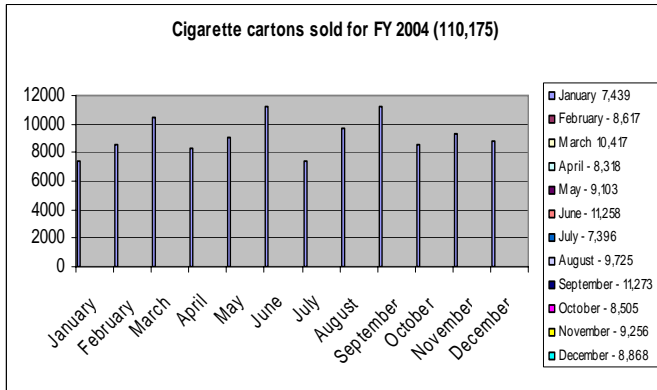
Mission Statement

The Menominee Indian Tribe of Wisconsin, the Tax Commissioner's Department monitors and enforces tribal regulatory permits, ordinances, licenses and payment of Tribal taxes. Ensure 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 2002 & 2003.



The following graph shows the cigarette cartons sold on the Menominee Reservation 2004 & 2005.

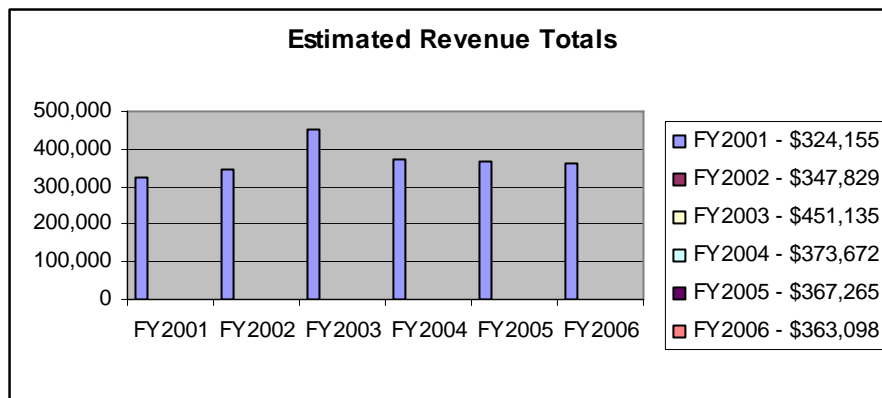


The Gasoline Tax Refund for fleet vehicles is also prepared in the Tax Commissioner's office. To apply for the gasoline tax refund all Tribal departments with fleet vehicles must submit monthly gasoline invoices which are then totaled for the year and submitted on form 8849 provided by the Department of the Treasury – Internal Revenue Service. The amount budgeted for the Tax Commissioner's Office operation for FY 2005 was \$82,006.00

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 form MTE
- No. 83-03 Fireworks
- No. 94-15 Hotel Room Tax

In the graph below shows revenue generated from FY 2001 – FY 2006:



TRANSPORTATION

Shawn, Klemens, Coordinator

The Transportation Department has been working on a Transportation Development Plan to not only assess our current services but also look at our needs and gaps in service. We are currently in our first year of this planning which includes developing partnerships with other department to improve overall transportation services for the community. Our first partnership has been with the Menominee Tribal Clinic, by partnering with them we are going to be able to increase the clinic's non-emergency transport trips as well as providing access to cities and communities that are currently outside of our service area. In addition we are also working with the Community Development department to look at areas where we can improve pedestrian walkways and crosswalks, in order for us to be transit friendly we must first be pedestrian friendly which will allow easy access to and from our buses.

This year Menominee Public Transit will apply for two additional grants which will allow us to increase our services to the community, these grants are being applied for to close the gap in our services which currently are not able to be provided. The total amount of these grants are estimated to be \$854,000 additional Federal & State dollars, which would result in additional transportation services for the community.

Menominee Transportation Department manages and provides direct staff and services for the Menominee Tribal School, Menominee Indian Headstart, and starting in FY 07 the Menominee Tribal Clinic.

The Transportation Department continues to assist Tribal departments not only with transportation needs / services but also with maintenance of their vehicles, and when space permits we provide secure parking for Tribal vehicles.

Staff: The Transportation Department staff consists of a Transportation Manager, 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:

Tribal Fiscal Year October – September	<u>2004</u>	<u>2005</u>	<u>2006</u>
Keshena to Neopit, Zoar, M.V. & Back	16,675	16,156	12,261
Keshena to S.B. & Back	2,458	2,649	774
Keshena to Shawano & Back	18,351	18,608	21,633
Keshena & Ext. Keshena Area	14,155	13,702	11,186
Special Trips (Outside Ext. Area)	9,217	7,189	3,677
Keshena to V.V. & Back	1,280	845	1,287

Elderly One Way Trips by purpose & Type:

Tribal Fiscal Year October – September	<u>2004</u>	<u>2005</u>	<u>2006</u>
Elderly / Ambulatory	26,933	24,555	12,422
Elderly / Non-Ambulatory	141	227	252

*Decrease in trips for FY 2006 was due to Menominee Public Transit no longer counting meal deliveries as one way trips.

Capital improvements for Menominee Public Transit for Fiscal year 2006 will include (2) new buses, (5) new ADA minivans, and equipment and facility improvements. Capital improvements are funded 80% WIDOT and 20% BIA dollars.

Upcoming projects for FY 2007:

Continue to work on the completion of our Transportation development plan, which is currently set to be complete by the end of September 2007.

We will be doing another building addition which will allow us to increase our bus storage both indoor and outdoor. In addition to bus storage we will also be increasing our office area to include more offices, larger bathrooms, a driver ready room, a meeting room etc.

Menominee Public Transit will work with Community Development to assist and improve our pedestrian walkways and crosswalks.

TRIBAL ADMINISTRATION

Jeremy Weso, Administrative Manager

I. Overview

Administration is an internal services department that is responsible for providing an array of administrative services to departments and programs operated by the Tribe. Among those services include grant writing, grant management, budget development, project development, contract negotiation, and planning. Additionally, Administration is responsible for implementing, enforcing, and monitoring the effectiveness of 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 it to perform. Administration 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.

II. Mission

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

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

III. Staffing

Administration is staffed by twelve highly skilled and dedicated employees who collectively possess over 122 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 342 programs, 750 employees, several thousand contract requirements, and \$76 million in operating revenues and expenses. The administrators include Jeremy C. Weso, Administrative Manager; Annette Westphal, Administrative Services Officer; Jennifer Gauthier, Administrative Services Officer; and one vacant position that will be filled in FY2007.
- 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 (Brenda Tomow), and one Assistant Strategic Planning Coordinator (Marc Hawpetoss). 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. The Assistant Strategic Planning Coordinator tends to various administrative aspects governing implementation and monitoring of the Tribe's strategic planning grant.
- Grant Proposals and Submissions. This section is staffed by one senior Grant Writer (Sigrid Congos), an Assistant Grant Writer (Carmella Peters), and a Grant Writer Aide (Amy Munoz). In addition to writing grant proposals, this section also provides limited technical assistance to departments and programs, initiates the grant management recording and filing process, and distributes federal register notices that are of general and special interest. A comprehensive summary of grant writing activities appears near the bottom of this report.

IV. Summary of Programs

- Administrative Services – This is an ongoing program funded through the Indirect Cost Proposal, which is a discretionary program reviewed and approved by the Legislature and the U.S. Department of Interior – National Business Center. All departments and programs of the Tribe are eligible for available services provided under this program. Among the functions, services and activities provided by Administration to the organization include, but are not limited to, the following:
 - Development, review, approval, and/or tracking of:
 - grants, including the drafting of program narratives, detailed budgets, and forms associated therewith;
 - requests for changes to grant scopes of work, periods of performance, and award amounts;
 - in-house budget modifications;
 - employee contracts and amendments, and lease, construction, service and consultant contracts/agreements;
 - memorandums of agreement/understanding;
 - bid reviews and solicitation notices;
 - expense recodes, purchase requisitions, routine and emergency check requests, after-the-fact purchases, and tax exemption certificates; and
 - certain employee requisition, change of status forms, leave requests, mileage reports, travel authorizations, and travel vouchers.
 - Provision of technical assistance to departments and programs, including the development of policies and procedures, budgets, correspondence, presentations, and training sessions for employees;
 - Development of the annual Tribal budget, Restricted Use budget, and Indirect Cost budget;
 - Receipt, distribution, electronic archiving and repositing of all grant related documents;
 - Facilitation of monthly directors meetings and special directors meetings, and providing training or policy overviews to directors at said meetings;
 - Monitoring General Services Administration (GSA) billings and preventive maintenance checks and services for vehicles leased through GSA;
 - Coordination of the annual orientation training for newly elected members of the Legislature; and
 - Development and/or negotiation of the following grants and funding agreements:
 - Act 161 agreement;
 - Chapter 51/55 agreement;
 - Public Health agreement;
 - Emergency Transports;
 - Telecommunications;
 - Roads Maintenance;
 - Cooperative Road Construction;
 - Consolidated Services (including Library, Elderly Assistance, Recycling, Joint Law Enforcement Services, and Fire Hydrant maintenance); and
 - Grants with Woodland Youth Boys & Girls Club, Chicago Community Center, South Branch Community Center, College of the Menominee Nation, and East-West University.
- Strategic Planning Initiative – This is a 3-year discretionary grant program funded by the U.S. Department of Health and Human Services – Administration for Native Americans. Year 2 of the grant, which concluded on September 28, 2006, provided \$181,270 in federal funds for the Tribe to provide continuing training and public relations on the Tribe's Strategic Planning Initiative. All departments and programs of the Tribe are eligible for available services under this grant. Among the functions, services and activities provided by Administration under this program include, but are not limited to, the following:
 - Providing guided strategic planning sessions for 12 staff groups from tribal government programs and for the Directors' group, resulting in identification of strategic goals, objectives and action plans. This objective was successfully completed.
 - Revising action plans based upon input from the community, program directors, and the Legislature. This objective was successfully completed.
- Assistance to Firefighters – This is a 1-year discretionary grant program funded by the U.S. Department of Homeland Security – Federal Emergency Management Agency. This grant, which concluded on December 31, 2005, provided the Tribe \$225,000 in federal funds to help the Tribe purchase a \$250,000 Class A fire engine/tanker. The fire engine/tanker was ultimately placed into service at the Middle Village Fire Department in June, 2006. This objective was successfully completed.

- Grant Match Account – This is a one-year discretionary program funded by the Tribe. In Fiscal Year 2006, which concluded on September 30, 2006, the Tribe provided \$100,000 for Administration to provide qualifying cash matches to Tribal departments and grants that had applied for other assistance awards requiring local cost share requirements. This objective was successfully completed.

V. Highlights

Among some of the highlights this past year that Administration would like to share with the public includes the following:

- Administration assisted the Conservation Department in finding a new home. The department is now located at the Hilary “Sparky” Waukau Forestry Center. The move brings MTE Forestry personnel, Environmental Services Department personnel, Forest Fire prevention/suppression personnel, and Conservation personnel under one roof. This move was long overdue and will go a long way towards safeguarding the natural resources of the Tribe.
- Administration assisted the Menominee Tribal Police Department, Shawano City Police Department, and the Conservation Department with the project design and development of a new firing range in Shawano. The firing range is located near the Shawano City land fill. The project is good for the Menominee environment because it will eliminate the further addition of lead into the ground near Middle Village, which was the site of the Menominee Tribal Police Department’s former firing range.
- Administration helped the Tribe’s Wellness Program obtain a \$100,000 grant from the Indian Health Service that will help the Wellness Coordinator focus on weight management, nutrition, and fitness throughout the organization, including among employees of the College of Menominee Nation and the Casino.
- Administration helped the Historic Preservation Department obtain \$600,000 from the U.S. Department of Housing and Urban Development. The funding will help the Tribe construct a new museum near the current Logging Museum. We expect that construction will be completed near the end of FY2008.
- Administration helped the Menominee Tribal Police Department obtain funding from the Indian Highway Safety Program. The funding will enable the police department to increase patrols during critical or crime-prone times of the day.
- Administration acquired a new, \$250,000 fire engine for assignment at the Middle Village Fire Department. The new engine will incrementally help the Town of Menominee replace an aging fleet of fire engines and augment the Town fire department’s fire suppression capabilities.
- Administration helped the Recreation Department develop a comprehensive, 5-year Recreation Plan that will help the department deliver better services to the youth.
- Administration helped the Aging Division develop an Elders Survey to assist in the development of a comprehensive elder’s plan that will assist in providing improved services to our elders in the community.
- Administration obtained funding from the Bureau of Indian Affairs that was used to purchase high-resolution aerial photography of the entire reservation. The photography includes 18 inch resolution images of uninhabited areas of the reservation, and 6 inch resolution images of the inhabited areas of the reservation. This photography will help land use planners, foresters, and road construction planners create better designs, plans, and specifications for future development throughout the reservation.
- Administration unveiled a new budget application for use by departments and outside agencies seeking appropriations from the Tribe. The new application helped the Budget & Finance Committee better analyze requests that were submitted, and will help managers and directors better evaluate the performance of their programs. Administration aims to build on the form in FY2007.
- Administration wrote and obtained legislative approval of a budget appropriations policy that systematically guides the Budget & Finance Committee through the development of the Tribal budget. The policy requires Administration to develop an annual schedule identifying important milestones and deadline dates throughout

the appropriation process, holds the committee to meeting such deadlines, and identifies priorities among programs. In its first year in effect, the policy worked well; however, many of us in management and among the elected leadership identified areas in the policy that can be improved upon. Accordingly, Administration will work to further develop the policy in FY2007. This policy is available on Administration's website for those who are interested in viewing it.

- Administration began working on an Ordinance Database with the MIS Department. The database will provide users with the ability to view copies of ordinances and amendments that are saved in a PDF file format. Administration also scanned 27 years worth of ordinances into the required PDF file format. Administration hopes to have the database available to schools and libraries beginning in the second quarter of FY2007.
- Administration obtained a Tribal Court Assistance grant in FY2006. This grant will (a) help the Tribal Courts, Law Enforcement, and Prosecutor's Office develop an integrated reporting and calendaring system, (b) help the Judiciary revise the Rules of Civil and Criminal Procedures, and (c) help the Chairperson's Office codify all ordinances of a general and permanent nature. The work Administration did to scan all ordinances into a pdf file format will help the Tribe's contractor, General Code Publishing, to complete the code by the end of FY2007.
- In its efforts to promote the Strategic Planning Initiative, Administration facilitated/attended 7 community meetings, 3 elder meetings, 4 Menominee Language & Culture Commission meetings, 5 in-service training sessions, 5 youth meetings, and 21 Integrated Resource Management Planning meetings. Administration also provided the Legislature with 12 monthly overviews of its work on Strategic Planning.
- Administration replaced 2 squads and 1 truck through the General Services Administration, and processed \$168,598 worth of GSA billings in FY2006. The billing includes gas, maintenance, mileage and upkeep for the vehicles. In FY2007, Administration expects to replace 5 squads, 1 police blazer, and 2 trucks.
- Administration said goodbye to the following directors and employees this past year:
 - Al Fowler, Director of Conservation, who passed away unexpectedly in November of 2005. Al was very passionate about his work, a true champion of our natural resources, and an irreplaceable leader among the Tribe. He remains fond in our memories and very much missed.
 - Bernard Vigue, Community Development Director, who resigned effective February 3, 2006. We wish Bernie well and hope that he enjoys retirement, no matter how short lived that retirement may be.
 - Gaynelle Hawpetoss, Enrollment Director, who left her employment with the Tribe on May 25, 2006. We wish Gaynelle the best of luck in all of her future endeavors.
 - Yvette Snow, License & Permits Director, who left her employment with the department on June 27, 2006.
 - James Horton, Director of Housing, who resigned on August 4, 2006. We wish him well and thank him for his service to the Tribe.
 - Brian Kowalkowski, Community Resources Planner for Administration, who resigned on June 30, 2006. Brian was instrumental to the development of the Facts & Figures Handbook, 3rd Edition, work Administration performed on the Middle Village Annexation issue, and the aerial photography project, among numerous other initiatives. He was a tremendous asset to myself and others in Administration, and was depended upon by many throughout the organization. His absence to this office and the organization will be felt long after this report is forgotten. We wish him well in his new position with the U.W. Extension Office at Menominee County.
 - Alan Caldwell, Menominee Tribal School Administrator, who resigned on August 25, 2006. We wish Alan well in his future endeavors.
 - Robert Lansing, Management Information Systems (MIS) Director, who resigned on September 22, 2006. Bob left to take up a position in the public sector after serving the Tribe for over two years. We appreciate the many fine contributions Bob made to the Governmental Affairs Committee and to management, and we wish him well in his new position.
- In FY2006, we welcomed the following directors and employees, and wish them well in their new positions:
 - Walter Cox, Conservation Director, who accepted his new position as the new Chief Warden on January 6, 2006.
 - Todd Every, Community Development Director, who accepted his new position as the director on March 27, 2006.
 - Yvette (Snow) Ducane, Enrollment Director, who accepted her new position as the director on June 26, 2006.

- Brenda Tomow, Community Resources Planner, who was promoted to her new position as the Community Resources Planner on July 17, 2006.
 - Diana Taubel, License & Permits Director, who accepted her new position as the director on September 25, 2006.
 - Robert Tucker, Menominee Tribal School Administrator, who accepted his new position as the administrator of the Menominee Tribal School on August 23, 2006.
- Although Administration was not able to fill the vacancies that exist in the Housing and MIS directorships, we are confident the contributions the individuals we hire in these positions will make significant and meaningful contributions to the Tribe. I look forward to updating the membership on these two positions next year.

VI. Committee Memberships/Contributions

In FY2006, the Department of Administration was assigned to serve on or support the following committees:

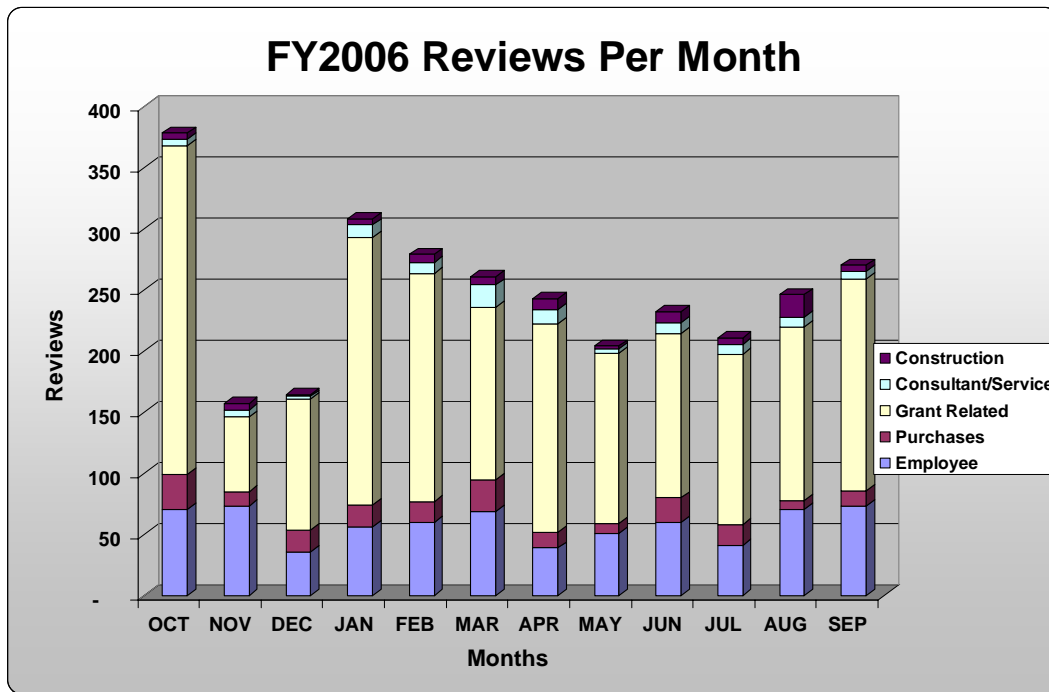
- Management Team – The Administrative Manager is a voting member of the Management Team. The Management Team is responsible for reviewing complaints, advancing recommendations of an organizational nature, and implementing such recommendations, subject to the limitations imposed by the Government Plan.
- Governmental Affairs Committee – The Administrative Manager is a voting member of the Governmental Affairs Committee. The committee's jurisdiction is restricted to recommending, researching, and investigating the policies of the organization, and reporting its findings to the Legislature.
- Budget & Finance Committee – The Administrative Manager is a voting member of the Budget & Finance Committee. The committee's jurisdiction is restricted to recommending, researching, and investigating the appropriations of the organization, and reporting its findings to the Legislature.
- Investment Committee – The Administrative Manager is a voting member of the investment committee, which is a body responsible for developing the investment strategies of the Tribe.
- Menominee Tribal Legislature/Menominee Tribal Enterprises Joint Taskforce - The Administrative Manager is a non-voting contributor to the MTL/MTE Joint Taskforce. Administration provides its experience in contracting and negotiating with the federal government to the committee upon its request.
- Menominee Tribal Legislature/Menominee County Joint Taskforce – The Administrative Manager is a non-voting contributor to the MTL/Menominee County Joint Taskforce. Administration provides its experience in contracting and negotiating with State and local governments to the committee upon its request.
- Ad Hoc Rules of Procedures Committee – The Administrative Manager is a non-voting contributor to the Menominee Tribal Legislature in its development of rules of procedure for the Menominee Tribal Legislature.
- Wood Stoves Ad Hoc Committee – Administration was a non-voting contributor to the development of strategies designed to minimize the effect removal of wood stoves would have on housing tenants.
- Roads Workgroup – Administration is a voting member of this committee. The committee is responsible for developing the Transportation Improvement Plan and prioritizing road construction projects.

VII. Statistical Summary

Administration conducted 2,953 reviews in FY2006 versus 3,489 reviews in FY2005, representing 536 (18.2%) fewer reviews in FY2006. The reduction in reviews is attributed to the 546 fewer budget modifications that were processed in FY2006; in FY2006, a total of 1,342 budget modifications processed versus 1,888 in FY2005. Administration credits this decrease to its efforts in FY2006 to help directors and program managers better annualize (or predict) its costs and make projections on their future expenditures.

**FY 2006 Activity Tracker Spreadsheet
October 1, 2005 to September 30, 2006**

DESCRIPTION	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	TOTAL
Grant Related Reviews													
Budget Modifications	228	45	69	114	130	139	123	95	86	97	88	128	1,342
Expense Recodes	36	10	27	85	53	2	38	35	41	26	48	34	435
Grant Application Reviews	-	1	2	1	1	-	3	1	1	1	-	3	14
Grant Awards	1	1	5	4	-	-	1	3	-	4	-	6	25
Grantee Invoices	-	-	1	1	-	-	-	-	-	3	-	-	5
Reports to Funding Agencies	2	4	1	6	1	-	4	2	-	1	1	2	24
No-Cost Extensions	-	-	-	-	-	-	-	-	-	2	3	-	5
Program Modifications	2	-	2	8	1	-	1	3	6	5	2	-	30
Totals	269	61	107	219	186	141	170	139	134	139	142	173	1,880
Employee Related													
Totals	71	73	36	56	60	69	39	51	60	41	71	73	700
Purchase Related													
Totals	28	12	18	18	17	26	13	8	20	17	7	13	197
Consultant/Service Related													
Totals	5	6	2	10	9	18	12	4	9	8	8	6	97
Construction Related													
Totals	5	5	1	5	7	7	9	2	9	6	18	5	79
GRAND TOTALS	378	157	164	308	279	261	243	204	232	211	246	270	2,953



There were 51 grants submitted in FY2006 resulting in \$3,949,020 in funds received from 25 funded, nine denied, and seven pending applications. Additionally, \$887,911.00 of program funds was received this year from 15 grants written in FY 2005.

Summary of Grants Submitted			
#	Written/Reviewed	Action	Result
19	Written	Funded	\$2,218,678
16	Reviewed	Funded	1,730,342
		Total	\$3,949,020
6	Written	Denied	888,811
3	Reviewed	Denied	1,003,263
		Total	\$1,892,074

Grants Submitted in FY 2006					
#	W/R	Name of Grant	Program Responsible	Funded	Denied
1	R	FEMA	Aging Division	\$626	-
2	R	COP & Waiver Program Study	Aging Division	25,000	-
3	R	Diabetes Primary Prevention	Clinic	324,300	-
4	W	GLITC Dental Hygiene	Clinic	60,000	-
5	W	Tribal Wildlife	Conservation	196,782	-
6	W*	Vocational Rehabilitation	Comm. Resources	-	369,175
7	R	Brighter Futures	Community Resource	132,000	-
8	W*	Tribal Court Assistance	Court	249,999	-
9	W	Community Child Care Initiative	Day Care	31,285	0
10	R	Tribal Landowner Incentive	Environmental Services	-	150,000
11	R	Clean Sweep	Environmental Services	87,600	-
12	R	Tribal Clean Air	Environmental Services	25,796	-
13	R	Clean Water Section 106	Environmental Services	160,000	-
14	R	Homeland Security	Environmental Services	29,999	-
15	R	Food Distribution	Food Distribution	193,670	-
16	R	Head Start State Supplement	Head Start	113,300	-
17	W	Cultural Museum – ICDBG	Historic Preservation	600,000	-
18	R	Culture Camp	Historic Preservation	-	3,000
19	W	Emergency Shelter/Trans. Housing	Housing	28,365	-
20	W	State Shelter Subsidy	Housing	13,500	-
21	W*	Health Promotion & Disease Prevent.	Insurance	100,000	-
22	W*	Path to Wellness	Insurance	-	10,000.00
23	W*	Click It or Ticket	Law Enforcement	3,996	-
24	W*	County/Tribal Law Enforcement	Law Enforcement	55,619	-
25	W*	G.R.E.A.T.	Law Enforcement	15,439	-
26	W*	Indian Highway Safety	Law Enforcement	121,775	-
27	W*	Tribal Resources Grant Program	Law Enforcement	87,367	-
28	W*	Tribal Victim Assistance	Law Enforcement	-	57,770.00
29	W*	Victims of Crime	Law Enforcement	33,340	-
30	R	Basic Library Grant	Library	5,000	-
31	R	Gates Foundation Grant	Library	10,500	-
32	R	Nicolet Federated Library	Library	1,011	-
33	R	Family Violence Prevention	Maehnowesekiyah	59,302	-
34	R	Wellness & Prevention (cont.)	Maehnowesekiyah	500,000	-
35	R	Assertive Adolescent./Family Tx.	Maehnowesekiyah	-	699,966.00
36	W	DV Transitional Housing	Maehnowesekiyah	-	350,000.00
37	R	Indian Alcohol & Substance Abuse	Maehnowesekiyah	-	153,297.00
38	W*	ANA Language	MLCC	-	98,866.00
39	W*	Grants To Encourage Arrest Policies	Prosecutor	197,157	-
40	R	Specialized Transportation	Transportation	62,238	-
41	R	Indian Education Formula Grant	Tribal School	66,175	-
42	W*	Planning & Design (Construction)	Tribal School	69,879	-
43	W*	Reading First	Tribal School	200,000	-
44	W	Drug Free Communities	Youth Dev'l & Outreach	85,000	-
Sub Total				\$3,946,020	\$1,892,074

W* minimal assistance from staff; W = shared writing efforts with program staff; R = Reviewed only

Grants PENDING from FY 2006					
#	W	R	Name of Grant	Program Responsible	Amount
1	✓		March of Dimes	Clinic	\$10,000
2	✓		CWD Testing	Conservation	10,000
3		✓	WIA Section 166	Community Resources	TBD
4		✓	Brownfields	Environmental Services	129,000
5		✓	Injury Prevention	Environmental Services	5,000
6		✓	Promoting Responsible Fatherhood	Maehnowesekiyah	217,009
7		✓	Title IV parts I & II	Social Serv./Youth Dev'l	76,605
TOTAL					\$447,614

GRANTS WRITTEN IN 2005, FUNDED IN 2006					
	Name of Grant	W	R	Program Responsible	Amount
1	Emergency Food & Shelter		✓	Aging Division	\$3,900
2	Title VI Part C – Caregiver		✓	Aging Division	43,570
3	EMS Funding Assistance		✓	Clinic	16,176
4	Family Planning		✓	Clinic	31,500
5	CWD		✓	Conservation	10,000
6	Child Care Development		✓	Day Care	153,156
7	Community Child Care Initiative	✓		Day Care	31,238
8	Clean Sweep		✓	Environmental	87,600
9	Clean Water Act Section 106		✓	Environmental	160,000
10	Pandemic Influenza preparedness		✓	Environmental	6,350
11	EPA Air Pollution		✓	Environmental	25,796
12	National Park Service		✓	Historic Preservation	60,300
13	VOCA Supplemental	✓		Law Enforcement	3,778
14	Indian Education Formula Grant		✓	Tribal School	53,347
15	Transportation Capital Assistance		✓	Menominee Transit	201,200
TOTAL					\$887,911.00

VIII. Closing

We in Administration had yet another long and productive year, and I am proud of my staff's hard work and extra effort they all exerted to get the job done. I am also very proud of the achievements of the directors and their staff, and for their patience throughout the strategic planning sessions this past year. We all covered a lot of ground and helped make the organization a better place to work with and within. I hope you all look forward to building on our successes this coming year as much as I do, and have already begun building on next year's annual report whose achievements outshine the last one.

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

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

Court staff includes: Chief Justice, Trial Judges (2), Associate Justices (2) vacancies, Clerks of Court (4), Bailiffs (1 FT – 1 PT), and Administrative Assistant.

The Menominee Tribal Court has implemented the Peacemaker Court (Pah Kon Osehoekkaew) with volunteer commitment emphasizing traditional and non-traditional teachings in handling disputes or the like. Training has been provided at zero or minimal cost.

The Menominee Tribal Court has implemented the Peacemaker Court (Pah Kon Osehcekaew) with volunteer commitment emphasizing established mediation methods and traditional peacemaking teachings in handling legal disputes. Training has been provided at zero or minimal cost. Interested individuals who would like to participate in facilitating this process may contact the Tribal Court for more information.

<u>STATISTICS</u>	<u>Filed</u>	<u>Court Actions**</u>
Motor Vehicle	1,634	1,789
Curfew & Underage Drinking	426	589
Conservation/Adult Ordinances	55	64
Truancy	427	854
Restraining Orders	63	60
Adult Criminal	371	1,965
Civil Cases*	315	321
Juvenile/JIPS	80	258
Custody	6	38
Adoption/TPR's	12	15

Child Support/Paternity	259	641
Wellness Court	16	353
Extraditions	37	15
TOTALS	3,591	6,962

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

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

<u>Revenues</u>		<u>Allocations</u>	
FY '05	\$139,059.35	\$200,663.00 (Courts Supplement)	\$ 55,650.00 (Professional Fees)
FY '06	\$164,569.31	\$249,669.00 (Courts Supplement)	\$ 55,650.00 (Professional Fees)

ACCOMPLISHMENTS

Clerks completed certification classes, which will enhance services.

Communication continues with local, state and federal agencies through open discussions, meetings, seminars, and conferences.

Menominee Tribal Court has initiated contact with the State of Wisconsin – Department of Juvenile Corrections to communicate in the development of support services to Menominee youth upon their return to the community from state institutions.

The Tribe received a Court Assistance Grant from the Bureau of Justice Assistance to upgrade the technology of our computer system.

GENERAL STATEMENT

Judicial services has fulfilled requirements within the Indian Civil Rights Act and Menominee Tribal Constitution & By-laws

TRIBAL UTILITY

Dave Corn, Director

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

Mission Statement

The Menominee Tribal Utility Department shall manage, operate and maintain utility systems of the Menominee Indian Tribe of Wisconsin, defined by Tribal Ordinance No 96-28. The department shall abide by the polices and procedures and operate within the limits of the department budget. The department shall also perform other duties as assigned by the Menominee Tribal Legislature, Chairperson, Tribal Administrator and the Menominee Community Development Committee.

The number of customers we service is as follows:

<u>Middle Village</u>		<u>Neopit</u>		<u>Keshena</u>	
Residential s/w/e	72	Residential s/w	210	Residential s/w	312
Commercial s/w/e	7	Commercial s/w	19	Commercial s/w	60
Commercial electric	9				
<u>Zoar</u>		<u>Trailer Court</u>		<u>Redwing</u>	
Residential water	23	Residential water	17	Residential water	21
Commercial water	4				
Administration					

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

Utility Improvements:

Tests and Production Wells completed in Zoar and Keshena.

Bids and Award Dates are completed for the Keshena Well, Tank and Water Main Loops.

Completion Dates:

Well House 7/31/2007

Loops 7/31/2007

Tank 9/30/2008

Future Improvements:

Wastewater Upgrades

Neopit water and wastewater projection (5) year project

Complete Zoar Well House and Distribution System

TRUST & MANAGEMENT

Chris Caldwell, Director

The Department of Trust Resources was created in October 2005 to assist the Menominee Tribal Legislature in making informed decisions on forest management and forest development issues. Trust Resources was also tasked with the responsibility of overseeing the federal funding that the Tribe receives to carry out forest management and forest development activities on the Menominee reservation.

The Department has been operating under the guidance of the following mission statement. "The Department of Trust Resources serves the Tribe by; monitoring the forest management and forest development practices of the Menominee Indian Tribe of Wisconsin, addressing communication issues regarding forest management and forest development practices, and promoting involvement of tribal members in the management of the Tribe's natural resources."

During fiscal year 2006, Trust Resources operated off of special funding provided within the Tribe's forest management contract negotiated between the Tribe and the Bureau of Indian Affairs. Although a good portion of FY06 was dedicated to start-up for the newly created Department, many issues concerning forest management and forest development on the reservation also needed immediate attention. The following list of issues were worked on by the Department throughout the fiscal year: developed a timeline for ensuring proper review and approval of silvicultural treatments; organized monthly meeting between the MTE Forestry staff, BIA Trust Forester and the Tribe to keep a continuous flow of communication between the entities to deter problems before they started, reviewed and approved costs submitted to the Tribe by Menominee Tribal Enterprises for reimbursement through the 638 contracts and wildland fire reimbursement agreement, attended various meetings concerning forest management, forest development and fire management on the reservation. One important area that the Department was tasked with was to promote involvement of tribal members in management of the Tribe's natural resources. With limited time and resources, the Department worked advertised a natural resource internship opportunity to tribal members enrolled in institutions of higher learning. The Department ended up providing one Menominee student with the opportunity to use grant money to study natural resource management on the reservation.

For fiscal year 2007 Trust Resources will continue to monitor forest management and forest development practices; expand its mentoring program for tribal college students to gain knowledge and experience in natural resource management activities; and work to provide the tribal community with more information regarding management of its natural resources.

WOODLAND BOYS & GIRLS CLUB

Laurie Reiter, Director

No Report

YOUTH DEVELOPMENT & OUTREACH

Shannon Wilber, Director

The Youth Development & Outreach (YD&O) office serves youth (ages 4-17) and families of the Menominee Community through the use and delivery of culturally appropriate resources. The Youth Advocate, Juvenile Court Counselor, Mentoring Coordinator, Drug Free Communities Coordinator., Restorative Justice Coordinator and early intervention programs are components of YD&O to meet the unique needs of youth and their families. YD&O coordinates its programs, projects and services along with the Youth Service Providers (YSP) and the Menominee Indian Tribe of WI. (MITW) Strategic Plan. Through the mission statements of both the YD&O and MITW, we strive to promote and protect the well being of MITW residents with YD&O's focus being on youth 4-17 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(s) & Project Coordinator	Funding Sources & Length of Project	Activities Include
1. Promote Healthy Lifestyles	1a. Alcohol Education-Alternative Routes Contact: Dacey Wilber 799-3698	<ul style="list-style-type: none"> • TYP (OJJDP) – Oct. 2002 to Sept. 2008 • SAMSHA – March/April 2006 	Teach-Ins Grades 5 & 6 Awareness Conference Alternate Routes -Educational sessions are held monthly for five days youth who complete and do not re-offend are eligible for Incentives after 6mo. & 1 yr. Youth Led Media Campaign Juvenile Community Service - community clean up, Leaf Raking for Elders and service hours at various community events. Case Management
	1b. Balanced and Restorative Justice (BARJ) Contact: Darwin Dick 799-5919	<ul style="list-style-type: none"> • JADG (OJA) – Oct. 2004 to Sept. 2007 	Teen court -is held biweekly on Saturday mornings at the Tribal Courts Planning/Outreach Meetings - are held monthly to discuss cases and how the youth are handling the issues for sanctioning. Outreach is done at different community functions, school functions, newspaper, flyers, etc. An informational booth is set up with all department flyers for youth and their families to take. Training -youth receive an initial training and then follow up in-services at least quarterly Participant Incentives -are for youth participants as a result of their commitment to the project; youth received quarterly incentives, ie.
	1c. Truancy Education Contact: Connie Long 799-5895	<ul style="list-style-type: none"> • PSSF (ACF) – 1998 began (reapplication due every 5 years) 	True life interactive - is an internet based program that allows youth to look into what they can potentially achieve if they focus on education. This project is followed up with the Menominee Ropes and Challenge Course (MRCC), Incentives for successful completion, Case Management, etc.
	1d. Drug Free Communities (DFC) Contact:	<ul style="list-style-type: none"> • DHFS (WI) – Jan. 2003 to Dec. 2005 • DFC (SAMSHA) – Oct. 1, 2002 to 	Prevention/Intervention -These activities occur during/after school, i.e., MRCC, CMN Career Day, Bike Rally, Breakfast w/Santa, Shawl/Vest Making, Winter Fun Fest, Family

	Pattie James 799-5225	Sept. 2007	Night, Family Fun Day Teen Night, Culture Camp, Winter Camp, Winter Round House, Valentine Day Dance, Sturgeon Feast, Language Camp, Night Out Against Crime, Awareness Day, etc. Teach Ins -Alcohol Education to 5 th & 6 th graders. Town Hall Meeting -Community Meetings on issues surrounding Under Age Drinking. Toys for Tots -Provides toys for needy families during Christmas.
2. Strengthen Families	2a. Mentoring Children of Prisoners Contact: Melissa Pitzl 799-5228	<ul style="list-style-type: none"> • MCOP (ACF) – Sept. 2004 to Aug. 31, 2007 	Youth/Adult Matches -Interest Inventories, Family long & short term goals, reunification plans (2 components), Mentor/Youth Outings, Mentor Trainings, Mentor/Parent Monthly Meetings, Recruitment, Case Management, etc.
	2b. Reunification Contact: Shannon Wilber 799-5222	<ul style="list-style-type: none"> • PSSF (ACF) – 1998 began (renewed every 5 years) • DHFS (WI) – Oct. 1998 to Sept. 2006 	Youth Advocate -Reunification plans, skill building communication skills, self esteem skill building, Parenting Sessions -Birth to 3 yr. old, Parents of Teens Youth & Family Resources provided to families who have children at risk of being removed from the home or who have already been removed from the home. Crisis Intervention is provided for youth who are either runaway, homeless, or having issues w/school and family, etc.
3. Community Outreach & Partnerships	3a. Youth Advocate Contact: Connie Long 799-5895	<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 -Short/Long Term goals are developed, transportation to youth/parents not in the home may occur for those families in need, case management, skill building; communication, self esteem, conflict management, etc. Alliance for Wisconsin Youth Group -Meets at least weekly to coordinate community service projects within the community or to support other organizations with activities that promote drug and alcohol free activities. Safe Home Project 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.

In conclusion, for fiscal year 2006, the seven projects in the above table have produced the following measurable results for the MITW community:

- \$401,469 total grant dollars for services
- 1667 total youth served
- 1,437 total families served (Toys for tots 941 Families)
- 25 total outreach activities with existing partners (via Youth Service Providers)

Goals of the coming fiscal year to strengthen projects and services to MITW youth and families:

1. To strengthen YD&O program area #2 (strengthening families)

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. Continuance of YD&O program and department alignment to YSP & MITW Strategic Plan;
 - b. 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.
 - c. 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.
 - d. 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).
 - e. 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;
 - f. 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
 - g. Mentoring Children Prisoners
 - 1) Increase 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.
 - h. 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 2007.
 - i. New strategic partners will coordinate with our provision of services that will emphasize the needs of our youth/families.