

# Menominee Indian Tribe of Wisconsin Annual Report 2010



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# Annual General Council Meeting Agenda

Saturday, January 15, 2011 at 9:00 a.m.

Menominee Convention Center, Five Clans Ballroom at the Menominee Casino  
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. Call to Order – Roll Call
2. Menominee Veterans Color Guard and Flag Song
3. Menominee Prayer
4. Appointment of Sergeant-at-Arms
5. Appointment of Tellers
6. Election of Chairman for the Meeting
7. State of the Menominee Nation –Chairwoman
8. Actions Taken per Motions of Annual General Council of January 23, 2010
9. Legislative Committee Reports:
  - Budget and Finance
    - Financial Reports
    - Indirect Cost Report
    - Investments
  - Community Development
  - Enforcement and Resource Protection
  - Forestry
  - Governmental Affairs
  - Health and Family Services
  - Housing
  - Labor, Education and Training
10. Other Business
11. Retire the Color Guard
12. Adjournment

**\*\*Note: Lunch will be served at noon**

## Important Dates to Remember

| Tribe's Annual Events                   |                         |  |                          |
|---|-------------------------|--|--------------------------|
| <i>Annual Events</i>                    |                         | <i>Important Dates &amp; Timelines</i> |                          |
| Annual General Council Meeting          |                         | Saturday, January 15, 2011             |                          |
| Annual Swearing-In Ceremony             |                         | Wednesday, February 9, 2011            |                          |
| Menominee Indian High School Graduation |                         | Friday, May 27, 2011                   |                          |
| Menominee Veterans Pow-wow              |                         | Third Weekend in May                   |                          |
| Memorial Day Parade                     |                         | Monday, May 30, 2011                   |                          |
| Menominee Nation Contest Pow-wow        |                         | First Weekend in August                |                          |
| Primary Tribal Elections                | Neopit                  | Wednesday, November 16, 2011           |                          |
|   | Keshena                 | Thursday, November 17, 2011            |                          |
| Main Tribal Elections                   | Neopit                  | Wednesday, January 11, 2012            |                          |
|   | Keshena                 | Thursday, January 12, 2012             |                          |
| Holidays Observed by the Tribe          |                         |  |                          |
| <i>Holiday</i>                          | <i>Date</i>             | <i>Holiday</i>                         | <i>Date</i>              |
| Restoration Day                         | Wednesday Dec. 22, 2010 | Native American Day                    | Friday May 13, 2011      |
| Christmas Eve<br><i>* Observed</i>      | Thursday Dec. 23, 2010  | Memorial Day                           | Monday May 30, 2011      |
| Christmas Day<br><i>* Observed</i>      | Friday Dec. 24, 2010    | Independence Day<br><i>* Observed</i>  | Monday July 4, 2011      |
| New Year's Eve<br><i>* Observed</i>     | Thursday Dec. 30, 2010  |  |                          |
| New Year's Day<br><i>* Observed</i>     | Friday Dec. 31, 2010    | Labor Day                              | Monday Sept. 5, 2011     |
| Martin Luther King Jr.                  | Monday Jan. 17, 2011    | Veterans Day                           | Friday Nov. 11, 2011     |
| Presidents Day                          | Monday Feb. 21, 2011    | Thanksgiving Day                       | Thursday Nov. 24, 2011   |
| Good Friday                             | Friday April 22, 2011   | Native American Heritage Day           | Friday November 25, 2011 |



# **MENOMINEE INDIAN TRIBE OF WISCONSIN**

P.O. Box 910  
Keshena, WI 54135-0910

Posoh My Fellow Menominee:

It has been my honor and privilege to represent the Menominee people this past year. This year has been challenging for all of us but we managed to work our way through very difficult financial struggles while at the same time, providing the best possible services to tribal members. For the second year in a row, the Tribe operated under cost containment measures and unfortunately, had to reduce hours for a period of time this past fiscal year.

The nation's struggling economy and the Tribe's finances are on everyone's mind and despite those struggles, the Tribe still managed to secure over \$20 million in Stimulus Dollars and over \$16.5 million in recurring/new grant funding. The Tribe's grant writers and departments worked hard and pursued every opportunity available. This tenacity helped to provide new programming and new job opportunities for our membership.

This annual report provides a snapshot of services provided and other significant accomplishments as provided by program directors. I encourage all of you to read the report in detail and if you have more questions or would simply like to meet program staff, please contact the department directors. I know they will be more than happy to share more about their departments. You will also have an opportunity to speak directly to department directors at the Annual General Council.

As always, the Annual General Council will provide the membership with detailed information about the Tribe's finances, including the Indirect Cost budget. Legislators will provide reports on their committee work as time permits; additionally, the committee reports will be printed in the Menominee Nation News.

Tribal attendance is always encouraged at the Annual General Council. I look forward to seeing all of you and sharing with you the Tribe's accomplishments and other activities from this past year.

Maec waewaenen,

A handwritten signature in cursive script that reads "Laurie Boivin".

Laurie Boivin, Chairwoman  
Menominee Indian Tribe of Wisconsin

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## Tribal Legislature Directory



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|--|-------------|--|
| <b>Laurie Boivin</b><br><b><i>Chairwoman</i></b><br>N2840 State HWY 55<br>Keshena, WI 54135        | (Term 2012) | (715) 799-5114 – Work<br>(715) 799-4106 – Home |
| <b>Randal Chevalier</b><br><b><i>Vice-Chairman</i></b><br>204 N. Bartlett St.<br>Shawano, WI 54166 | (Term 2012) | (715) 799-5661 – Work<br>(715) 853-7484 – Home |
| <b>Lynette Miller</b><br><b><i>Secretary</i></b><br>N. 1659 State HWY 47<br>Neopit, WI 54150       | (Term 2011) | (715) 799-5677 – Work<br>(715) 799-3574 – Home |
| <b>Bruce Pecore</b><br>1158 Corpinus Drive<br>Green Bay, WI 54313                                  | (Term 2013) | (920) 434-4562 – Home<br>(920) 619-6145 – Cell |
| <b>Lisa Waukau</b><br>P.O. Box 542<br>Keshena, WI 54135  | (Term 2013) | (715) 799-3846 – Work<br>(715) 799-3989 – Home |
| <b>Rebecca D. Alegria</b><br>P.O. Box 355<br>Keshena, WI 54135                                     | (Term 2013) | (715) 799-5258 – Work<br>(715) 799-3733 – Home |
| <b>Myrna Warrington</b><br>P.O. Box 244<br>Keshena, WI 54135                                       | (Term 2011) | (715) 799-5600 – Work<br>(715) 851-0607 – Home |
| <b>Kenneth A. Fish</b><br>P.O. Box 173<br>Keshena, WI 54135  | (Term 2011) | (715) 853-5855 – Cell                          |
| <b>David Miller</b><br>W2874 Tribal Office Loop Road<br>Keshena, WI 54135                          | (Term 2012) | (715) 799-3108 – Home<br>(920) 819-0278 – Cell |

## Committees of the Legislature

### **Budget & Finance:**

- ☛ Lisa S. Waukau, **Chair**
- ↓ Bruce Pecore, Legislator
- ☛ Lynette Miller, Legislator
- ☛ Jeremy Weso, Administration-**Secretary**
- ☛ Kathy Kaquatosh, Finance
- ☛ Betty Jo Wozniak, Housing-**Vice Chair**
- ↓ Keith Tourtillott, Casino
- ☛ Sean Heart, Community Member

### **Labor, Education & Training:**

- ☛ Lynette Miller, Legislator- **Chair**
- ☛ Lisa S. Waukau, Legislator
- ↓ Shannon Chapman, Tribal School
- ☛ Dr. Verna Fowler, College of Menominee Nation
- ☛ Virginia Nuske, Education-**Vice Chair**
- ☛ Mike Skenadore, Head Start
- ↓ Karen Washinawatok, Language & Culture Commission
- ☛ Regina Washinawatok, Menominee Indian School District
- ☛ Antoine Chevalier, Community Member-**Secretary**

### **Governmental Affairs:**

- ☛ Randal Chevalier, Legislator- **Chair**
- ☛ Lisa S. Waukau, Legislator-**Secretary**
- ☛ Ben Kaquatosh, Human Resources-**Vice Chair**
- ↓ Wayne Waupoose, Information Technology
- ☛ Jeremy Weso, Administration
- ☛ Kathy Kaquatosh, Finance
- ☛ Rose Ponfil, Community Member

### **Health & Family Services:**

- ☛ Rebecca Alegria, Legislator- **Chair**
- ↓ Lynette Miller, Legislator
- ☛ Mary Husby, Social Services
- ☛ Duane Waukau, Recreation-**Secretary**
- ☛ Shannon Wilber, Maehnowesekiyah-**Vice Chair**
- ☛ Darwin Dick, Youth Development & Outreach
- ↓ Jerry Waukau, Clinic
- ☛ Geradette Richmond, Community Member

### **Forestry:**

- ☛ Myrna Warrington, Legislator- **Chair**
- ☛ Randal Chevalier, Legislator-**Vice Chair**
- ☛ Susan Waukau, - **Secretary**
- ↓ Al Pyatskowit, Community Member
- ☛ Walter Cox, Conservation
- ☛ Louis Washinawatok, Community Member
- ☛ David Grignon, Historic Preservation
- ☛ Jeremy Pyatskowit, Environmental Services
- ↓ Rick Warrington, Community Development

### **Housing:**

- ☛ Kenneth Fish, Legislator- **Chair**
- ☛ Rebecca Alegria, Legislator- **Vice Chair**
- ☛ Mary Husby, Social Services
- ☛ Dave Corn, Utilities- **Secretary**
- ↓ Kim Komanekin, Land Use
- ☛ Debra Bowman, Community Member
- ☛ Lloyd Pecore, Community Member

### **Enforcement & Resource Protection:**

- ☛ Bruce Pecore, Legislator- **Chair**
- ☛ Kenneth Fish, Legislator- **Vice Chair**
- ☛ Mark Waukau, Law Enforcement
- ↓ Toni Caldwell, Prosecutor
- ☛ Ronald Bowman Sr., Community Member
- ☛ Walter Cox, Conservation
- ☛ Lynette Miller, Gaming Commission-**Secretary**
- ☛ Barbara Nelson, Menominee County Health & Human Services
- ↓ Jonathan Pyatskowit, Environmental Services
- ☛ Robert Summers, Menominee County Sheriff

### **Community Development:**

- ☛ David Miller, Legislator- **Chair**
- ☛ Myrna Warrington, Legislator- **Vice Chair**
- ☛ Rick Warrington, Community Development
- ↓ Dave Corn, Utilities
- ☛ Lisa Gast, Community Member-**Secretary**
- ☛ David Grignon, Historic Preservation
- ☛ Greg Smith, Finance
- ☛ Betty Jo Wozniak, Housing

## Taskforces, Boards & Community Committees

### **Kenosha Gaming Authority:**

- ↓ Laurie Boivin
- 🐾 Bruce Pecore
- 👤 Myrna Warrington

### **Menominee Indian Gaming Authority:**

- 👤 Myrna Warrington, Chairman
- 👤 Lisa S. Waukau

### **Wolf River Development Corporation:**

- ↓ Kenneth A. Fish
- 🐾 Rebecca Alegria
- 👤 Susan Waukau
- 👤 Jerry Nunway

### **MTL/County Task Force:**

- 👤 Kenneth Fish, **Chair**
- ↓ Laurie Boivin
- 🐾 Lynette Miller
- 👤 Elizabeth Moses
- 👤 Anthony Waupoichick Sr.
- 👤 Patricia Roberts

### **MTL/MISD Task Force:**

- ↓ Randal Chevalier, **Chair**
- 🐾 David Miller
- 👤 Rebecca Alegria
- 👤 Mary Wayka
- 👤 Nannette Corn
- ↓ Wade Fernandez

### **Menominee Economic Development Authority Board:**

- 🐾 Lisa S. Waukau, **Chair**
- 👤 Bruce Pecore, **Vice Chair**
- 👤 Llewellyn Boyd
- 👤 Karen Bowman-Dillenberg
- ↓ Marcus Grignon

### **Chapter 51/54/55 Task Force:**

- 🐾 Randal Chevalier, **Co-Chair**
- 👤 Anthony Waupoichick, **Co-Chair**
- 👤 Jerry Waukau Sr.
- 👤 Shannon Wilber
- ↓ Denise Pommer
- 🐾 Mark Waukau
- 👤 Mary Husby
- 👤 Ron Corn, Sr.
- ↓ Barbara Nelson
- 🐾 Lois Krizan
- 👤 Amy Zummer
- 👤 Ludene Balke-Smiths
- 👤 Rachel Kielblock

### **Forest Management Plan:**

- ↓ Myrna Warrington
- 🐾 Kenneth Fish
- 👤 Bruce Pecore

### **82-10 Appeals Board:**

- 👤 Laurie Boivin, Chairman
- 👤 Kenneth Fish (Alternate)

### **Emergency Government:**

- ↓ Myrna Warrington

### **Tribal/State Relations:**

- 🐾 Laurie Boivin

### **Pow-wow Committee:**

- 👤 David Miller, **Co-Chair**
- 👤 Rebecca Alegria, **Co-Chair**
- 👤 Randal Chevalier, Legislator
- ↓ Dugan "Monty" Beauprey
- 🐾 Aurelia White
- 👤 Mary Wayka
- 👤 Dorian LaTender

### **Taxation:**

- 👤 Lisa S. Waukau
- 👤 Laurie Boivin

### **Chicago Community:**

- ↓ Laurie Boivin
- 🐾 Randal Chevalier
- 👤 Lynette Miller

### **Keshena Community:**

- 👤 Kenneth A. Fish
- 👤 Lisa S. Waukau
- ↓ Randal Chevalier

### **Middle Village Community:**

- 🐾 Lisa S. Waukau
- 👤 Myrna Warrington
- 👤 Kenneth A. Fish

### **Neopit Community:**

- 👤 Bruce Pecore
- ↓ Rebecca Alegria
- 🐾 David Miller

### **South Branch Community:**

- 👤 Laurie Boivin
- 👤 Bruce Pecore
- 👤 Lynette Miller

### **Zoar Community:**

- ↓ David Miller
- 🐾 Rebecca Alegria
- 👤 Myrna Warrington



# Administration

Jeremy C. Weso, Administrative Manager

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## I. General Overview

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

## II. Staffing

Administration has the following ten dedicated professionals working in the following four sections:

- Operations
  - Jeremy C. Weso, Administrative Manager
  - Jennifer Gauthier, Administrative Services Officer
  - Annette Westphal, Administrative Services Officer
  - Gary Pyawasay, Administrative Services Officer
- Support
  - Devin Wynos, Budget Specialist
  - Renee Duquain, Secretary
- Grant Writing
  - Sigrid Congos, Senior Grants Writer
  - Neva Vogt, Grants Writer
  - Shane Dixon, Grants Writer Aide
- Special Projects
  - Marci Hawpetoss, Program Assistant

## III. Services and Activities

Administration's primary responsibilities focus on the following:

- Contract monitoring on over 400 contracts/grants
- Developing, reviewing, and/or approving:
  - 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 requisitions, change of status forms, leave requests, mileage reports, travel authorizations, and travel vouchers.
- Providing technical assistance to 41 departments in areas such as:
  - negotiating with federal, state, and local agencies;
  - developing policies and procedures;
  - budget development and monitoring;
  - developing presentations;
  - preparing reports;
  - compiling statistics; and
  - conducting training sessions;
- Strategic planning, including the coordination of monthly and/or bi-monthly workgroup meetings associated with the Strategic Plan's implementation;
- Providing direct supervision to 28 departments;
- Developing the annual Tribal budget, Restricted use Budget, and Indirect Cost Budgets;
- Developing the Annual Report;
- Developing 22 Indian Self-Determination contracts and/or Annual Funding Agreements;
- Conducting DPI Food Application and Program Reviews;
- Preparing the Family Services Plan and Budget;
- Developing interlocal agreements between the Tribe and County/Town, including the Act 161 Agreement, 51/54/55 Agreement, Consolidated Services Agreement, Public Health Agreement,
- Developing annual grants with non-tribally operated programs;
- Receipting, distributing, electronic archiving, and repositing of all grant related documents;
- Facilitating monthly and special directors meetings; and
- Monitoring General Services Administration (GSA) billings and preventive maintenance checks and services for vehicles leased through GSA;
- Developing annual funding agreements with MTE and Menominee County Highway Department.

#### IV. Committee/Workgroup Assignments

Administration serves on the following committees, workgroups, and teams:

- Governmental Affairs Committee
- Budget and Finance Committee
- Management Team
- Investment Committee
- Local Emergency Planning Commission
- Menominee County/Town Plan Commission
- Roads Workgroup
- Compliance Team
- 51/54/55 Taskforce
- Direct Contract Support Costs Workgroup
- Wolf River Development Corporation

#### V. Highlights

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

- American Reinvestment and Recovery Act (“ARRA” or “Stimulus”). The Tribe received over \$20 million in stimulus funding since the bill was signed into law on February 17, 2009. This far exceeded what the Tribe had expected to receive and provided the Tribe with the unique opportunity to enhance existing infrastructure (renovations at the Menominee Tribal Clinic, Menominee Tribal Offices, and Menominee Indian Head Start), develop innovate programming (new services to sexual assault and domestic abuse, community policing, and youth advocacy), and hire a number of new positions (69 jobs were created or supported as a result of stimulus funding). This past year Administration spent time ensuring the grants in which the Tribe received funding through the American Recovery and Reinvestment Act (ARRA) were compliant with the increased grant reporting and other requirements that are placed on said grants. Of the 31 total ARRA grants the Tribe receives, 22 of them have or had a quarterly 1512 report due on the FederalReporting.gov website. In addition to those reports there are other quarterly and monthly performance measures, statistical, progress, and narrative reporting requirements of some of the Tribes ARRA grants as well. This past year Administration organized and participated in three rounds of compliance meetings with those departments who receive ARRA funding. These meetings were also attended by Finance and Human Resource personnel and involved departmental personnel who are directly involved with the ARRA grant in anyway and focused on the grant compliance both financial wise and through grant goals and objectives completion. The following summary provides a brief overview of our achievements to date:

| <b>CURRENT STIMULUS PROJECTS</b> |   |                     |                                   |                       |               |
|----------------------------------|---|---------------------|-----------------------------------|-----------------------|---------------|
| <b>Department</b>                | <b>Project</b>  | <b>Jobs Created</b> | <b>Funding Source</b>             | <b>Federal/ State</b> | <b>Amount</b> |
| Aging                            | Title VI – Increase the number of congregate and home delivered meal                    | 0                   | DHHS/ Administration on Aging     | Federal               | \$14,136      |
| Aging                            | Older Americans Act C1 & C2 – Increase the number of congregate and home delivered meal | 0                   | Greater Wisconsin Agency on Aging | State                 | 6,486         |
| Clinic                           | Exterior/interior facility improvement projects   | 0                   | DHHS/Indian Health Services       | Federal               | 380,150       |
| Clinic                           | EMS Center Renovation/Build Out   | 0                   | USDA-Rural Development            | Federal               | 272,000       |

**CURRENT STIMULUS PROJECTS (continued)**

| <b>Department</b>      | <b>Project</b>  | <b>Jobs Created</b> | <b>Funding Source</b>  | <b>Federal/State</b> | <b>Amount</b> |
|------------------------|---|---------------------|--|----------------------|---------------|
| Clinic                 | Develop an interface that will enable a non-Resource and Patient Management System to electronically report data to the Indian Health Service.                              | 0                   | Indian Health Services   | Federal              | 41,860        |
| Clinic                 | Wisconsin's Diabetes Prevention and Control Grant. The grant assists with annual check ups, prescriptions and follow-up visits.   | 0                   | Department of Health Services  | State                | 1,250         |
| Clinic                 | Immunization Child & Adult  | 0                   | Department of Health Services  | State                | 4,567         |
| Community Development  | Road Construction. Furnishes all labor, materials, equipment and personnel to perform 1.2 miles of construction located on the Reservation.                                 | 7                   | Bureau of Indian Affairs   | Federal              | 1,004,452     |
| Community Development  | Road & Bridge Maintenance. Furnishes all labor, materials, equipment, and personnel to perform repair and restoration.  | 5                   | Bureau of Indian Affairs   | Federal              | 2,025,000     |
| Community Resources    | Pipe Fitters Project. Provide program support to individuals attending the Direct Entry Pipe Fitter training including on site case management during the 16 week training. | 0                   | Department of the Interior- Office of Indian Energy and Economic Development | Federal              | 1,408,000     |
| Environmental Services | Healthy Homes- Hire one Outreach Worker to provide education, assessments & interventions   | 1                   | WI Department of Health Services   | State                | 167,520       |
| Food Distribution      | The Emergency Food Assistance Program (TEFAP)   | 0                   | WI Department of Health Services   | State                | 385           |
| Food Distribution      | Food Distribution Program on Indian Reservation   | 0                   | United States Department of Agriculture                                      | Federal              | 25,950        |

**CURRENT STIMULUS PROJECTS (continued)**

| <b>Department</b> | <b>Project</b>   | <b>Jobs Created</b> | <b>Funding Source</b>                         | <b>Federal/State</b> | <b>Amount</b> |
|-------------------|--|---------------------|---|----------------------|---------------|
| Head Start        | Head Start COLA and Quality Improvement Funds. Provides a temporary cost of living adjustment for Head Start staff. The quality improvement funds provides staff with assistance in improving their credentials. | 0                   | DHHS/ACF                                      | Federal              | 133,710       |
| Housing           | Native American Housing Block Grant. Mold assessment & remediation, roof replacement and porch installation for 131 units  | 28.5                | HUD/NAHASDA                                   | Federal              | 3,000,000     |
| Housing           | Indian Housing Block Grant. Replace all LP furnaces 10 years and older or in need of replacement with Energy Star® high efficiency models  | 9.5                 | HUD/NAHASDA                                   | Federal              | 1,014,445     |
| Law Enforcement   | STOP Violence Against Women. Youth Advocacy to youth victims of sexual assault   | 1                   | Office of Justice Assistance                  | State                | 45,895        |
| Law Enforcement   | COPS Hiring. Hire one Police Officer for Community Policing  | 1                   | DOJ-COPS                                      | Federal              | 210,189       |
| Law Enforcement   | Rural Law Enforcement. Hire 2 Community Services Officer, one Investigator & a Budget Specialist   | 4                   | DOJ/Office of Justice Programs                | Federal              | 562,203       |
| Law Enforcement   | Edward Byrne Memorial JAG – Provides additional overtime for officer patrol  | 0                   | DOJ/Office of Justice Programs                | Federal              | 33,515        |
| Maehnowesekiyah   | Grant to Indian Tribal Governments. Provide direct services to victims of sexual assault and domestic violence   | 4                   | DOJ-OVW (Grants to Indian Tribal Governments) | Federal              | 899,999       |
| Maintenance       | Energy Efficiency and Conservation Block Grant. The goal is to purchase and install an energy efficient boiler to increase savings and decrease greenhouse gas emissions while assisting with job preservation.  | 0                   | United States Department of Energy            | Federal              | 131,900       |

| <b>CURRENT STIMULUS PROJECTS (continued)</b> |  |                     |                                 |                      |                     |
|--|--|---------------------|---------------------------------|----------------------|---------------------|
| <b>Department</b>                            | <b>Project</b>   | <b>Jobs Created</b> | <b>Funding Source</b>           | <b>Federal/State</b> | <b>Amount</b>       |
| Transit                                      | 5311 Non-urban capital projects. Purchased busses and equipment and aided in construction of new transit facility.                 | 0                   | WI Department of Transportation | State                | 4,308,000           |
| Tribal School                                | Title II-D. Dedicated to high quality professional development to improve student academic achievement aligned with state content. | 0                   | Bureau of Indian Education      | Federal              | 3,963,717           |
| <b>Total No. of Jobs Created</b>             |  | <b>61</b>           |                                 | <b>Total Amount</b>  | <b>\$19,655,329</b> |

| <b>COMPLETED STIMULUS PROJECTS</b> |  |                     |  |                      |                   |
|------------------------------------|--|---------------------|--|----------------------|-------------------|
| <b>Department</b>                  | <b>Project</b>   | <b>Jobs Created</b> | <b>Funding Source</b>  | <b>Federal/State</b> | <b>Amount</b>     |
| Clinic                             | Purchase Coagulation Analyzer  | 0                   | DHHS/Indian Health Services  | Federal              | \$ 10,000         |
| Community Resources                | Youth Services. 22 positions created for youth/student internship opportunities.   | 0                   | Department of the Interior- Office of Indian Energy and Economic Development | Federal              | 63,813            |
| Community Resources                | Lummi Nation Hybrid Welding Project. The project will deliver a 16 week Hybrid Welding program to prepare a Native American workforce for the trade. | 0                   | Department of the Interior- Office of Indian Energy and Economic Development | Federal              | 162,015           |
| Daycare                            | Child Care Development Funds   | 0                   | DHHS/ACF   | Federal              | 117,759           |
| Maehnowesekiyah                    | Sewage/Septic Renovation/Replacement.  | 4                   | DHHS/Indian Health Services  | Federal              | 16,325            |
| Maintenance                        | Repair and Maintenance of the Menominee Detention Center.  | 0                   | Bureau of Indian Affairs   | Federal              | 10,099            |
| Tribal School                      | Title I-A. Increase Teacher Effectiveness/Data Systems   | 0                   | Bureau of Indian Education   | Federal              | 329,700           |
| <b>Total No. of Jobs Created</b>   |  | <b>4</b>            |  | <b>Total Amount</b>  | <b>\$ 709,711</b> |

- **Budgeting.** Administration assisted the Budget and Finance Committee on the development of the Tribal Budget and Restricted Use Budget for the Tribe. Administration's work on the Tribal Budget and the Restricted Use Budget consumes the better part of eight months of Administration's time. That work includes developing the budget application, distributing the application, working with departments on the development of their budgets, identifying revenue streams and amounts, working with the committee on establishing funding priorities, and presenting the budget to the Legislature. Because the Tribal budget helps fund hundreds of programs and employment positions, in whole or in part, you can imagine how difficult a task this must be. Administration also spent a considerable amount of its time working with Finance to help monitor and provide technical assistance to departments on their budgets. The following is a brief comparison of the Fiscal Year 2011 Tribal and Restricted Use Budgets to the FY2010 Tribal and Restricted Use Budgets.

**COMPARISON OF FY2011 PROJECTED EXPENDITURES TO FY2010**

| Description           | FY 2010 Budget<br>(Oct. 1, 2009-Sept. 20, 2010) |                        |                   | FY 2011 Budget<br>(Oct. 1, 2010-Sept. 20, 2011) |                        |                   |
|-----------------------|---|------------------------|-------------------|---|------------------------|-------------------|
|                       | Tribal [1]                                      | Restricted<br>-Use [2] | Total             | Tribal [1]                                      | Restricted<br>-Use [2] | Total             |
| <b>Total Expenses</b> | <b>12,243,898</b>                               | <b>1,350,221</b>       | <b>13,594,119</b> | <b>10,350,898</b>                               | <b>1,400,883</b>       | <b>11,751,781</b> |
| Diff. (2011-2010)     |   |                        |                   | (1,893,000)                                     | 50,662                 | (1,842,338)       |
| % Diff (Change/Base)  |   |                        |                   | -15.46%   | 3.75%                  | -13.55%           |

**Notes:**

[1] Tribal funds used to pay for anticipated expenditures include funds provided by the Casino, Tax Commissioner, License & Permits Department, Fines and Fees, and other lesser revenue streams.

[2] Restricted Use funds used to pay for anticipated restricted-use expenditures include funds that have statutory, regulatory, or locally imposed restrictions on their use. These funds generally include interest income made available by the Health Care Endowment (judgment funds), Education Endowment (judgment funds), Burial Endowment (judgment funds), Gaming Compact credits, and other smaller funds.

- CodeRED Emergency Notification System. Administration researched emergency notification systems and opted to purchase the CodeRED Emergency Notification System in the past fiscal year. The CodeRED system is a web-based system that gives the Tribe the ability to send out mass telephone messages to residents of the Reservation and Middle Village in the event of an emergency. Calls are triggered by logging on to the website from any computer with internet access or by using a telephone and said notifications can be sent to the entire Reservation or selected portions. Residents are also able to enroll in order to receive voice messages on their cell phone as well as text messages and emails should they opt to do so. Both Tribal and County Emergency Management Directors were involved in this research process and are the primary personnel charged with sending CodeRED message notifications in the event of an emergency.
- Menikemekat Wikamek. A major accomplishment this year that benefitted the community was the grand re-opening of the Recreation Center. The Tribe received a federal earmark for the project and the goal was to provide more health and social service type activities to the community by co-locating departments and updating the facility. The renovation project doubled the size of the old facility, modernized the weight room, built a craft room/study area, created additional office space, and added a conference room. To memorialize the changes, it was decided that the Recreation Center be re-named “Menikemekat Wikamek”, Menominee for “where one grows and does well”. Since the grand re-opening, a number of community activities have taken place including exercise classes, dances, fundraisers, and gardening classes to name a few. The renovation and expansion continues to have a positive impact on community health and services continue to develop.
- Charter Communications. Administration, in collaboration with the Information Technology department, developed a broadband initiative with Charter Business that would benefit government, business, and many residential users. This proposed project is the first of its kind and will greatly advance the technological capabilities of the Tribe in many ways. The project will benefit both the Tribal government, Menominee Nation Casino, Menominee County, Menominee Tribal Enterprises, Menominee Indian School District, College of Menominee Nation and general membership through services like broadband access throughout the entire reservation, digital cable, voice over internet phones, and improved telecommunications.

In efforts to develop the project, Administration and I.T. set up a meeting between all of the stakeholders to assess interest and to introduce everyone to the Charter team. The meeting was successful and it was recognized that the current services could not compete with Charter Business's proposal. In addition to the meetings with stakeholders, I.T. and Administration developed a community survey to assess what the communities unmet needs are. The survey overwhelmingly revealed dissatisfaction with the current services and a need for improved broadband services.

The Charter Business project was brought forth to the Menominee Tribal Legislature in June of 2010 and ultimately approved. The project has been reported on at least monthly to the Legislature and updates included project status, issues, and partnerships with other tribal agencies like College of Menominee Nation, Menominee Casino Resort, and Menominee Indian School District to name a few. Meetings will continue with Charter Business until the build out is complete with staff from Community Development, Historic

Preservation, and Tribal Administration participating and sharing information to help make the project a success. The project development commenced in the fall of 2010 and is still slated for completion by the spring of 2011.

- Department of Justice. The United States Department of Justice visited the reservation this year. This visit was a listening session where the focus was American Recovery and Reinvestment Act funding and programming specific to sexual assault and domestic violence. Tribal participants included Menominee Tribal Legislators, Maehnowesekiyah staff, LEC staff, Tribal Courts staff, Administration, and a partner organization. Participants discussed program successes as well as obstacles like funding, service gaps, and poor service delivery by other entities. In attendance were the U.S. Associate Attorney General, the U.S. Attorney for the Eastern District of Wisconsin, and a number of other Department of Justice staff. The visit was well received by DOJ and staff may be returning again to address concern areas as well as consider using the tribe's sexual assault and domestic violence program as a model for other Indian tribes.
- Bid Reviews. This year the Department of Administration assisted in eighteen (18) bid reviews for various construction projects as well as for the solid waste and recycling services for the Menominee Reservation/County. Some of the more notable projects include:
  - Neopit sewer and water improvement project which is being funded using a combination of a grant/loan package from the Indian Health Services, USDA-Rural Development, and Tribal funds. The major components of this project include: (a) construction of two new sewage lift stations, (b) demolition of two existing lift stations, (c) construction of one new sewer manhole, (d) construction of approximately 38-ft of gravity sewer lines, 78-ft of sewer force main lines, (e) professional inspection services for both the existing and new water towers in Neopit, (f) construction of a new 100,000 gallon water tank and improvements to the existing 200,000 water tank, (g) aeration equipment and technical services for the Neopit lagoon system including force main replacements and lagoon renovations, and (h) construction of the pumphouse.
  - Housing Department home improvement projects on all low rent single-family units. These projects included such things as mold assessment and remediation services, installation of energy efficient water heaters, wood burners, LP furnaces, new steel roofs, and the total rehabilitation of over 45 homes. These projects were funded from several different sources such as the American Recovery and Reinvestment Act (ARRA), ICDBG, and Tax Credit investments
  - Several road construction projects including the reconstruction of Go Around Road including the construction of sidewalks in this area which was also funded through ARRA and the construction of the Cultural Museum road and parking lot.
  - Three facility expansion projects including design/build services for the renovation to the former Transit facility for use by the Community Development Department and the Clinic EMS Facility renovation and addition project, both of which were funded with ARRA. The renovation of the Zoar Fire Station for use as a Community Center was funded with tribal dollars.
  - Solid waste and recycling services as a joint bid between the Tribe and the Town of Menominee, which in the end should be more cost effective for both entities by jointly contracting for these services.
- Menominee Tribe/Menominee County Human Services Planning Committee. The Department of Administration assisted the Menominee Tribe/Menominee County Human Services Planning Committee in its work with addressing the high costs of mental health commitments, guardianships, and protective placements provided under Wis. Stats Chapters 51, 54 and 55 to Menominee County residents. A Memorandum of Agreement (MOA) between the Tribe, Menominee County Human Services, and the Wisconsin Department of Health Services (DHS) was approved at a joint meeting between the County Board, DHS staff, and the Legislature. A number of meetings were held with a Consultant hired by the State of Wisconsin to perform an overall organizational review of Menominee County Human Services Department. The review looked at service delivery, duplication of services, gaps, and operational efficiencies and focused mainly on the County Human Services Department but the consultant also met with staff the Tribal Clinic, Tribal Social Services, and the Aging Division. As a result of this review, one of the recommendations implemented was the Tribe assuming some of the Community Options Program/Community Integration Program (COP/CIP) waiver clients. COP helps people who need long-term care to stay in their own homes and communities. Its purpose is to provide cost-effective alternatives to expensive care in institutions and nursing homes. Elderly people and people with serious long-term disabilities receive funds and assistance to find services they are not able to get through other programs. CIP helps people with developmental disabilities relocate from state centers and nursing homes back to their communities by providing them with needed services. The Aging Division is a State approved waiver agency which allows for the expenses relating to these clients to be reimbursed at the 100% FMAP rate. The Tribe continues to transition the elderly clients from the County, which saved the County over \$200,000 in matching funds during FY2010 alone.

Administration completed a federal appropriations request to Senator Kohl and Representative Kagen for the development of a Menominee Crisis Diversion Center for \$324,330. The Center would be located in the Maehnowesekiyah Wellness Center Residential Facility and would require the construction of a 24' x 36'5" addition that will allow for a private handicap accessible entrance into the Center. The Center would provide short-term, de-escalation services to those individuals who are in crisis that without immediate stabilization assistance may be at risk for inpatient psychiatric hospitalization. These services would aim to reduce the possibility for long-term treatment at a more restrictive location thereby reducing overall costs of treatment services.

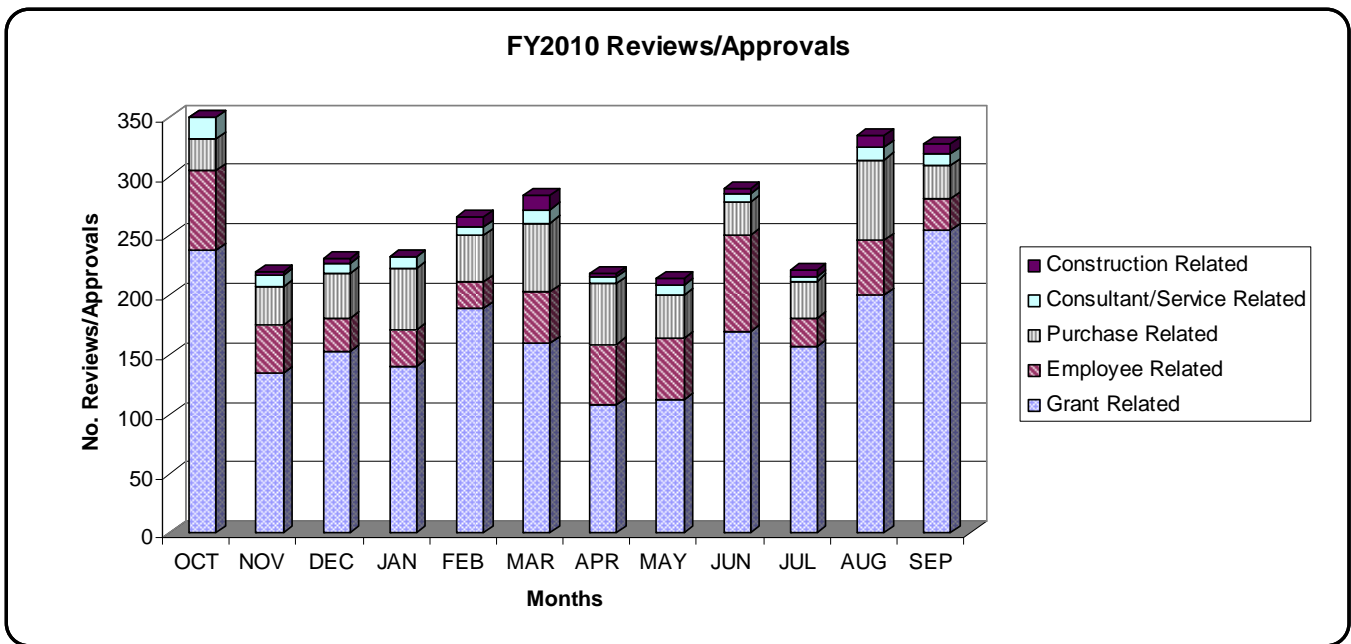
- Real Estate Services. This past year Administration along with staff from the Legal Services Department and the Community Development Department attended several meetings and held telephone conferences with the BIA-Midwest Regional Office Realty Staff regarding fee-to-trust applications and leasing issues. As a result of these discussions the BIA Realty staff was on on-site this past summer to complete the certificate of inspection and possession (CIP) process on fifteen (15) of the fee-to-trust parcels which according to the BIA was the only outstanding item that needed to be completed. Staff from Administration, Community Development, and the BIA also conducted a review of thirty-two (32) additional fee-to-trust transfer files to determine the status of each parcel. The majority of the parcels require an updated Phase I Environmental review, which will be coordinated with the Environmental Services Department. Once these are updated, they will be sent to the BIA and then a CIP will be scheduled. BIA Realty staff also delivered several approved lease documents for the Housing tax credit projects 3 and 4 while on-site. Administration also submitted to the BIA approximately 40 lease documents for tax credit projects 5 and 6.
- Town/County of Menominee Plan Commission. Administration attended meetings this past year as one of two Tribal representatives on the Town/County of Menominee Plan Commission. The Plan Commission was charged with the creation and implementation of a 30 year comprehensive plan which details the direction in which the Town/County wants to take in the seven specific areas (Economic Development, Housing, Transportation, Utilities and Community Facilities, Agriculture, Culture and Natural Resources, Land Use, and Intergovernmental Cooperation). The Comprehensive Plan-2030 was completed in November of 2009 and ultimately adopted by Town/County Board on December 17, 2009. The commission continues to meet to ensure compliance with plan goals and objectives; in its review and discussion of the implementation chapter, the commission is finding that between the Town/County and the Tribe, a majority of goals and objectives with either an on-going or one to two year timeline designation have already been initiated. The commission has ensured that the Comprehensive Plan's goals and objectives align with those goals located in the Tribe's Strategic Plan.
- Employee Departures. In FY2010, the Tribe and the Department of Administration said goodbye to the following directors and notable employees this past year:
  - Dennis Sheldon, former Information Technology Director, who left the Information Technology Department on July 29, 2010.
  - Shane Dixon, former Grant Writer Aide, who left the Department of Administration on August 6, 2010. Best wishes Shane.
- Employee Additions. In FY2010, we welcomed the following director and wish him well in his new position:
  - Andrew Westphal, Information Technology Director, who assumed his new position on September 7, 2010. Andrew has been with the department for over 13 years and previously served as a Programmer and Network Engineer.



## VI. Statistical Summary

Administration conducted 3,186 reviews and approvals in FY2010 versus 3,689 reviews and approvals in FY2009, representing a decrease of 503 approvals. The decline in reviews and approvals is directly attributed to the cost-containment measures and reduced work week that were instituted in FY2010. Refer to the tabular summary and graph below for more details.

| DESCRIPTION                       | OCT        | NOV        | DEC        | JAN        | FEB        | MAR        | APR        | MAY        | JUN        | JUL        | AUG        | SEP        | TOTAL        | FY2009       | DIFF.        |
|-----------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|--------------|--------------|
| <b>Grant Related</b>              |            |            |            |            |            |            |            |            |            |            |            |            |              |              |              |
| <b>Totals</b>                     | 238        | 135        | 153        | 140        | 189        | 160        | 108        | 112        | 169        | 157        | 200        | 255        | 2,016        | 2,073        | (57)         |
| <b>Employee Related</b>           |            |            |            |            |            |            |            |            |            |            |            |            |              |              |              |
| <b>Totals</b>                     | 67         | 40         | 27         | 31         | 22         | 43         | 51         | 52         | 81         | 23         | 46         | 26         | 509          | 1,198        | (689)        |
| <b>Purchase Related</b>           |            |            |            |            |            |            |            |            |            |            |            |            |              |              |              |
| <b>Totals</b>                     | 27         | 32         | 38         | 51         | 39         | 58         | 51         | 36         | 28         | 32         | 68         | 28         | 488          | 247          | 241          |
| <b>Consultant/Service Related</b> |            |            |            |            |            |            |            |            |            |            |            |            |              |              |              |
| <b>Totals</b>                     | 17         | 10         | 9          | 10         | 7          | 11         | 5          | 8          | 7          | 4          | 10         | 10         | 108          | 128          | (20)         |
| <b>Construction Related</b>       |            |            |            |            |            |            |            |            |            |            |            |            |              |              |              |
| <b>Totals</b>                     | 1          | 3          | 4          | -          | 9          | 12         | 3          | 6          | 4          | 5          | 10         | 8          | 65           | 43           | 22           |
| <b>GRAND TOTALS:</b>              | <b>350</b> | <b>220</b> | <b>231</b> | <b>232</b> | <b>266</b> | <b>284</b> | <b>218</b> | <b>214</b> | <b>289</b> | <b>221</b> | <b>334</b> | <b>327</b> | <b>3,186</b> | <b>3,689</b> | <b>(503)</b> |



## VII. Grant Writing Summary

The Grant Writer staff submitted 82 grants this past year compared to 76 the year before. From this effort the Tribe received \$11,408,355 in new or continuation funding for tribal programs including \$159,660 in Recovery Act funding. The following table lists the grants submitted by the department; it further notes whether the Grant Writers wrote the grant (W) – which includes degrees of effort from program directors and staff – or reviewed the grant with minor edits (R) or simply submitted the grant (S).

| # | R/W/S | Department    | ARRA | Grant Title                                 | Funded  | Denied  | Pending |
|---|-------|---------------|------|---|---------|---------|---------|
| 1 | R     | Admin         |      | IMLS Native American Library Services (CMN) | 150,000 |         |         |
| 2 | W     | Admin         |      | USDA-RBOG Community Foods                   |         | 170,303 |         |
| 3 | W     | Aging         |      | Long Term Care                              |         | 199,999 |         |
| 4 | W     | Aging         |      | Diabetes Screening Promo                    |         | 2,500   |         |
| 5 | S     | Aging         |      | MIPPA                                       |         |         | 1,000   |
| 6 | S     | Child Support |      | Child Support Services                      | 711,412 |         |         |

| #  | R/W/S | Department         | ARRA | Grant Title                                     | Funded    | Denied  | Pending |
|----|-------|--------------------|------|---|-----------|---------|---------|
| 7  | W     | Clinic             |      | Data Interface Development                      | 41,860    |         |         |
| 8  | W     | Clinic             |      | Special Diabetes-Community Directed             | 580,980   |         |         |
| 9  | R     | Clinic             |      | Special Diabetes-Competitive                    | 324,300   |         |         |
| 10 | W     | Clinic             |      | Diabetes Prevention & Control-Historic Trauma   | 6,250     |         |         |
| 11 | R     | Clinic             |      | Diabetes Prevention & Control-Self Management   | 5,000     |         |         |
| 12 | R     | Clinic             |      | WNATN (Tobacco Prevention & Control)            | 5,089     |         |         |
| 13 | W     | Clinic             | X    | CDC Communities                                 |           | 494,082 |         |
| 14 | W     | Clinic-Dental      |      | Healthy Smiles                                  |           | 14,480  |         |
| 15 | W     | Clinic             |      | EMS   | 40,324    |         |         |
| 16 | W     | Clinic             |      | Home Visiting Program                           |           | 187,986 |         |
| 17 | W     | Conservation       |      | Tribal Wildlife Research                        |           |         | 199,992 |
| 18 | R     | Conservation       |      | VHS Program                                     | 21,583    |         |         |
| 19 | R     | Conservation       |      | CWD   | 10,000    |         |         |
| 20 | W     | Court              |      | CTAS #3 Tribal Court Assist                     |           | 499,997 |         |
| 21 | W     | Court              |      | Wellness Court Training (Non-Cash Award) Funded |           |         |         |
| 22 | R     | CRC                |      | 477 Plan  | 63,813    |         |         |
| 23 | R     | CRC                |      | WIA   | 144,795   |         |         |
| 24 | R     | CRC                |      | TANF  | 1,367,930 |         |         |
| 25 | R     | Day Care           |      | CCDF  | 242,806   |         |         |
| 26 | W     | Env. Services      |      | Injury Prevention                               | 65,000    |         |         |
| 27 | R     | Env. Services      |      | Clean Air - 103                                 |           |         | 38,471  |
| 28 | R     | Env. Services      |      | Hazardous Waste                                 |           | 61,323  |         |
| 29 | R     | Env. Services      |      | USGS-Wolf River Gauge 2010                      |           |         | 6,300   |
| 30 | R     | Env. Services      |      | PPG-Clean Water/GAP                             | 219,105   |         |         |
| 31 | R     | Env. Services      |      | USGS-Wolf River Gauge 2009                      | 6,300     |         |         |
| 32 | R     | Env. Services      |      | Safe Ride                                       | 1,500     |         |         |
| 33 | R     | Env. Services      |      | Water Resource Manag.                           |           |         | 20,000  |
| 34 | W     | Food Distribution  | X    | FDPIR-Nutrition Education                       | 25,950    |         |         |
| 35 | W     | Food Distribution  |      | FDPIR Nutrition Education                       | 92,666    |         |         |
| 36 | R     | Food Distribution  |      | Food Distribution Program                       | 488,908   |         |         |
| 37 | W     | Food Distribution  |      | TEFAP   | 250,000   |         |         |
| 38 | R     | Head Start         |      | Head Start/Early Head Start                     | 1,715,777 |         |         |
| 39 | W     | Head Start         | X    | Head Start-ARRA-2009                            | 133,710   |         |         |
| 40 | S     | Head Start         |      | COLA  | 29,812    |         |         |
| 41 | S     | Head Start         |      | State Supplement                                | 109,725   |         |         |
| 42 | W     | Hist. Preservation |      | Traditional Woodland Crafts                     | 500       |         |         |
| 43 | W     | Hist. Preservation |      | First Nations-2009                              | 9,000     |         |         |
| 44 | W     | Hist. Preservation |      | NPS Historic Properties                         |           | 78,567  |         |

| #  | R/W/S | Department         | ARRA | Grant Title  | Funded    | Denied    | Pending   |
|----|-------|--------------------|------|--|-----------|-----------|-----------|
| 45 | W     | Hist. Preservation |      | Nat'l Park Service                                   | 78,141    |           |           |
| 46 | W     | Hist. Preservation |      | AHP Environmental Data Loggers                       |           |           | 2,542     |
| 47 | W     | Hist. Preservation |      | JMM Charitable Trust                                 | 28,134    |           |           |
| 48 | R     | Housing            |      | Workshop/Storage Facility                            |           |           | 579,472   |
| 49 | R     | Housing            |      | Emergency Shelter-Trans. Housing                     |           | 84,200    |           |
| 50 | R     | Housing            |      | State Shelter Subsidy                                | 27,155    |           |           |
| 51 | R     | Housing            |      | WHEDA  |           | 25,000    |           |
| 52 | R     | Library            |      | IMLS Basic   | 6,000     |           |           |
| 53 | R     | Maehno             |      | Family Violence                                      | 59,022    |           |           |
| 54 | W     | Maehno             |      | CTAS #5 Sexual Assault Serv.                         |           | 300,000   |           |
| 55 | W     | Maehno             |      | CTAS #6 Tribal Gov'ts (3 yrs)                        | 575,000   |           |           |
| 56 | W     | Maehno             |      | IHS-Children and Youth Program                       | 75,000    |           |           |
| 57 | W     | Maehno             |      | Mental Health Transformation (5 years)               | 1,985,672 |           |           |
| 58 | W     | Maehno             |      | Rural Domestic Violence                              | 250,000   |           |           |
| 59 | W     | Maehno             |      | Recovery Oriented Systems of Care (5 years)          |           | 1,172,430 |           |
| 60 | W     | MTPD               |      | CTAS #1 COPS-Tribal Resources                        | 475,658   |           |           |
| 61 | R     | MTPD               |      | Homeland Security Radio                              | 3,400     |           |           |
| 62 | W     | MTPD               |      | County/Tribal LE-2010                                | 37,569    |           |           |
| 63 | W     | MTPD               |      | Indian Highway Safety                                | 265,000   |           |           |
| 64 | W     | MTPD               |      | Tribal Law Enforcement                               | 66,108    |           |           |
| 65 | W     | MTPD               |      | CTAS #2 Indian Alcohol                               |           | 500,000   |           |
| 66 | W     | MTPD               |      | TVA  | 147,952   |           |           |
| 67 | W     | MTPD               |      | VOCA   | 39,101    |           |           |
| 68 | W     | MTPD               |      | Youth Advocate                                       | 300,000   |           |           |
| 69 | W     | MTPD               |      | Badges for Baseball                                  | 3,942     |           |           |
| 70 | W     | MTPD               |      | BIA One-Time Funding                                 |           |           | 389,166   |
| 71 | R     | Transit            |      | 5311 Capital Assistance                              |           |           | 1,325,562 |
| 72 | R     | Transit            |      | 5311 Operating Assistance                            |           |           | 857,604   |
| 73 | S     | Transit            |      | Section 85.215 Elderly Trans                         |           |           | 22,500    |
| 74 | W     | Transit            |      | Tribal Transit                                       |           |           | 457,100   |
| 75 | R     | Tribal School      |      | Birth to 3   | 1,400     |           |           |
| 76 | R     | Tribal School      |      | EASIE  | 48,878    |           |           |
| 77 | R     | Tribal School      |      | Traditional Attire-Shawano Area Community Foundation | 964       |           |           |
| 78 | R     | Trust Resources    |      | Urban Forest Management                              |           |           | 5,000     |
| 79 | R     | Trust Resources    |      | Great Lakes Restoration                              |           |           | 319,370   |
| 80 | W     | YDO                |      | CTAS #10 Youth Concepts Demonstration Grant          |           | 500,000   |           |
| 81 | W     | YDO                |      | Learn & Serve  |           | 127,607   |           |
| 82 | W     | YDO                |      | Title IV B Family Preservation                       | 70,164    |           |           |

| # | R/W/S | Department | ARRA | Grant Title | Funded            | Denied           | Pending          |
|---|-------|------------|------|-------------|-------------------|------------------|------------------|
|   |       |            |      | Sub-Total   | <b>11,408,355</b> | <b>4,418,474</b> | <b>4,224,079</b> |
|   |       |            |      |             | <b>FUNDED</b>     | <b>DENIED</b>    | <b>PENDING</b>   |

The following were reported as "Pending" in last year's report and have since been funded.

|    |   | Department         | Grant Title                    | Funded           |
|----|---|--------------------|--------------------------------|------------------|
| 1  | S | Aging              | MIPPA                          | 1,000            |
| 2  | S | Social Services    | Child Support                  | 855,846          |
| 3  | S | CRC                | 477 Plan                       | 259,410          |
| 4  | S | CRC                | TANF                           | 1,267,930        |
| 5  | S | Daycare            | CCDF                           | 117,759          |
| 6  | R | Env. Services      | Eurasian Water Milfoil         | 29,040           |
| 7  | R | Env. Services      | USGS-Wolf River Gauge          | 6,300            |
| 8  | S | Hist. Preservation | NPS-Tribal Hist. Pres. Officer | 32,427           |
| 9  | W | Maehno             | Family Violence Prevention     | 59,833           |
| 10 | R | Transit            | 5311 Capital Assistance        | 998,769          |
| 11 | R | Transit            | 5311 Operating Assistance      | 479,945          |
| 12 | R | Transit            | New Freedom                    | 54,431           |
| 13 | R | Transit            | STRAP                          | 575,633          |
| 14 | R | Transit            | Tribal Transit                 | 86,102           |
| 15 | R | Transit            | 5311c Planning                 | 25,000           |
| 16 | W | Tribal School      | Title 1 - ARRA                 | 329,700          |
| 17 | S | Trust Resources    | NRCS                           | 7,260            |
|    |   |                    | <b>Sub-Total</b>               | <b>5,186,385</b> |

|                        |           | Funded            | Denied           | Pending          |
|------------------------|-----------|-------------------|------------------|------------------|
| <b>Total Reviewed</b>  | 41        | 7,168,945         | 170,523          | 3,151,779        |
| <b>Total Submitted</b> | 12        | 3,392,581         | -                | 23,500           |
| <b>Total Written</b>   | 46        | 6,033,214         | 4,247,951        | 1,048,800        |
| <b>Grand Total</b>     | <b>99</b> | <b>16,594,740</b> | <b>4,418,474</b> | <b>4,224,079</b> |

W = written by Grant Writer staff, including varying degrees of effort from program directors and staff.

R= reviewed, edited and submitted by Grant Writer staff.

## IX. Strategic Planning

The Legislature adopted the Tribe's first comprehensive strategic plan on September 25, 2007 following four years of planning. The plan is comprised of 40 goals and 129 objectives that address the following service areas: culture, economic, education, health, justice, natural resources, and social. Many of the goals and objectives are continuous and represent areas that should always be addressed and further developed, while some goals and objectives are more definitive. The strategic plan has proven valuable to program development and grant writing efforts.

Since 2007, the Tribe's departments and partners have made extraordinary progress in advancing the strategic plan's goals and objectives. Progress is measured annually through workgroup reporting; workgroup members completed report forms and further shared stories about their efforts with their fellow workgroup members. Not only does this process increase awareness of what other departments are doing, it also helps workgroup members realize opportunities for collaboration and resource sharing. The following list highlights a handful of the accomplishments shared during the reporting process:

**Housing.** The Housing Department has been working hard to update existing homes through some very intense projects. The department is currently finishing Tax Credit Projects III & IV which involves the renovation of 43 homes. Additionally, the department is starting up Tax Credit Projects V & VI that will allow the Tribe to renovate another 45 homes. Future plans include Tax Credit Projects VII & VIII that will allow the Tribe to renovate another 48 homes. Housing has noticed a renewed sense of pride in the tenants and a pride they have for their homes.

**Transportation.** Construction on the new Menominee Transportation Center is complete. The new facility incorporated green/renewable technologies, including geothermal for heating and cooling of the offices, solar thermal for heating the garages, and photovoltaic/solar power to produce approximately 45% of the facility's power consumption. Total project cost totaled \$5,737,622.87, of which \$2,831,190.00 was ARRA stimulus funding, \$2,325,146.30 was funding from the Wisconsin Department of Transportation Section 5311 Capital funds, and \$581,286.57 came from BIA Indian Reservation Roads (IRR) funds. No Tribal dollars were used for the construction of the transit facility.

**Clinic.** The Clinic facilitated a Community Engagement Training at the College of Menominee Nation for thirty-five Tribal, County and Community leaders. Its purpose was to engage and educate leaders on building stronger relationships with community agencies. This type of commitment and leadership is necessary to addressing substance abuse, as it will require a long-term commitment from the community and its leaders. Future plans include hosting a series of community trainings on interventions, juvenile services, and treatment services.

**Youth Development and Outreach.** Among the many programs offered by YDO, it is worth noting that its Alternative Routes Program and its Community Service Program served 46 youth. Alternative Routes served youth and their families who voluntarily joined or were court ordered to participate in the program's monthly education sessions. Topics include the creation of a personal mission statement, suicide prevention, AODA issues, and one-on-one sessions for youth needing more personal assistance. Community Service participants were placed at community agencies that would offer them a cultural component; participants also assisted with YDO sponsored events such as: Thrills on Killer Hill/Haunted Trail, Haunted Hay Ride, "Twilight" Dance, Teen Night "Fear Factor" and the Youth Lacrosse Ceremonial Healing Game.

**Social Services.** The department was a key player in codifying the Indian Child Welfare Act into Wisconsin Statutes. The major sponsor of the Bill is Senator Jauch who was involved in many meetings with the workgroup and Representative Hraychuck from the Assembly. The law establishes procedures on how ICWA will be implemented and clarifies many ambiguous terms. The Tribal Legislature was also involved and committed lobbying resources for this initiative. The Bill was passed unanimously by both the Assembly and the Senate, and was signed into law in December of 2009 by Governor Doyle.

**Forest Management Planning.** The current Forest Management Plan (FMP) is scheduled to expire in December 31, 2010 after receiving a five year extension from the Bureau of Indian Affairs. The Legislature passed a motion this year making the approval of the Forest Management Plan a priority. The Department of Trust Resources is leading the revision effort and has presented the draft FMP at public meetings held throughout the reservation. The plan includes forest-wide goals, integrated natural resource management, forest management operations, silviculture and forest management, forest development, fire management, cultural resources, wildlife habitat, riparian areas, forest soil productivity, visual quality, forest roads construction and maintenance, forest invasive species, forest economics, and natural disturbance and emergency support.

# **A**ging Division

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Denise Pommer, Director

## **Mission Statement**

Our mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life.

## **Aging Division**

The Menominee Aging Division serves as the Tribal/County Aging Unit to administer funds and provision of aging-related program services utilizing Tribal, State and Federal appropriations. In existence for a number of years, the Aging Division provides services to Menominee tribal members age 55 and over and to non-Native county residents age 60 and over. The Director of Aging, under the direct supervision of Tribal Administration, oversees the array of programs and services and reports to the Health and Family Committee. As well, the Director works closely with the Commission on Aging whose members serve to represent the views, interests, and concerns of the elder population and with the Nutrition Committee, a separate body, that makes recommendations on matters related to the delivery of nutrition and nutrition supportive services.

The Aging Division employs and houses a Tribal/County Elderly Benefits Specialist. The Benefits Specialist offers information, advice and assistance to older individuals related to individual eligibility for, and problems with, public benefits and services and to health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for older individuals in need of legal representation to the private bar or Wisconsin Judicare. The Benefits Specialist also works with the residents and families of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare Part D and other benefits issues, and to secure the CBRF as the resident's representative payee for their Social Security benefits. The Director of Aging provides supervision of the Benefits Specialist on all issues related to compliance with tribal work rules and on issues regarding staff efficiency and task management. Wisconsin Judicare serves as the legal backup provider taking referrals from the Benefits Specialist when older individuals require representation of an attorney. During FY 2010 the Benefits Specialist provided program services to an unduplicated number of 235 individuals. 229 of who were native and 6 non-native individuals. Our Benefits Specialist has been successful in assisting individuals in realizing public benefits that they otherwise did not receive. We strongly encourage older individuals to contact the aging division for assistance or inquiry regarding benefits. Legal assistance to complete a Living Will/Last Will and Testament is available and, for your convenience, the Judicare attorney will travel here to the reservation; simply contact our Benefits Specialist to make arrangements for an appointment.

The Native American Community Caregiver Program primarily assists caregivers of Native American elders who are chronically ill or have disabilities. The program is staffed with a Caregiver Coordinator and two Community Caregivers. All three staff members are Certified Nursing Assistants. The Aging Division receives both Title III and Title VI grant money to provide services that include: information and assistance, case management, outreach, health promotion and wellness, transportation, chore services, in-home services, and other supportive services that contribute to the welfare of elders. In addition to supervision of the Community Caregivers, the coordinator serves as liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparents programs.

Elders age 55 and older are eligible for the Nutrition Services program; the program provides a nutritious meal to homebound elders and in the congregate setting at the senior centers Monday through Friday with the exception of holidays. During FY 2010 a total of 29,298 meals were served. The senior centers in Keshena and Neopit are each staffed with a Head Cook and an Assistant Cook. Operations are also aided through the JTPA program, NICOA, and volunteers. The congregate setting serves as an activities center as well for individuals interested in playing cards, bingo, puzzles, or just visiting. Informational materials on nutrition and other topics of interest and community events can be found posted in the centers as well. In accordance with Nutrition Program Operations guidelines, carryout meals are disallowed however there is a Home Delivered Meals program available.

Eligibility for Home Delivered Meals is based on an assessment that is completed to determine whether potential participants meet the established criteria in addition to the general participant eligibility. In part, criteria for receiving Home Delivered Meals include that the applicant is age eligible, that the individual must be unable to leave his or her home under normal circumstances, the person must be unable to participate in the congregate meals program, that there is no spouse or other adult living in the home or building willing to prepare meals, and that the person agrees to be home when the meals are delivered.

The Aging Division's maintenance department consists of the full time supervisor and one full time general maintenance worker. The maintenance supervisor is very much involved in any emergency response efforts and

attends the Local Emergency Planning Committee on the behalf of the Aging Division. In addition to providing routine and preventative maintenance at the Aging Division facilities including the CBRF, in accordance with Wisconsin Administrative Code, Department of Health Services, Chapter 83, the staff also provides a number of services to community elders. Enrolled tribal elders age 55 and over are eligible for snowplowing, air conditioner installation, firewood delivery, delivery of durable medical equipment, and minor repairs.

Community Services Block Grant (CSBG) funds are utilized to purchase durable medical equipment such as hospital beds, toilet risers, etc. and are loaned for use to community members through the division's loan closet when equipment is in stock. CSBG funds address the needs of low income elderly and are used in addition to a small FEMA grant and tribal dollars to assist low income elders with weather related emergencies, utility and heating problems, rent to avoid eviction, and in other emergency situations that jeopardize the elder's health and welfare. Applications are available at the Aging Division.

Lastly, our elders participated in several activities planned and coordinated by the aging division including the Tribal Elders Christmas party, 4 Nations picnic hosted by Menominee, the December 2009 Great Lakes Native American Elders Association meeting hosted by Menominee, and a Managing Your Money Workshop.

### **Wolf River Community Based Residential Facility (CBRF)**

#### **Gail Hanseter, RN, Nursing Services Supervisor**

Mission Statement: To provide a safe, secure, and comfortable home-like atmosphere for our elderly residents...To Maintain and encourage the highest possible level of independence consistent with each resident's ability...To provide that level of assistance with activities of daily living that will optimize each resident's physical and mental well being.

Wolf River CBRF is licensed through the state of Wisconsin. The regulations of the Wisconsin Administrative Code, Department of Health Services, Chapter 83, guide our practices, policies and procedures. The CBRF is licensed as a 15 bed, class CNA (C Non-ambulatory) facility. A class CNA CBRF may serve residents who are ambulatory, semi-ambulatory or non-ambulatory. The client groups we serve under our licensure are elderly and Alzheimer's or other irreversible dementia. Admission is based on an assessment performed by the nurse to identify the needs of the potential resident and ensure that those needs can be met at the CBRF. The facility is surveyed by the State no less than every two years. The CBRF was last surveyed in March, 2009. Our annual pharmacy review was done in November with no citations issued.

The CBRF is staffed with one full-time Registered Nurse, three full-time Certified Nursing Assistants, four part-time Certified Nursing Assistants, two on-call Certified Nursing Assistants. The CBRF also shares the following positions with the Aging Division: two maintenance workers, one Administrative Assistant, and the Aging Director. In FY 2010 the CBRF continued to be a National Indian Council on Aging (NICOA) training site for two housekeepers. Throughout FY2010 the CBRF also has had TANF and JTP workers.

The staff at the CBRF assists the residents with Activities of Daily Living and Instrumental Activities of Daily Living. The Activities of Daily Living are ambulating, transferring, dressing, eating, personal hygiene and toileting. Instrumental Activities of Daily Living include such activities as managing medication, managing finances, housework, shopping, preparing meals and using the telephone. The staff encourages resident participation in activities such as crafts, games and bingo.

Although our census has varied over the year from eight to twelve residents, our average census increased by one over last fiscal year. At the end of the fiscal year and to date, the CBRF is home for ten elders. Throughout the year we also provided respite services to a number of elders. Elders who come to the CBRF for respite care can stay anywhere from one day to twenty-eight days.

The Menominee Aging Division/Wolf River CBRF has been a waiver agency for over two years now. This has allowed us to provide, and bill Medicaid, for services provided at the CBRF. Federal Medicaid reimbursement was approximately 60% of costs for services for eligible residents. However, in October 100% federal reimbursement became a long awaited reality. We are now reimbursed 100% of costs for those residents who are on the Community Options Waiver Program. Residents need to be both financially and functionally eligible to participate in the Waiver Program.

In May the CBRF facility was struck by lightning resulting in extensive damage to the security, fire, phone, and computer systems as well as the television antenna and elevator. Some items were repaired and others were damaged beyond repair and needed to be replaced.

In September the Aging Director and Nursing Services Supervisor presented an Adult Day Services policy to the Health and Family Committee. Once approved, the CBRF will offer fee-for-service Adult Day Services to community elders. The services will be a cost-effective, dignified alternative for elderly loved ones who would otherwise have to stay home alone or be prematurely placed in a nursing home or assisted living facility. At the same time, this service will provide family caregivers the ability to carry on with their own daily activities while their loved one is safely cared for during the day.

## **B**usiness Center\*

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Carrie Grignon, Office Manager

### **Menominee Business Center** Carrie Grignon, Office Manager

***The mission 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 to improve 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, and strengthen business skills by working in a supportive environment with other businesses.

**Personnel** - The Business Center is staffed by a full time Manager, Carrie Grignon and a Research Specialist, Renee Mahkimetas.

**Office Space** -The Business Center has nine rental office spaces; all are rented out except for one office. The current tenants of the Business Center are:

Wilmer Peters Jr., Business Specialist, Northwood Nijii Enterprise Community, Inc. Wilmer is an asset to the Business Center and its tenants. He brings with him 20 + years of experience in the banking/lending industry and has also provided technical assistance to Tribal business clients, is an advisor to the Menominee Chamber of Commerce, and a board member of the Menominee Business Center. He also provides financial literacy training in the area and is a guest speaker for many local workshops and business writing sessions the Menominee Business Center provides.

John Smith, Director of NiiJii Capital Partners, Inc. is a separate chartered entity that provides technical assistance and financial products to small business owners. They are a certified Community Development Financial institution and rent two offices. Pamela Waukau is the Administrative Assistant.

The Menominee Chamber of Commerce, Inc is an economic development non-profit advocate for local businesses and is committed to helping members compete regionally by providing them with outstanding programs, benefits, and services. Incorporated in 2005, membership in the Chamber is open to all businesses, professional and economic organizations that support the purposes of the association. The Chamber has its own website at [www.menomineechamber.org](http://www.menomineechamber.org). The MCC currently has 47 members including 3 corporate sponsors, The Menominee Indian Tribe of WI, The Menominee Bingo, Casino & Hotel, and The North Star Casino. Secretary for the Chamber for three years on site is Ms. Kala Wilber.

The National Indian Council on Aging (NICOA) is a senior community service employment program headed by Aleta Fish, Employment Specialist who also is in charge of the Minnesota office. Their purpose is to provide



meaningful part-time work experience in community services and provide opportunities to transition to unsubsidized jobs in private industry or the public sector. This office employs two part-time workers, who are enrollee's of NICOA.

### **Non-Anchor Tenants**

The Business Center also realizes that small business owners may not need a dedicated office suite but do need the Business Center's services. So for a monthly fixed rate businesses can be what we call "non-anchor" tenants. They are affiliated with the Center and can utilize all our services during the normal business hours. This option has been a favorite for business owners that need telephone messaging service and mail services.

The Business Center has two non-anchor tenants:

Mary & Larry Dvoratchek, Hard Rock Sawing and Drilling Specialist Company - The Dvoratchek's own and operate a construction company that specializes in concrete cutting. Mary has earned herself many awards and recognitions as a successful women small business owner.

Susan Sorenson, New Promotions & Apparel, LLC. Susan's business is located out of Bear Creek WI and has opened a satellite office here in Keshena. Her business offers excellent customer service and can meet all your printing, promotional products, and apparel needs.

### **Volunteer Income Tax Assistance**

The Business Center Manager participated in the planning of the 2010 tax season project. The preliminary report from the IRS is that the Business Center Manager and Research Specialist transmitted 275 Federal Returns and 168 State Returns for a total of \$667,056 dollars to the community. Of these refunds, \$199,791 was for Earned Income Credit, \$112,135 in Child Tax Credit, and \$5,532 in Education Credit. Each year more people are filing and receiving refunds to help the local economy. Also it should be mentioned that there were a total of 19 clients who were 60 years of age or over.

### **The Money Conference**

The 2010 Fifth Annual Shawano/Menominee County Financial Wellness Conference was again very successful sponsored by Asset Builders of American, Inc. In attendance at the Menominee Indian High School were 117 people from the Shawano/Menominee area. The goal of the Money Conference is to provide *high quality, unbiased* financial education to a group that has traditionally been *underserved* in this area – individuals from low- and moderate-income households. A successful Finance and Investment Challenge Bowl competition was also held at the Conference. Four teams, consisting of students from Menominee Indian High School and Bowler High School, participated. The two teams from Bowler High School represented the Shawano/Menominee region at the first-ever statewide FICB final-round tournament in Madison on May 18, 2010. For more information on the Money Conference go to [www.assetbuilders.org](http://www.assetbuilders.org).

### **Rural Business Enterprise Grant (RBEG)**

The Menominee Business Center received another year of funding for a grant to "provide training to 40 entrepreneurs resulting in improved (i.e.) management skills for 75% of attendees. To date, nineteen entrepreneurs have completed training (48%) of the objective to improve their management skills, obtained other essential small business skills such as basic bookkeeping, tax issues, and business planning.

The trainings included a First Steps, Microenterprise curriculum, and the NxLevel advanced business planning series.

### **PRIVATE SECTOR INITIATIVE (PSI)**

**Renee Mahkimetas, Research Specialist**

**The mission is 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 a service of the Menominee Business Center (Incubator) and both has tried it's utmost to fit into the Tribe's "Strategic Plan" by looking at the reservation's base of what it already has, and strengthening it by offering education on asset building and financial literacy so aspiring entrepreneurs know that by saving for the future, they may one day own and operate their own business. For those already in businesses,

motivation and strengthening may be their need so they can become more successful and thrive in the poorest county in Wisconsin.

**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.

**Accomplishments** – The Research Specialist successfully graduated from the College of Menominee Nation with an Associate Degree in Business to compliment her position for the Tribe.

A total of seventeen business intakes were made during the year and five business plans written. This is down from previous years but considering the recent economy, it stands to reason why entrepreneurs would take time to consider starting a small business. Of these five completed business plans, two loans totaling \$36,948 was granted to one business owner to start their business. Based on the last ten years, there has been an average per year of 32 intakes, 7 business plans, loan approvals of \$46,000 through the Tribes Revolving Loan Fund Program, \$87,325 loan approvals through other financial institutions, and three new start up businesses per year through the office of Private Sector Initiative.

\* NOTE: The Business Center is not a department; it is a program operated by the Community Development Department.

## **C**Child Support\*

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Rosemund Hoffman, Manager

The Menominee Tribal Child Support Agency is in its eleventh year of operation under the Tribe. The primary purpose of the Child Support Agency is to establish paternity and child support and to enforce orders issued by the Menominee Tribal Court. We currently have seven Child Support Specialists, one Financial Specialist, one Support Clerk, a Manager and a part-time Attorney on staff at the agency. Services include case initiation, locate, establishment, enforcement of Tribal Court orders, case management, case reviews, modifications, and closure of child support cases. Under federal regulations, the agency is required to respond and provide enforcement services for those cases referred by States over which the Tribal Court has jurisdiction.

There were 496 referrals made to the Child Support Agency from October 1, 2009 through September 30, 2010. Of these, 408 were referrals from economic support agencies and programs and 88 referrals were by application request from custodial parents. The average caseload of the Child Support Agency is 2000 cases. Each Child Support Specialist manages an average caseload of 300. An average of 70 new paternity cases are opened each year for paternity establishment.

There are 1,627 child support cases open with the Child Support Agency as of 9/30/2010. An additional 131 cases are in non-IV-D open status for which services are not required to be provided. However, the Menominee Tribal Child Support Agency does monitor these cases on a limited basis. Each worker manages an average of 270 federal IV-D cases. The performance measure for child support establishment is that 80% of total open IV-D cases must have support established. The Menominee Tribal Child Support Agency has 1627 open cases. 1,514 of these cases have support established and puts our performance establishment rate is at 93% for the fiscal year ending 9/30/2010. Paternity establishment rates are a second performance measure. As of 9/30/10, the Paternity establishment rate for the agency was 95% compared to the federal performance rate of 90%, i.e., The Menominee Tribal Child Support Agency has established paternity for 95% of all children born out of wedlock who are on the caseloads.

Despite the fact that data shows 93% of our cases have court-ordered support obligations and that child support payments distributed to children and families is high for this community, the number of fathers actually contributing to the financial care of their children is low. Approximately 50% of absent fathers do not contribute to

the support of their children. A certain amount of this is due to economic conditions, but a high percentage of non-paying fathers refuse to support their children until forced to do so based on data collected by the Child Support Agency.

It is the children living in low income and poverty levels that benefit the most from child support. Because of our concern about the number of non-paying fathers, we initiated an intervention project in FY2009 to identify barriers that may be present among these payers. Barriers that were identified through data gathered for this delinquent target group were ranked included: (1) Unemployment (97%), Health issues, specifically AODA (81%), Criminal Justice System involvement (78%), Transportation (72%), Education (57%). Intervention and referral services were included in the program design and community resources were identified and the participants were provided information on the programs that could assist with removing barriers that were identified through assessment. Some positive outcomes resulted for those participants who took advantage of the resources offered in areas of education, training, employment, DVR eligibility, increase in child support payments, and a decrease in delinquencies. Based on data gathered, we plan to incorporate intervention through information and referral in our program.

For FY2010, the Menominee Tribal Child Support collected a total of \$1,471,051.00 to Menominee children and families. This is the fourth consecutive year that the efforts of agency staff have resulted in collections exceeding one million dollars per year.

For FY2011, the Child Support Agency will continue to provide establishment of paternity and child support and enforcement of Tribal Court orders. We will continue to work with the continuing delinquency cases by providing intervention and referral services in addition to traditional enforcement services common to Child Support Agencies.

It is our intent to continue to work cooperatively with Tribal TANF and the Menominee Tribal Court as well as other resource agencies during the upcoming year. The Tribe and Child Support Management are very fortunate to have the caliber of Specialists and Administrative support staff working for the agency. They are a dedicated and hard-working group.

**\* NOTE: The Child Support Agency is not a department; it is a program operated by the Social Services Department.**

## Clinic

Jerry Waukau, Clinic 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 Native Americans and have active users of approximately 9,000 patients.

In Fiscal Year 2010 we spent approximately \$ 20,885,378 compared to \$18,058,500 in 2009.

The Clinic employs 129 full time employees and 28 part time and on-call employees.

### 2010 FINANCIAL EXPENDITURES REPORT:

| # | Ledger Number | Contract Title                         | Total Funds Expended |
|---|---------------|--|----------------------|
| 1 | 1401          | 2010 Third Party                       | \$ 6,478,000         |
| 2 | 3012          | 2010 Indian Health Service Contract    | 12,580,000           |
| 3 | 3015          | 2010 IHS Special Diabetes for Indians  | 560,000              |
| 4 | 3016          | 2010 IHS Primary Prevention – Diabetes | 381,200              |
| 5 | 3073          | ARRA: Coagulation Analyzer             | 10,000               |
| 6 | 3074          | ARRA: Clinic M & I Projects            | 189,415              |
| 7 | 3076          | ARRA: Software Interface               | 41,860               |
| 8 | 4202          | WIC                                    | 111,938              |
| 9 | 4203          | Maternal Child Health – State of WI    | 39,022               |

| #            | Ledger Number | Contract Title                             | Total Funds Expended |
|--------------|---------------|--|----------------------|
| 10           | 4204          | WIC Farmer's Market                        | 1,045                |
| 11           | 4211          | IAP-LHD Immunization                       | 12,138               |
| 12           | 4212          | Reproductive Health EIDP                   | 3,892                |
| 13           | 4213          | Coop American Indian Health Program        | 9,875                |
| 14           | 4216          | WI Well Women's Program                    | 12,594               |
| 15           | 4221          | MCH Perinatal Health                       | 6,171                |
| 16           | 4224          | Medicaid Eligibility Outreach              | 40,475               |
| 17           | 4227          | Child Lead Poisoning                       | 1,100                |
| 18           | 4228          | Preventive Hlth & Hlth Service Block Grant | 3,613                |
| 19           | 4229          | Fluoride Mouth Rinsing Program             | 1,997                |
| 20           | 4231          | WI Well Women's Prog – Consolid Contract   | 7,826                |
| 21           | 7233          | Asthma Services                            | 8,926                |
| 22           | 4236          | EMS Funding Assistance Program             | 3,747                |
| 23           | 4240          | Family Planning Minority Staff             | 31,500               |
| 24           | 4243          | WIC Breastfeeding Peer Counseling          | 12,752               |
| 25           | 4246          | SBIRT                                      | 82,397               |
| 26           | 4247          | SBIT Treatment Funding                     | 28,560               |
| 27           | 4252          | Public Health Emergency Response           | 27,775               |
| 28           | 4254          | Public Health Emerg Response – Phase 3     | 18,923               |
| 29           | 4255          | Diabetes Prevention & Control              | 10,000               |
| 30           | 4256          | Diabetes Prevention & Control – PRS2011    | 1,250                |
| 31           | 4257          | CV Health Awareness                        | 2,500                |
| 32           | 4258          | ARRA: Immunization for Children & Adults   | 590                  |
| 33           | 6101          | Rural Infant Health Program                | 8,000                |
| 34           | 6104          | GLITC HIV Program                          | 6,600                |
| 35           | 6113          | GLITC Tobacco Prevention/Education         | 5,089                |
| 36           | 6114          | ARRA: Putting Community Prev to Work       | 21,250               |
| 37           | 6504          | MERC Funded Community Research             | 121,358              |
| 38           | 6551          | AIDS Resource Center WI – Soc Netwk Test   | 2,000                |
| <b>TOTAL</b> |               |  | <b>\$ 20,885,378</b> |

Indian Health Service (IHS) funding was increased this year due to the new presidential commitment to address health disparities. The Clinic is funded approximately at 60% from IHS funding and 40% from Third Party funds. With increased funding from IHS, we have been able to fund shortfall in the Contract Health Service Program, and has allowed the Clinic to cover some deferred care services.

The Health Administrator continues to participate in the Tribal – State Workgroup on Achieving Equity for Native American Communities. The workgroup is an on-going tribal-state effort to mitigate the health, social and economic disparities experienced by tribal communities through the implementation of community based prevention strategies. Menominee has served as a pilot, using the Socio-Ecological model. Emphasis has been on community collaboration, engaging leadership, and build upon community strengths. A series of community engagement trainings in the area of AODA, crisis intervention, juvenile services, and treatment services will be provided.

The Clinic was re-accredited by the Accreditation Association for Ambulatory Health Care for a three (3) year period (2010-2013). Accreditation demonstrates the Clinic's commitment to providing quality care to its patients. The Clinic was found compliant with (29) chapters of the AAAHC standards that range from patient care, financial responsibility and accountability, facility management, patient and staff safety, and health information management.

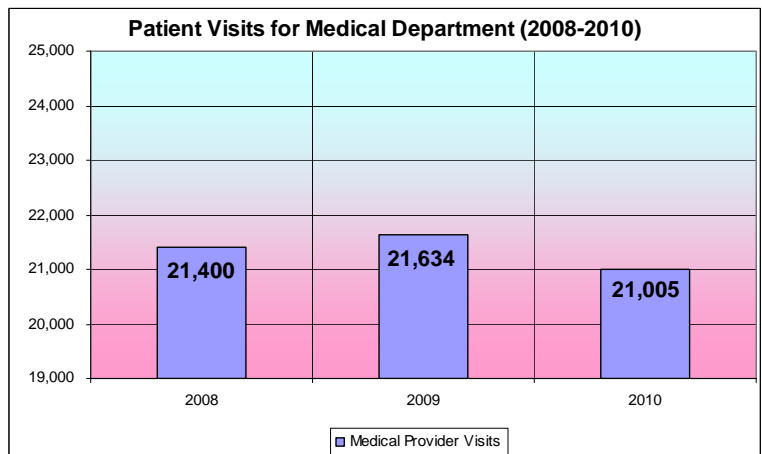
Transportation Services continues to be provided by Menominee Public Transportation. The Clinic pays approximately \$138,996 for this service. Total visits were 15,808. We have a no-show rate of 5.3% which does affect the service.

On March 23, 2010 President Obama signed into law the Patient Protection and Affordable Health Care Act. The Health Reform Act includes the permanent re-authorization of the Indian Health Care Improvement Act. The legislation includes many Indian-specific provisions related to health care reform which holds the promise of supplying additional revenues to the chronically under funded IHS system.

## MEDICAL SERVICES

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 six (6) Family Practice Medical providers, one (1) Internist/Pediatrician, and two (2) Nurse Practitioners. Each medical provider has a Registered Nurse or Licensed Nurse to assist him/her. The department provides service Monday through Friday 8:00 AM to 4:30 PM.

The providers this year had 21,005 patient visits. This represents less than a 1% decrease in patient visits from last report. The physicians delivered 130 babies this past year. An average of 636 walk-in patients are seen monthly through the walk-in system. This represents a 17% increase over the past year. Medical has been down one (1) provider as of August.



The medical department has been on electronic medical records since April 13, 2009. Other departments have also been involved in the transfer include Physical Therapy, Optical, WIC and Healthy Heart. The Physical Therapy Department continues to operate four days per week.

Medical continues to utilize the services of a Cardiologist, one day per month. This continues to assist Tribal patients avoiding travel to Appleton to access cardiac services. A Podiatrist sees patients twice a month for an average of thirty (30) diabetic patients per month.

A five (5) year grant began in June 2007. The Wisconsin Initiative to Promote Healthy Lifestyles or WIPHL. WIPHL is an evidence-based, cost effective program offering Screening, Brief Intervention, and Referral to Treatment (SBIRT) services to help patients make the positive change to eliminate or reduce alcohol and/or drugs from their lives. The program is funded through a grant from the Substance Abuse and Mental Health Administration and is coordinated by the University Of Wisconsin Department Of Family Medicine. Fifty nine (59) patients were referred to treatment compared to eighty (80) in the previous year. The WIPHL program paid \$42,216.50 in treatment compared to \$104,015.74 in treatment for alcohol and drug addiction the previous year.

The seven (7) physicians rotate "On-Call" and hospital rounds. They continue to provide support and continuity of care to area nursing home residents. The current census is 23 residents in local health care facilities. This number has been consistent over the past several years.

Dr. Culhane serves as Medical Director. He chairs the EMR Committee and oversees the laboratory, x-ray department and Woman's Personal Health. Dr. Guenther serves on the Tribal Child Protection Committee. Dr. Slagle is the Medical Director of the Community Based Residential Facility (CBRF), and also serves as the Medical Advisor to the Infection Control Committee. Dr. Keenan serves as the Medical Advisor to the EMS (Emergency Medical Services) Department. Dr. Marienfeld serves as the preceptor for medical students and residents.

## BILLING

The Billing department is responsible for processing patient billing information for services received and posting payments for all billable departments within the Menominee Tribal Clinic using an automated patient 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 lens payments, and selling Over the Counter (OTC) medications. The staffing plan of the department includes the Business Manager, Systems Coordinator, seven (7) Billing Specialist, two (2) Coding Specialist, and three (3) Patient Registration Clerks. The Patient Registration Clerks are responsible for registering all new and existing patients accessing clinic services. The clerks verify tribal enrollment, address, phone number, and health insurance coverage every time a patient utilizes the clinic. This information is important as all clinic staff depend on this to provide comprehensive, quality health care. Patient Registration determines eligibility for direct care services according to IHS guidelines on all new patients. In order to be eligible for services within the Tribal Clinic (Direct Care), a person must provide proof of enrollment in a Federally Recognized Tribe upon registration. A Non Native woman, who is pregnant with an eligible member's child, is also eligible for OB related services and will remain eligible until six (6) weeks after

delivery. Patient Registration also assists 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 SeniorCare, Medical Assistance, Medicare and Insurance. When a patient receives services at the Clinic, we are able to bill the cost of those services to the patients' applicable health plan. The payment received from the plan is put back into the clinic budget which is to provide clinic services such as medications from the pharmacy, doctor visits, x-rays and so forth. The Patient Registration department sees an average of 347 patients per day. For the year, the total patient encounters were 89,984. They register a total of 536 new patients.

The Optical, Womens Personal Health and Physical Therapy departments have started processing their billing in the e-MDs billing system. The remaining five (5) departments process billing thru the Medical Manager. The staff continues to do a very good job in processing transactions in two (2) practice management systems. In January 2010, one employee transfer from the Medical Records department was processed.

The Patient Registration department was placed under the Billing Department's supervision effective May 2010. The Network Administrator and IT Support Specialist separated from the Billing Department and are under the supervision of the IT Director effective June 2010 per direction of Clinic Administration.

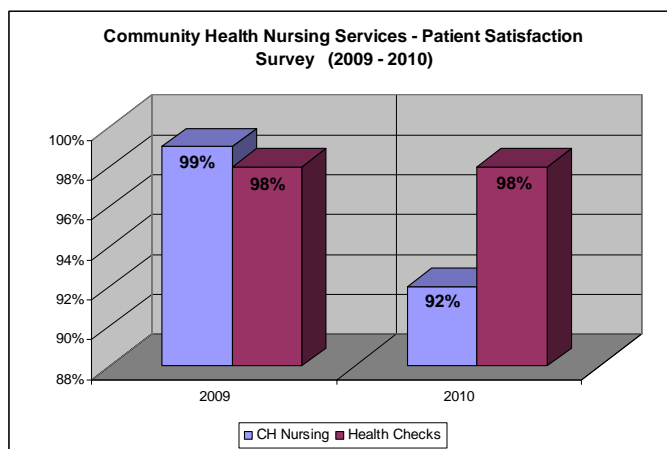
For the reporting period a total of \$6,733,042.00 in cash receipts for services was received and represents a slight decrease of \$72,083.00 from the previous fiscal year amount of \$6,805,125.00.

The Accounts Receivable ending balance at 9/30/10 was \$996,735.00 and represents a slight decrease of \$13,362.00 from the previous fiscal year ending balance of \$1,010,097.00.

### COMMUNITY HEALTH NURSING

The Community Health Nursing Service consists of a Nursing Director (RN), three (3) RN, Home Care Nurses, a Rural Infant Health Worker (RN), a Program Assistant and a Receptionist. The department provides a variety of services within the clinic and out in the community.

The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children comes from the State of Wisconsin's Vaccine for Children's program. Adult vaccine is purchased by the clinic. Vaccines given are documented in the clinic record and onto the Wisconsin Immunization Registry. Walk-in services for Immunizations are available through the Community Health Department at all times.



Health checks are available to children 3-18 years old.

Medication management for patients with Chronic Mental Illness is provided in collaboration with Menominee County Health and Human Services.

Community Health Nurses provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate.

Skilled nursing services are provided to the jail once a week. Inmate's needs are evaluated and appointments made when indicated.

Influenza vaccines are available during flu season through the Medical Department and Community Health Department. Influenza vaccines are also given at the worksites in the community.

Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic physicians and in Menominee County.

The HIV/AIDS program holds an Annual World AIDS Day walk in December with a noon walk held at the clinic and an evening walk in Neopit with dinner and a PowerPoint presentation. Coordinator attends meetings at the Great

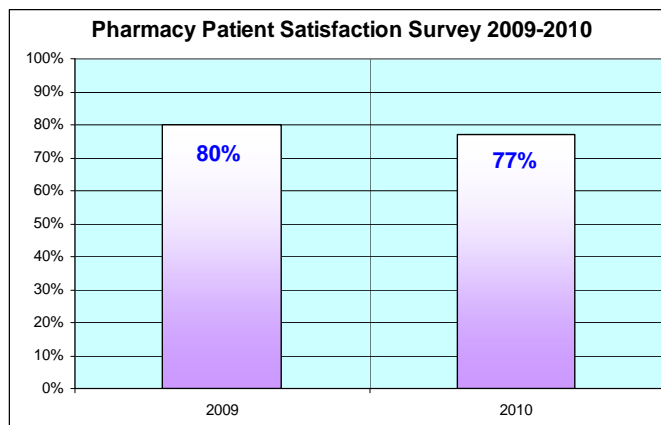
Lakes Intertribal Council (GLITC) to catch up with other tribal coordinators. She also sets up a number of presentations at the Schools, College, and other community functions.

Rural Infant Health worker attempts to visit every newborn on the Reservation. Information is presented on baby safety, car seats, and immunizations; well baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and is referred to the Birth to Three programs at MCHHS. If respite care is needed they are referred to MCHHS. Post natal questionnaires are performed on mothers and those with issues are referred to Mental Health Department.

## PHARMACY

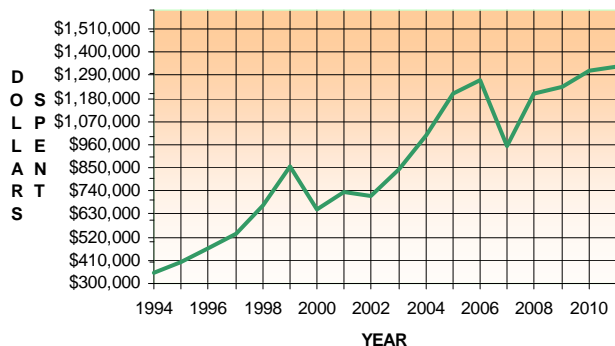
The Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The Pharmacy department has a staff of eight (8), including four (4) Pharmacists. Two (2) UW Madison pharmacy students completed their rotations with the department.

The Pharmacy & Therapeutics Committee continues its effort to add medications that our community needed and that would decrease the MTC payments to outside pharmacies. This year, we added more than 19 new drug entities or strengths and deleted six (6) medications from the formulary.

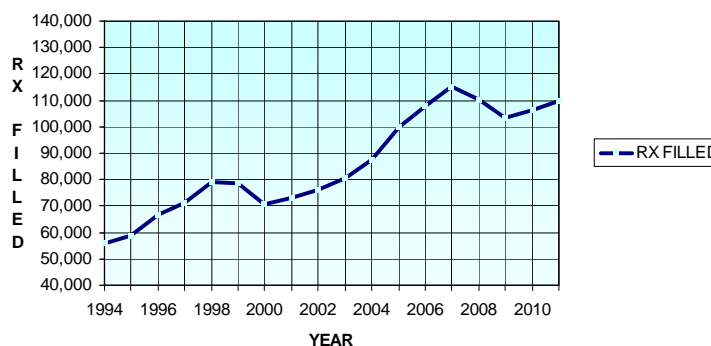


For 2010, Pharmacy will dispense approximately 106,500 prescriptions. This is up from last year by about 15 prescriptions per day. The busiest month was March when we filled 9,939 prescriptions. The busiest day since the last annual report was Jan. 4, 2010 when we filled 751 prescriptions. For 2011, I estimate we will dispense 110,000 prescriptions. In 2010, we spent \$1.3 million on medications and supplies.

PHARMACY STATS



PRESCRIPTIONS FILLED STATS



## 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.

Current Staff consists of a Contract Health Coordinator, a CHS Assistant, two (2) Benefit Specialists, and a Clerk.

Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, Contract Health now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility can be established or payments can be authorized, to meet Single Audit Reporting requirements.

The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for Contract Health Services.

The Contract Health Program has 2,340 active patients. Contract Health acted as a supplement for 194 Insured patients, 53 Medical Assistance patients and 139 Medicare patients. There are 94 uninsured patients where Contract Health is single payer source.

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.

Every year, the availability of funds and amount of need, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Emergent, Life Threatening Care

**CONTRACT HEALTH PRIORITY LEVELS**

**PRIORITY I: EMERGENT; LIFE THREATENING:** Treatment required to prevent immediate Death. Treatment of conditions, if left untreated, would result in grave outcomes. **Examples:** Heart Attack, Asthma Attack, Kidney Failure, Cancer

**PRIORITY II: SERIOUS AND PREVENTION SERVICES:** Treatment/diagnosis of serious conditions, which have a high potential, if left untreated, to become life threatening. Preventative services, which would improve the consequences of a condition/illness. **Examples:** Breast Biopsy, Cardiac Stress Test, Medications not available at Clinic.

**PRIORITY III: PRIMARY AND SECONDARY CARE:** Treatment of non-emergent conditions that would have a significant impact on morbidity and mortality. **Examples:** Cataracts, Gall Bladder Removal, Knee/Back Pain, Screening Colonoscopy

**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 Surgery, Nursing Home Care

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

Patients who meet the eligibility criteria, but the Medical/Dental care is not within the current CHS Medical Priority, may have referral placed on Deferred Care Waiting List or proceed with referral and assume responsibility for payment.

Total expenditures for Contract Health last year was \$1,835,834. CHS had a number of High Cost cases (claims in excess of \$25,000) during the past year. We had 11 cases, which is down from 13 cases from the prior year. These cases amounted to \$554,413 or 30% of the total CHS budget.

Five (5) of the 11 high cost cases were alcohol related injuries. The cost of these alcohol related injuries was \$192,786.

**Referrals:** A total of 3,110 referrals were sent out for specialty care and diagnostic procedures. CHS approved 554 medical and 491 dental referrals; 1,656 were self-pay referrals (which includes patient self-pay, workers comp, medical assistance, etc.). One hundred eighty-nine (189) referrals were approved for payment under Deferred Care Services.

**Deferred Care:** Contract Health received \$320,000 for Deferred Care. Deferred Care is those services, which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority or considered "Priority I, Life Threatening."

Patients with these referrals have been unable to proceed with the referral because they do not have health coverage or they are unable to afford the insurance deductibles/co-payments. These referrals are then placed on the "Deferred Care Waiting List" for when funding is available. \*In order to be eligible for Deferred Care funding from the Menominee Tribe, you must be a member of the Tribe.

**Medicare Like Rates:** The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims.

Medicare Like Rates:

| No. Claims | \$\$ Amount of Claims | \$\$ Amount Paid by CHS | \$\$ Amount of Savings | %   |
|------------|-----------------------|-------------------------|------------------------|-----|
| 531        | \$1,897,262.47        | \$748,941.03            | \$1,148,321.44         | 61% |



**Benefit Specialist:** The Benefit Specialists assist patients with finding alternate resources of payment for medical bills. Four hundred fifty-four (454) referrals were made to Medical Assistance Programs including AFDC related, BadgerCare, HealthyStart, Family Planning, Wisconsin Well Women's, and QMB. One hundred fifty-four (154) applications were filled out on site, 78 backdates were requested, 50 referrals were unsuccessful or denied.

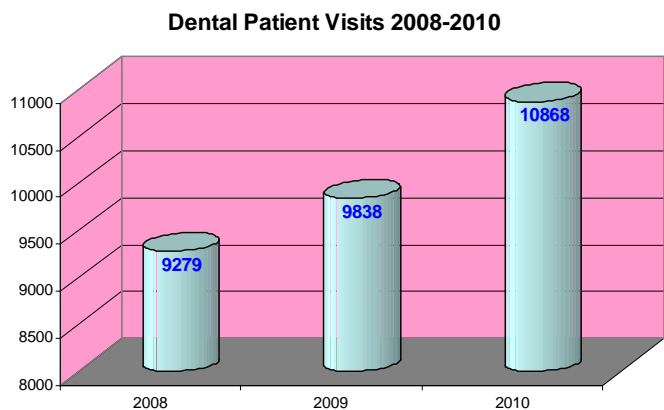
The Benefit Specialist assisted 83 elders with filling out the SeniorCare applications. Contract Health paid the \$30 annual application fee for all enrollees.

The Benefit Specialists assisted five (5) patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. Two (2) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part D issues. Twenty (20) referrals were made to Social Security Disability, so far four (4) have been approved, and 16 applications are pending.

**Insurance Programs and Contract Health:** We also refer Employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if an insurance denied payment because a questionnaire was to be filled out.

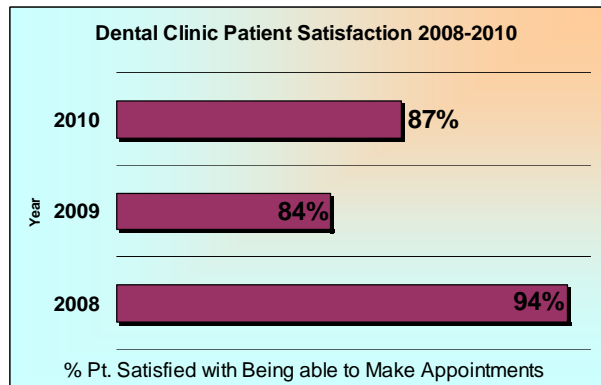
**DENTAL**

The dental clinic is a part of the Menominee Tribal Clinic. There are four (4) full time dentists and one (1) part time dentist, a receptionist, a dental lab technician, four (4) hygienists, and seven (7) assistants. We offer a full range of dental services including cleaning, fillings, crowns, bridges, dentures, and implants. We are the only clinic in the Bemidji area that has its own full service dental laboratory. We are able to offer hospital care for our youngest patients with severe dental problems at the Shawano Medical Center. This year we started a dental program at the Keshena Primary School and Menominee Tribal School. We have one equipped dental operator in each school with a hygienist and dental assistant to provide preventive dental care.



We also administer fluoride and sealant programs for children. Each year we examine about 200 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. We also offer fluoride rinses once a week for about 700 children in the school district grades K-8. We have also been offering a fluoride program for day care children. The xylitol program continues to see pregnant mothers and infants every three (3) months. New expectant mothers are enrolled at cleaning appointments.

We work with the diabetic program in the medical department to offer oral health education to diabetics on the second and fourth Thursday of every month. If needed, an appointment is made with the dental department. Oral health education is provided to various programs throughout the community. Schools, Head Start staff, parents, and children, Annual Diabetic Conference, Shawano/Menominee County Transition Fair are some of the groups addressed.

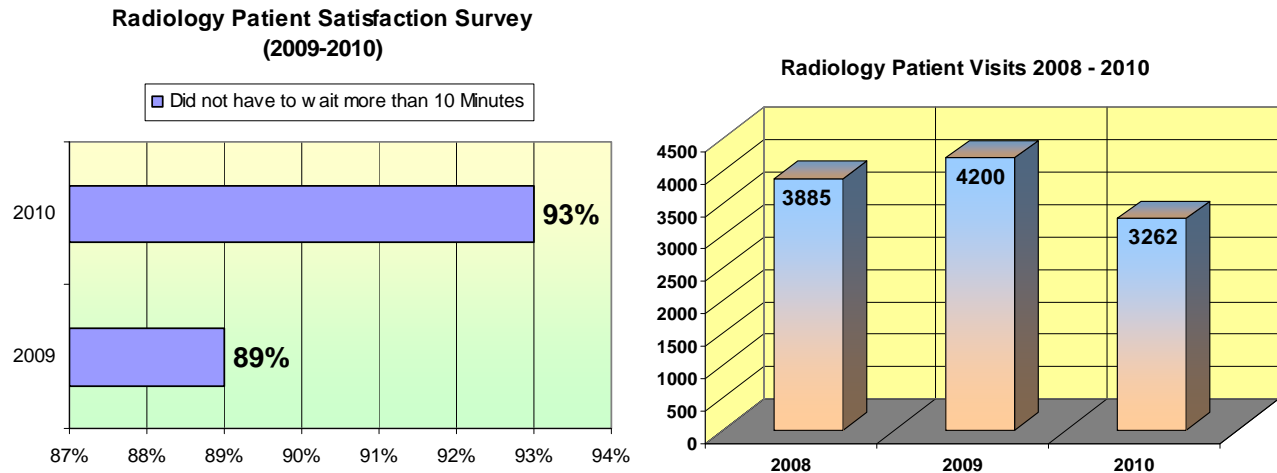


Our goals for 2011 include staying technologically current to offer the most up-to-date care we can and continue to increase the production of the clinic. We also plan to continue our prevention programs and try to further reduce childhood caries.

## RADIOLOGY

The Radiology department of the Menominee Tribal Clinic is staffed by two (2) registered technologists. The department services with helping to diagnosis ailments involving respiratory, abdominal, and skeletal problems. The total number of patients seen in the radiology department during January thru September was 2,446 with an average of 272 each month. This projects a total of 3,262 patients for the year 2010.

The department is limited to straight radiography. All special studies are referred. All x-rays from our radiographic exams are sent to a radiologist for interpretation.



## LABORATORY

The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis, and treatment of disease. The Menominee Tribal Clinic Laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, and Hematology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

The laboratory is staffed by a Department Manager, one (1) Staff Medical Technologist, and one (1) Laboratory Aide.

|                                 | <u>2009</u> | <u>2010</u> |
|---------------------------------|-------------|-------------|
| <b>PATIENT ENCOUNTERS</b>       | 10,462      | 10,104      |
| <b>TESTS PERFORMED IN-HOUSE</b> | 52,361      | 53,844      |
| <b>TESTS REFERRED</b>           | 7,035       | 7,176       |
| <b>DRUG SCREEN CLIENTS</b>      | 165         | 159         |

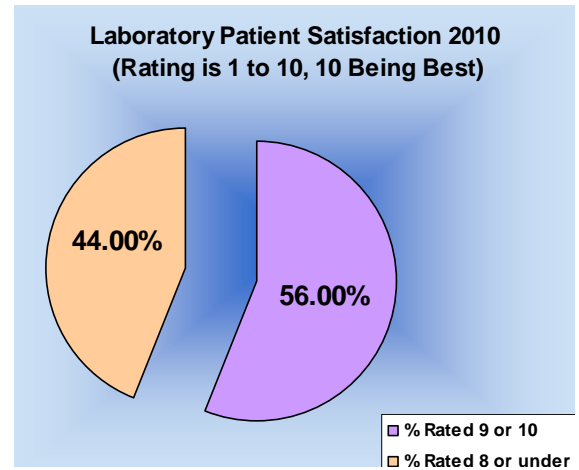
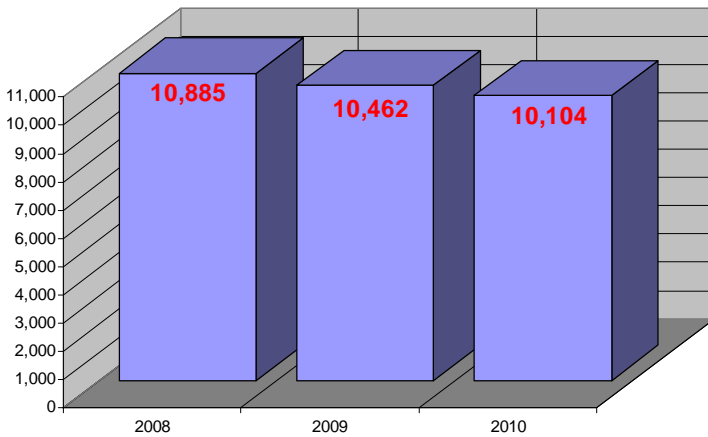
In January, the laboratory was inspected by COLA. The laboratory successfully met the requirements for accreditation. The Certificate of Accreditation is valid for two (2) years.

The laboratory was granted approval to replace our current coagulation analyzer. In January 2010, a Sysmex CA-530 Coagulation analyzer was placed in service. Replacement of our current Siemens Dimension X-pand Chemistry analyzer is being considered. Potential replacement analyzers are currently being investigated.

Through funding from the Diabetic Program, the laboratory was able to purchase the Open Report Module for the Fletcher-Flora Laboratory Information System software. This module allows the laboratory to extract laboratory data on patients to assist the Diabetic Program as well as other departments in audits and studies.

A patient satisfaction survey was conducted in February of 2010. Fifty-six (56) % of the respondents graded nine (9) or higher. This is similar to the result achieved in the previous year. Majority of the written comments of the survey involved the increased wait times for the laboratory test requisition, which is the result of the change in workflow as a result of the clinic's conversion to an electronic medical record.

Laboratory - Patient Encounters (2008 - 2010)



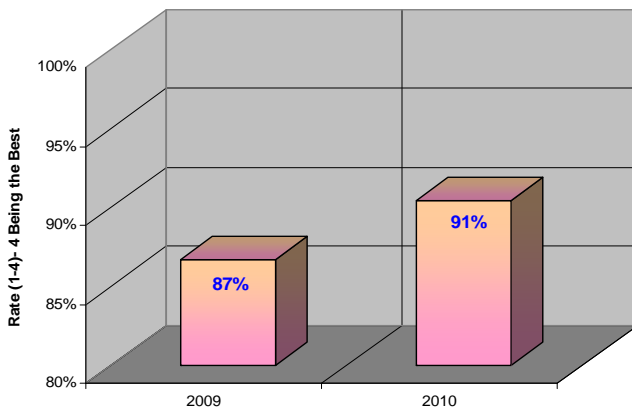
## MENTAL HEALTH SERVICES

Mental Health Services continue to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy, or group therapy depending on the presenting problem or issue. Typically, Mental Health Services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideations, addictions, anger management, family concerns, elderly/aging issues, and alcohol education to list some examples of the presenting problems.

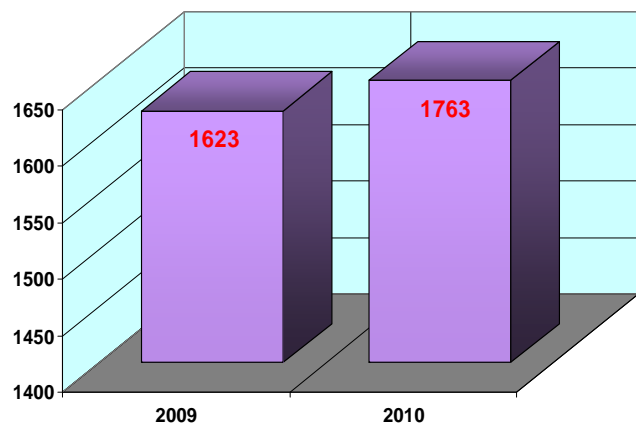
Mental Health Services continue to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. The present staffing pattern consists of a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Masters Degree in Psychology, one (1) Ph.D., Clinical Psychologist position, and a Consulting Psychiatrist who provides psychiatric evaluations, consultations, medications, in addition to providing clinical supervision to the mental health staff. The Consulting Psychiatrist has increased his time at Mental Health Services over the latter part of this year to address increasing needs of the Reservation. This increase of time has allowed more timely service to be provided by the psychiatrist. 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.

Staff is involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Bridges Out Of Poverty, Credentialing and Privileging, and Safety and Housekeeping. Staff is also involved in outside contacts and meetings including Collaboration for Kids, AODA Cadre, Veteran's P.T.S.D. Workgroup, Multi-Disciplinary Team, Tribe/County Task Force, and providing additional presentations and training for agencies and schools. It is worthwhile to note that the longevity of Mental Health Services Staff affords a stabilizing influence in providing services to the Community and Community's Services. Including all five (5) staff members, the average years of service is sixteen (16) years.

Mental Health Services Patient Satisfaction Survey 2009-2010



Mental Health Services - Patient Visits (2009 - 2010)



The overall no-show rate continues to be unacceptable. The percent of the no-show is slightly above 39%. The no-show rate results in a loss of services provided and a loss of third party income to the Tribal Clinic. Multiple efforts have been made over the years to reduce the no-show rate but with minimal effect. This issue is a current problem throughout the Tribal Clinic and Departments are addressing it with multiple solutions.

### NUTRITION SERVICES/DIABETES PREVENTION

The notable success this year is that the clinic's Diabetes Prevention Program successfully was awarded another two (2) year grant after going through a competitive IHS grant application. This grant award is focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. 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. Like most other clinic departments, the Nutrition Services department has switched over to the electronic health record. 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 10<sup>th</sup> Annual Relay for Diabetes held in August. Over 700 people registered for the event. Collaboration for the community gardening projects and tiller program produced significant increases in area gardens. Working with the UW-extension, highway department, Food Distribution, MTE, and others, gardening workshops, seed and starter plant distribution were provided to the community.

In November, the Diabetes Prevention Coordinator was invited to Montreal to present effective strategies used on the Menominee to combat barriers to healthy lifestyles and eating habits.

Wellness Screenings were offered throughout the community in collaboration with the Diabetes and Wellness departments. The Nutrition Director continues to sit on the Wisconsin Diabetes Advisory Board, which focuses on diabetes treatment and prevention efforts across the state. The state Senior Farmers' Market Program was offered for the second year to the Menominee Reservation.

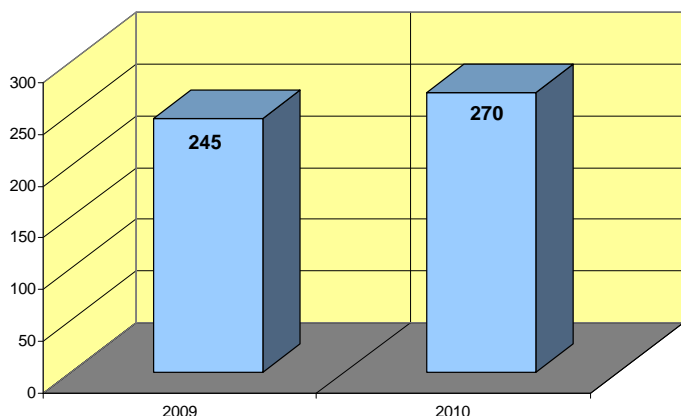
#### Statistical Information

- Individual Client Visits:
- **Diabetes**
- Obesity
- Agency Contacts

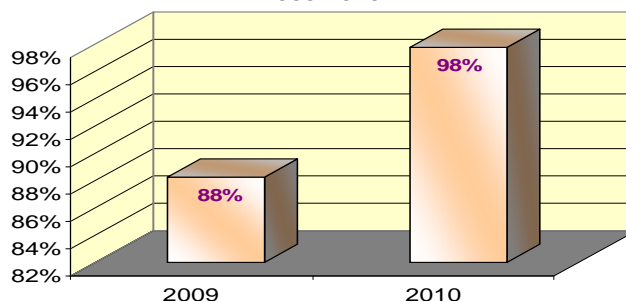
(YTD)

270  
**217**  
 143  
 2158

Nutrition/WIC - Patient Visits (2009-2010)



Nutrition/WIC Patient Satisfaction Survey 2009-2010



### WIC DEPARTMENT

The Women, Infants, and Children Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program provides assistance with childbirth classes, breastfeeding

classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations of the Menominee Nation.

A large state honor was bestowed to the tribe's breastfeeding promotion coordinator. Debra Prijic received the Excellence in Public Health Nursing "Florence Nightingale" Award from the Wisconsin Public Health Association. This award is presented to only one public health nurse in Wisconsin each year, and Debra received it for her dedication to promoting breastfeeding on the Menominee Reservation.

This is the fifth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. With the help of our Peer Counselor, our WIC Program planned events during World Breastfeeding Week, the 4<sup>th</sup> Annual Cutest Breastfed Baby Contest, World Walk for Breastfeeding and luncheon, and the Rock N Rest Tent.

Another success was the addition of a Keshena area store becoming a WIC approved vendor. This has led to improved redemption rates, and an increase in checks/funding staying on the reservation as WIC is being redeemed locally.

The tribe continues to be a leader in the state regarding breastfeeding rates. The lactation consultant continues to successfully maintain a breast pump loan program with all pumps being routinely checked out each month.

Previous additional staffing has produced statistical health improvements including the ever-increasing breastfeeding rates. As the caseload statistics below reveal, the WIC population continues to increase at a dramatic rate.

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.

| <b>Statistical Information</b>   | <b>(YTD)</b>                                |
|----------------------------------|---|
| ➤ <b>Caseload FY03</b>           | <b>513</b>                                  |
| ➤ <b>Caseload FY05</b>           | <b>540</b>                                  |
| ➤ <b>Approved Caseload FY10</b>  | <b>554</b>                                  |
| ➤ <b>Breastfeeding Incidence</b> | <b>78.4% (statewide comparison (68.2%))</b> |

## **EMERGENCY MEDICAL SERVICES**

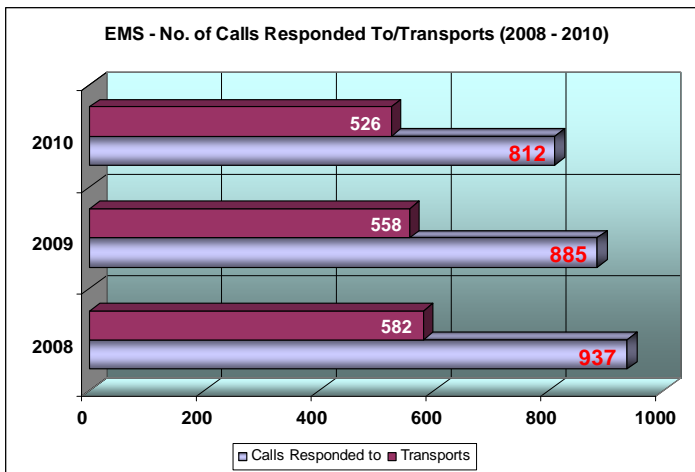
The Menominee Tribal Clinic provides emergency medical services to the residents of the Menominee Indian Reservation/County. Services include an emergency response and transport capabilities 24 hours a day, 7 days a week. The EMS department is responsible for administering the program. Emergency care is at the EMT Intermediate Technician Level. The emergency care is carried out without prior inquiry of the patient to pay. Emergency response and transport capabilities are provided using a state approved ambulance and a specially equipped first responder vehicle. Patient transports are made to Shawano Medical Center, Shawano, WI; 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 first try to call another ambulance service. Usually Shawano Ambulance Service or a helicopter service is called to intercept with our service and take over transport and care. If no intercept was available we then transported to the hospital designated by the medical control doctor. Emergency Medical Technicians provide emergency care and are licensed in accordance with the State of Wisconsin.

The Menominee Tribal Rescue Service provides Basic Life Support Services and ALS Level 1 Intermediate Technician Services. Both the Basic and the Intermediate Technician deal with the assessment and care of the ill or injured patient. Along with the basic skills the Intermediate Technician has additional training and provides an advanced level of care as needed such as initiation of IV (intravenous) lines, and administration of some medications beyond those the EMT Basic is permitted to administer. All of the Emergency Medical Technicians (EMT's) on the Menominee Tribal Rescue Service are licensed by the State of Wisconsin and provide service in accordance with State Laws, Rules, Standards and Procedures, and Scope of Practice. Oversight of patient care aspects is provided by the Service Medical Director.

We currently have 21 EMTs. Three (3) are full time Intermediate Technicians and 18 are part time "on-call" of which three (3) are EMT-Basic and 15 are EMT Intermediate Technicians. Our goal is to have all Basic EMT's to advance and be licensed at the Intermediate Technician level within two (2) years of employment.

For the reporting period October 1, 2009 through September 30, 2010, the Menominee Tribal Rescue Service responded to 812 calls, out of which 526 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 95 times for ambulance calls while our service was busy or for advanced life support Level 2 services including, 68 ambulance calls while our ambulance was busy, 20 ALS Level 2 ground ambulance intercepts and seven (7) medical helicopter requests.



### SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide a wide variety of services to the Menominee Community. These services are offered to all tribal members, their families, and tribal employees. The Diabetes Team consists of a Diabetes Nurse Educator, a Registered Dietitian, a program assistant, the Community Health Nursing Director, a physical fitness instructor, a medical doctor, optometrists, nurses, a dental hygienist, a lab technician, as well as representation from the Diabetes Prevention Program. Three (3) of these team members are Certified Diabetes Educators. Numerous educational and physical activity events are provided. These include two (2) educational conferences each year; a Spring, Summer and Fall Walking Program; the Diabetes Relay; Tour de Rez Exercise Program, circuit training exercise program; after school physical activity programs and the Arthritis Foundation exercise sessions at the Neopit Senior Center. An Arthritis Foundation “Walk with Ease” exercise program was a pilot project held in Keshena for the state of Wisconsin this past year.

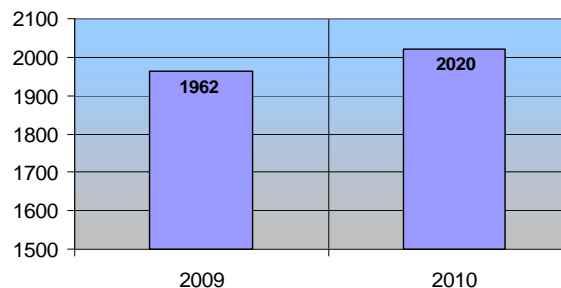
Health Screenings are done throughout the year at most of the worksites, schools, and community events. These screenings include blood glucose, blood pressure, cholesterol, HDL, lung volume, body fat composition, carbon monoxide, skinfold, height, weight, strength and waist circumference. People with abnormal results are referred to their physicians for additional follow-up. Through the grant, a podiatrist is contracted to come to the clinic every month to see Diabetic patients, he sees approximately 30 patients per month. There are approximately 680 Diabetics on the registry with six (6) of those being under the age of 18. The Diabetic Educator had 486 patient contacts in the last year and the Registered Dietitian had 223. Chart audits are done annually and the results are used to identify areas that need to be improved.

The Diabetes Program will continue efforts on physical activity and nutrition programs. The Diabetes Program will be working in collaboration with the Wellness Program, the Tribal Insurance Department, the Diabetes Prevention Program, and the schools. There is two (2) staff members located at the Rec Center to provide community members with assistance with their exercise questions and needs.

### WOMENS' PERSONAL HEALTH

The Women’s Personal Health Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women of all ages. The Women’s Personal Health Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women’s health care screenings are also offered. The WPH staff respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

Women’s Personal Health Patient Encounters (2009-2010)



The WPH program provided 2,020 client encounters this grant year. An increase from 1,962 last year. Sixty-five (65) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration this year. The majority of the client encounters were provided in the clinic for pregnancy testing,

contraceptive counseling and initiation, HIV counseling, STD education, administration of contraceptives, initial prenatal assessment and education. The WPH program provided a Teen Clinic one hour a week at the Menominee High School. The funding comes from the MCH Reproductive Health Grant, the Reproductive Health EIDP Grant, and Family Planning Minority Staff Grant.

The WPH program provided service to 126 new OB patients this grant year. The total number of teen pregnancies was 49 increased from 34 in 2009. This includes 14 - 19 year olds, 18 -18 year olds, nine (9) -17 year olds, four (4) - 16 year olds, three (3) - 15 year olds, and one (1) - 14 year old. Twenty (20) of the OBs were high-risk and qualified for Prenatal Care Coordination. Prepared childbirth classes are held every other month, one (1) night a week for four (4) weeks. Funds are from Family Planning Minority Staff Grant and MCH Perinatal Health Grant. The Healthy Baby Initiative Program provides assistance and incentives to mothers who need to stop using alcohol and drugs during their pregnancies. The number of participants in the HBI Program was 16. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 31.

Another service provided is the Wisconsin Women's Wellness Program, which is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and health screenings free of charge. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.

## **WELLNESS**

The Wellness department team works with the Clinic's heart, nutrition, diabetes, and fitness staff offering a wide array of activities in schools, worksites, and the community at large. The staff consists of a Director (RN), health educator, dietitian, and fitness instructor.

Activities carried out include, health screenings at worksites, promoting employee fitness programs, community fitness programs, occupational wellness, smoking cessation programs, weight loss programs, community walks, poker walks, triathlon, pow-wow walk/run, strong man/ woman weight lifting competition, Neopit soap box derby, and referring clients to other clinic services when indicated.

Wellness presentations are continuing in the 6<sup>th</sup> grade at the Neopit Intermediate School. This is the 16<sup>th</sup> year of this on going activity. Additional presentations are occurring at the Menominee Indian High School and College of the Menominee Nation.

The Wellness program is continuing year two of the Stop Tobacco Abuse Renew Traditions (START) utilizing a certified tobacco treatment specialist who counsels patients using a culturally tailored smoking treatment cessation program. This program is coupled with a clinical trial using a smoking cessation drug CHANTIX. This trial is coordinated with investigators at UW Madison and UW Milwaukee, funded by the Wisconsin Partnership Program. Sixty-five (65) patients are participating in the program.

Grant funds were awarded through GLITC to carry out tobacco related activities in the community to reduce smoking prevalence and teenage smoking initiation. The program is referred to as Wisconsin Tribes Putting Prevention To Work (WTPPW). This targets policy, system and environmental changes that limit second hand smoke. The objectives include the development of hard-hitting media counter advertising through public service announcements, implementing educational campaigns around traditional tobacco, implementing first steps towards usage bans (tobacco free worksites), restricting tobacco sales to minors, and increasing the availability of traditional tobacco in local communities.

## **OPTOMETRY**

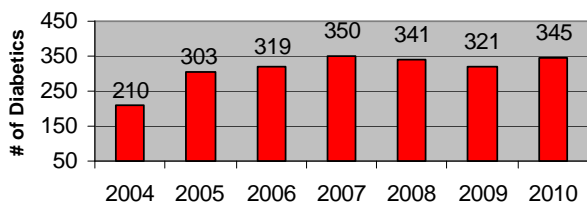
The Optometry Department consists of two (2) full-time Optometrists and three (3) optometry assistants. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eyeglass dispensing and eyeglass repair.

Detecting and monitoring pathology associated with diabetes remains a top priority. CDC, Indian Health Service, and other studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision.

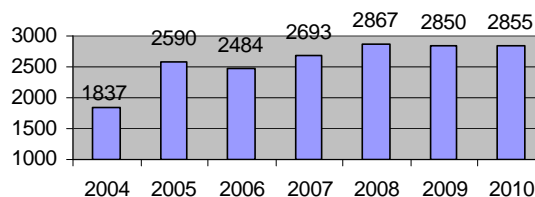
In our clinic, all diabetic patients are given scheduling priority, as many of the complications of diabetic retinopathy can be diagnosed and treated before substantial vision loss occurs. The Optometry department works with the patient, medical providers, and the diabetes prevention program to encourage annual dilated eye examinations.

Once dilated, the Optometrist is able to directly observe the retina, monitoring the ocular structures closely for signs of pathology. When direct observation is complete, the patient will undergo photo documentation using the latest digital imaging technology. All significant diabetic eye conditions are monitored extensively and can be referred to specialists in Green Bay, Appleton, or Wausau when necessary.

**Total Diabetic Patients Examined  
OPTOMETRY**



**Total Patients Examined  
OPTOMETRY**

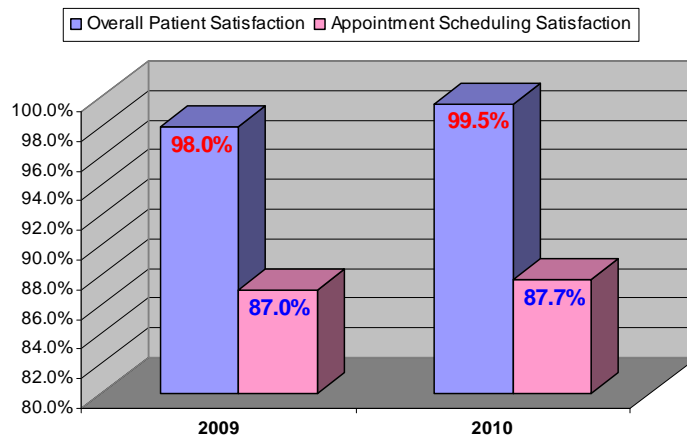


The preceding graph shows the number of diabetic patients seen annually since 2004. For the sixth straight year, the department has seen more than 300 diabetic patients. The slight increase might be attributed to the efficiency of EMR. It is also important to note that the diabetic no-show rate continues to outpace the no-show rate department wide, but by a slimmer margin of only 1.3% this year versus 5% and up in years past. All diabetics are thoroughly educated at each visit and informed as to why it is important to follow-up for their next scheduled appointment.

This graph shows the number of patients that are seen in the Optometry department annually since 2004. The 2,855 patients seen in 2010 are the total number of comprehensive eye exams and urgent eye care exams performed by the two (2) Optometrists. This number does not reflect the nearly 6,300 patient encounters with the three (3) optometric assistants.

The walk-in clinic has continued to be well utilized by the community. Scheduled appointments are routinely booked 4-6 weeks for both doctors and the walk-in clinic option allows patients to be seen much sooner. As a result of positive patient feedback, we will continue to offer three (3) days of walk-in appointments. Patients are encouraged to present at patient registration at 8:00 a.m. (or sooner) on Tuesday or Thursday mornings and 1:00 pm on Wednesday. Then, they are to proceed to the Optometry department where the first five (5) registered patients receive a comprehensive exam. Patients have enjoyed the convenience of not having to schedule.

**Optometry Patient Satisfaction (2009-2010)**



The Optometrists participated in many 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 by either a community health nurse or the school nurse. Parents were then encouraged to bring the child in for a comprehensive eye examination.

Once again, the department was involved with the diabetes/eye health screening at Menominee Tribal Enterprises. About 40 workers were screened and were able to photo document the retina thanks to our portable camera. Workers were allowed to set up eye exams if they needed them.

Optometry presented at the Spring Diabetes Conference. The attendees were given a presentation on diabetic eye disease and what they can do to prevent it. All attendees were strongly encouraged to stay up to date with their diabetic eye care.

**MEDICAL RECORDS DEPARTMENT**

The Medical Records Department is staffed by six (6) people Services performed in the department include preparing and scanning documents into the electronic patient health record system and filing scanned document images and document images received through the fax server in the proper location in the individual patient



electronic health record. Staff continues to perform disclosure of patient information adhering to federal and state patient privacy law.

Records retention and disposition. Medical records of patients receiving services from 2004 to the present are stored in the medical records department. Medical records of patients receiving services from 2003 to 1995 are considered inactive and are kept in the secured storage room. Records of deceased patients are placed in the secured storage room and are held for five (5) years after the date of death. All records outside of these specifications were destroyed on October 25, 2010 by the CINTAS Corporation. A notice was placed in the tribal news with the destruction date and a deadline for requesting copies of records from those scheduled for destruction.

## **INFORMATION TECHNOLOGY**

In 2010, the Menominee Tribal Clinic created a new Information Technology (IT) department and hired an Information Technology Director to oversee all systems support, operations, and initiatives for the new department.

The new IT Director assumed responsibilities over the existing Network Administrator and PC Technician that were previously under the Billing department. Part of the initial responsibilities was to design a new data center at the clinic applying the latest best practices to meet system security, redundancy, and performance standards. The new office and server room will be located in one-half of the existing Medical Records office.

Once the new data center is created, work will continue on upgrading the entire wiring infrastructure at the facility to improve data transfer rates for future IP Telephony, video distribution, and security initiatives.

Current work continues on upgrading all servers and systems to latest release levels and patch levels, inventorying all IT assets and updating asset databases for future management and capital expenditure planning based on equipment life cycles.

The overall goal for the new department is to organize and proactively manage all information technology assets to provide stable, secure, and high performance systems to enable clinic departments to better serve their patients.

# **College of Menominee Nation\***

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S. Verna Fowler, Ph.D., President

## **GREETINGS from the President and Chairman of the Board**

Dear Friends,

We celebrate the end of the academic year with a sense of accomplishment and great expectations for the future.

This report looks at achievements of our Keshena and Green Bay/Oneida campuses during the academic year of July 2009 through June 2010, a period we declared to be a special "Year of the Student." We studied and found ways to improve the experience that begins for a student even before he or she applies for admission. The special designation year ends, but the commitment continues as service and program areas implement changes and pursue additional ways to help CMN students succeed.

Record enrollments and the largest graduating class in our history were two important markers for this year. Our faculty and staff traveled widely, providing service and consultation to others. CMN students engaged in exciting programs on campus, at leading institutions elsewhere, and with other indigenous communities locally and abroad. We welcomed outstanding educators and national leaders to our campuses for research, consultation, and public presentations.

It is our purpose and pleasure at the College of Menominee Nation to share knowledge, ideas, values and resources. As always, you are invited to share your ideas and observations with me, and to visit the campus at any time.

Respectfully,

**S. Verna Fowler, Ph.D., President, College of Menominee Nation**

Dear Friends,

I am pleased to join President Fowler and members of the College of Menominee Nation Board of Directors in offering this report on CMN's 2009-2010 academic year.

The College has many obligations to fulfill. As chartered by the Menominee People, its mission is to educate students in career-oriented programs that are infused with American Indian culture. As one of only three Land Grant institutions in Wisconsin, the College is responsible for providing outreach and technical assistance to the Menominee reservation and surrounding rural communities. As a member of the North Central Association of Colleges and Universities, it is committed to maintaining the highest accreditation possible through NCA's Higher Learning Commission. The College is also responsive to its independent Board, which studies and advises on continuing operations and new initiatives, approves and monitors its budget, and provides consultation to President Fowler.

The following Annual Report addresses the College's success in meeting all of these obligations. We hope that you share our pride and confidence in CMN and that you join us in congratulating the students, staff, faculty and leadership of the College on another successful year.

Sincerely,

**Bernard Kaquatosh, Chairman, Board of Directors, College of Menominee Nation**

### **Members of the Board of Directors in 2010**

|                          |                            |                          |
|--------------------------|----------------------------|--------------------------|
| Bernard Kaquatosh, Chair | Virginia Nuske, Vice Chair | Lori LaTender, Secretary |
| Georgianna Ignace        | Kathleen Kaquatosh         | Elaine Peters            |
| Lorene Pocan             | Ada Deer (honorary)        |                          |

### **PROGRAMS OF THE COLLEGE**

The College of Menominee Nation provided an estimated 440,000 hours of instruction in the 2009-2010 academic year.

Instruction included traditional coursework on the CMN campuses and programs taken to community locations. Options for study ranged from academic courses and technical/trades programs to professional and personal enrichment offerings.

Along with the degree, diploma and certificate programs listed below, the College offered workshops, conferences and seminars through the Continuing Education program, Sustainable Development Institute, Apple Authorized Training Center, academic library and other units. CMN also provides Adult Basic Education Services for community members wishing to improve their academic skills.

### **Academic Degree Programs of the College**

#### Bachelor of Science Degree

- Early Childhood/Elementary Education (birth-5th grade)

#### Associate Degrees

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Accounting</li><li>• AODA Counselor (Applied Science)</li><li>• Biological and Physical Sciences</li><li>• Business Administration</li><li>• Computer Science</li><li>• Early Childhood/Elementary</li><li>• Liberal Studies—Humanities</li></ul> | <ul style="list-style-type: none"><li>• Liberal Studies—Social Science</li><li>• Mathematics</li><li>• Natural Resources</li><li>• Nursing (Applied Science)</li><li>• Public Administration</li><li>• Sustainable Development</li></ul> |
|---|--|

#### Certificates

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Criminal Justice</li><li>• Entrepreneurship</li></ul> | <ul style="list-style-type: none"><li>• Microcomputer Specialist</li></ul> |
|---|--|

## Technical/Trades Programs of the College

### Diploma Programs

- Electrical
- Office Technician
- Practical Nursing
- Sustainable Residential Building Systems
- Welding

### Short-Term Workshops, Certificates, and Skill-Building Opportunities

Certificate programs and workshops offered during the year by CMN departments included the following:

- Menominee Language
- Transportation career training via the Transportation Alliance for New Solutions (TrANS) initiative
- Summer Transportation Institute
- OSHA-10
- Microcomputer Graphics (an Apple Authorized Training Center offering)
- Introduction to Final Cut Pro (an Apple Authorized Training Center offering)
- Certified Nursing Assistant
- Medical Terminology
- Personal Care Worker
- American Heart Association CPR/AED
- First Aid
- Health Care Provider CPR
- Small Engine Repair
- Introduction to Cabinet Making
- Introduction to Welding
- Introduction to Electricity
- Beekeeping

Skill Building and GED/HSED assistance is available at both the Keshena and Green Bay/Oneida campus. The program is a partnership with Northeast Wisconsin Technical College. It is designed to assist adults seeking GED/HSED credentials and others needing assistance achieving academic benchmark scores to enter training or post-secondary education programs.

## PERSONNEL OF THE COLLEGE

### Employee Profile for Academic Year 2009-2010 (unduplicated numbers)

Total CMN employees: 145 total  
Faculty: 36 full time, 2 part-time  
Employees/Staff: 101 full time, 6 part-time

### Ethnicity of CMN Employees for Academic Year 2009-2010 (as of June 2010)

Enrolled Menominee: 61  
Menominee Descendants: 7  
Spouse of Enrolled Menominee: 4  
Other American Indians: 15  
Non-Indian: 58

### Educational Attainment of Employees

Academic degrees – More than 70% of all employees in all job classifications of the College hold college or university degrees and more than 35% hold graduate degrees.

Degrees held by employees by category are: Ph.D. (14), J.D. (2), Master's (40), Bachelor's (36) and Associate (17). A number of CMN employees are currently candidates for the doctoral degree.

### Officers of the College

- S. Verna Fowler, Ph.D., President
- Gary Besaw, M.S., Vice President, Student Services
- Ronald Jurgens, M.P.A., Vice President, Planning and Operations
- Norbert Hill, M.S., Vice President, Green Bay Campus
- Donna Powless, Ph.D., Vice President, Academic Affairs
- Laurie Reiter, B.S., Vice President, Finance

## **SERVICES PROVIDED BY THE COLLEGE**

### Mission and Charter Define Service

The College has an open admission policy and operates under the following Mission Statement:

*The College of Menominee Nation's mission is to provide opportunities in Higher Education for 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 service.*

CMN is chartered under Ordinance 93-2, which was enacted on March 4, 1993, by the Menominee Tribal Legislature. The Menominee People initiated a revised charter that reinforced and secured CMN's existence in the Fall of 1996, pursuant to Article VIII, Section 4, of the Menominee Constitution and By-Laws. The charter was unanimously approved by the Tribal Legislature on Oct. 3, 1996.

The College of Menominee Nation provides service through programs that directly benefit students and the general community, and through research and scholarly activity that has international reach.

### Accreditation and Affiliations

The College is accredited by the Higher Learning Commission and is a member of the North Central Association (NCA). In 2009, CMN was accepted into the Commission's highly-desirable AQIP program, which engages campuses in continuous quality improvement processes.

CMN is a member in good standing of the American Indian Higher Education Consortium (AIHEC).

The College is one of 36 Tribal colleges in the United States and one of only three institutions in Wisconsin to be authorized by Congress as a Land Grant institution. CMN is designated as a Tribally Controlled College by the Bureau of Indian Affairs under the Tribally Controlled Community College Assistance Act (P.L.95-471).

The College maintains articulation agreements with a number of public and private colleges and universities and is a member of the University of Wisconsin Madison Connections, a dual admissions opportunity. These affiliations benefit students who wish to transfer credits earned at CMN to other institutions.

### **Numbers Served**

#### Degree, certificate and diploma program participation

903 – Total unduplicated student enrollment for academic year 2009-2010 both Keshena and Green Bay campuses

- 56% – Attended full time in Fall Semester 2009
- 44% – Attend part-time in Fall Semester 2009

#### Enrollment served by ethnicity

654 (72.4%) – Total Native

- 345 – Menominee
- 309 – American Indian, including Oneida, Stockbridge/Munsee, other tribes

249 (27.6%) – Total Non-Native

#### Degrees and diplomas earned

98 – Total graduating in June 2010

561 – Total alumni

#### Ethnicity of CMN's 561 alumni

410 (73%) – Total Native

- 44% – Menominee Tribe
- 29% – Other tribes

151 (27%) - All other ethnicities

## Major Accomplishments

\$3.35 Million Grant for Computing Center – The College received Department of Commerce funding to establish and manage a computing center on the Keshena campus providing free broadband access to regional residents daily and educational programming on internet use. Ground will be broken for the center in 2011.

MOU with U.S. Forest Service – CMN and the U.S. Forest Services signed their second five-year Memorandum of Understanding during the year. Partnership projects include education, research, technical assistance, policy analysis, and indigenous wisdom for sustainable forestry and sustainable forest products. The USFS liaison to CMN works in conjunction with the College's Sustainable Development Institute.

Sustainability Commitment – Following broad consultation, faculty, staff and students received Board approval of a CMN Sustainability Commitment, which reads: "Guided by indigenous values, the College of Menominee Nation commits to the highest level of sustainable practice by increasing its progress toward sustainability and environmental symbiosis." Sustainable Development Institute (SDI) staff of the College worked during the year on a NIFA Tribal College Research Grant to assess the impacts of climate change on the Menominee tribe.

Associate Degree in Nursing Accreditation – The National League of Nurses Association accepted CMN's Associate Degree in Nursing for accreditation.

New Practical Nurse Program – The new program graduated its first 25 students. Those completing the one-year program are eligible for the State examination leading to the Licensed Practical Nurse designation.

Academic Library – The lower level and mezzanine of the College's new academic library were completed and furnished by early fall 2010, bringing the 18,600-square-foot building fully on line. Total library holdings increased during the year from 12,095 to 15,436 and reported circulation activity of 1,868 individuals in the year.

Student Leadership – **Lauren Stoehr** was selected as the American Indian College Fund Student of the Year based on her academic achievement and participation in enrichment opportunities at the College. **Destiny Welch** and **William Boivin Jr.** were chosen as student speakers for the June 2010 commencement ceremony.

Employee Achievement, Leadership – Among the many faculty and staff doing noteworthy work that gained recognition during the year were President S. Verna Fowler, Melissa Cook, Alpha Crepeau, Laurie Reiter and Gary Besaw. Fowler received the Alumni Achievement Award from the University of North Dakota College of Education and Human Development. Sustainable Development Institute Director Cook was appointed to the Wisconsin Environmental Education Foundation Board of Directors. Faculty member Crepeau, who is pursuing a doctoral degree, received an Andrew Mellon Faculty Career Enhancement Fellowship. Vice Presidents Reiter and Besaw were chosen, respectively, for the 2009 and 2010 Harvard University Executive Leadership program.

Campus Facilities – CMN's Glen Miller Hall was expanded with special attention provided to upgrades in the Student Services area. HVAC improvements in the building are now tied to the College's second geothermal installation.

Grants Addressing Priorities of the Region and Nation – Awards in the past academic year totaled \$4.7 million. Between July 1 and Sept. 30, 2010, the College received another \$11.4 million, including some multi-year grants. Awards are for campus research projects, facilities, economic development programs, community services and other needs. The College also received gifts from individuals, families, corporations and foundations for scholarships, donor-designated purposes and for use where need was greatest. Fiscal year awards during the period included grants from federal agencies such as the Department of Education, Department of Agriculture, Department of Health and Human Services and National Science Foundation. State grantors included the Wisconsin Technical College System, Department of Transportation and Workforce Development. Other grantors included the American Indian College Fund, Eli Lilly Foundation, United Negro College Fund Special Programs, American Indian Higher Education Consortium, Argonne National Laboratories, Clinton Global Initiative and Ecological Society of America, among others.

## SERVICES TO BE PROVIDED IN 2011

The College of Menominee Nation will continue its full array of credit and noncredit offerings in 2011. New programs, conferences and other special learning opportunities are added regularly. Community residents interested in taking a class or workshop are welcome to call or visit the College for information on programs that meet their needs.

New Technical Education Program Beginning in 2011

A course title Home Health Aide begins in January 2011. This 75-hour program includes certification in CPR and First Aid, and engages students in a job shadow experience.

Contact Information

Web site: [www.menominee.edu](http://www.menominee.edu)

College of Menominee Nation  
 Highway 47/55, P.O. Box 1179  
 Keshena WI 54135  
 Phone: 715 799-5600 or 800 567-2344

College of Menominee Nation  
 Green Bay/Oneida Campus  
 2733 S. Ridge Road  
 Green Bay WI 54304  
 Phone: 920 965-0070

**NOTABLE STATISTICS AND OTHER DATA**

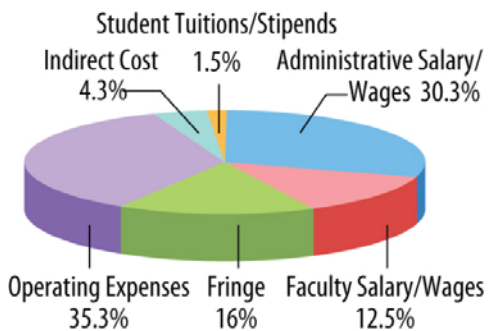
**CMN Expenditures 2010**

|                            |             | <b>Total</b>        | <b>General</b>     | <b>Federal</b>     | <b>State</b>     | <b>Other</b>     |
|----------------------------|-------------|---------------------|--------------------|--------------------|------------------|------------------|
| Admin.                     | 30.3%       | 4,204,509           | 2,386,156          | 1,420,037          | 340,901          | 57,414           |
| Salary/Wages               |             |                     |                    |                    |                  |                  |
| Faculty                    | 12.5%       | 1,728,867           | 884,098            | 822,798            | 8,931            | 13,039           |
| Salary/Wages               |             |                     |                    |                    |                  |                  |
| Fringe                     | 16.1%       | 2,233,124           | 1,262,359          | 755,074            | 140,164          | 75,527           |
| Operating Expenses         | 35.3%       | 4,902,914           | 1,652,628          | 2,625,043          | 345,411          | 279,832          |
| Indirect Cost              | 4.3%        | 601,201             | 0                  | 482,857            | 98,522           | 19,821           |
| Student Tuition & Stipends | 1.5%        | 206,432             | 9,135              | 174,354            | 0                | 22,943           |
| <b>Total Expenditures</b>  | <b>100%</b> | <b>\$13,877,046</b> | <b>\$6,194,376</b> | <b>\$6,280,164</b> | <b>\$933,929</b> | <b>\$468,576</b> |

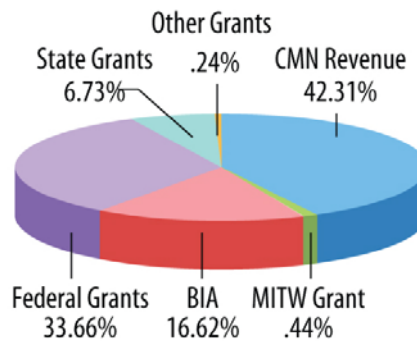
**CMN Revenues 2010**

|                                     |             |                     |
|-------------------------------------|-------------|---------------------|
| CMN Revenue                         | 42.31%      | 5,870,850           |
| Bureau of Indian Affairs            | 16.62%      | 2,306,706           |
| Menominee Indian Tribe of Wisconsin | 0.44%       | 61,501              |
| Federal Grants                      | 33.66%      | 4,670,606           |
| State Grants                        | 6.73%       | 933,929             |
| Other Grants                        | 0.24%       | 33,400              |
| <b>Total Revenue</b>                | <b>100%</b> | <b>\$13,877,046</b> |

**CMN Expenditures 2010**



**CMN Revenue Sources 2010**



\* NOTE: The College of Menominee Nation is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.

# Community Development

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Rick Warrington, Director

Greetings from the Community Development Department The Community Development Department oversee a wide variety of programs, contracts, and grants for the Tribe. The department staff has been working on updating some of the Tribe's documents, which are outdated and have been in need of updating for some time. The documents I am referring to are the Land Use Plan and the Long Range Transportation Plan. Both of these documents are important documents for the way Community Development Department operates and conducts business with each and every Tribal member, as well as the federal government.

The goal is to assemble a group of stakeholders, from department heads, to Tribal community members who have the willingness and the commitment it will take to review and update the current Land Use Plan. Since the creation of these documents there have been changes to come about, the need to remove land from sustain yield, which the current Land Use Plan makes no reference as to how this should be accomplished.

The Long Range Transportation Plan is a document the department uses when placing for example, a proposed road for a new development project, on the Tribes Indian Reservation Roads inventory program with the Bureau of Indian Affairs.

In addition to the above projects, the department assists other departments with technical assistance in other areas such as project management for construction related activities. Some of the services the department provides include the following:

- Transportation and Land Use Planning, coordination with the installation of utilities within the communities of the Reservation.
- Coordination of the solid waste and recycling program.
- Developing maps for the Indian Reservation Roads (IRR) Program, Land Use related issues such as processing land lease requests, and land lease records.
- Assist the Menominee Business Center with local entrepreneurial networking (Wisconsin Department of Transportation/Tribal taskforce committee).

## **Road and Bridge Designs/Construction**

Construction of the Smokey Falls Pedestrian Bridge was completed this year along with the new walkway overlooking the rapids. Construction of sidewalks along with street lighting, were completed this year along State Highway 47/55 and the Go-A-Round. A portion of GO-A-Round was reconstructed because some of the sub-base under the road was failing, which was a good time to add sidewalks and streetlights to this road project. The Tribe received funding from the 2009 American Recovery and Reinvestment Act (ARRA) to complete the GO-A-Round project.

The Tribe also received ARRA funding to complete road maintenance activities on a number of road projects throughout the reservation, which enabled the Tribe to hire local Tribal members to complete some of the work, keeping more of the stimulus dollars here on the reservation.

The Tribe, through its consultant has completed the Right-of-way appraisals for the Tribal Office Loop Road and Fairgrounds Road/walking trail project. Re-construction of these roads will take place in early 2011. The department continues to plan for more sidewalk improvement projects throughout the reservation with designs taking place over the upcoming winter months for various locations.

## **Transportation Planning**

The Community Development is preparing for the Tribe's annual update of the Indian Reservation Roads (IRR) Inventory Program as part of the Transportation Planning process the department does on an annual basis. The Road Safety Audit has taken place and is complete. The Wisconsin Department of Transportation conducted this audit and was able to come up with some strategies for improving unsafe intersection they identified as part of the safety audit. With the completion of this safety audit, this will open new doors to transportation safety dollars the Tribe did not have access prior to the audit.

## Road Maintenance

The Community Development Department is responsible for coordinating the road maintenance on all BIA roads on the reservation through a Road Maintenance contract. The Tribe distributes the road maintenance funds through a road maintenance sub-contract with Menominee Tribal Enterprise and Menominee County's Highway Department. These entities are responsible to maintain the roads throughout the reservation for the Tribe.

## Land Use

The Land Use Department processes all land leases for Tribal members. The lists of activities are listed below:

| <u>Type of Lease</u> | <u>Number</u> | <u>Type of lease canceled</u> | <u>Number</u> |
|----------------------|---------------|-------------------------------|---------------|
| Residential          | 26            | Residential                   | 13            |
| Recreational         | 14            | Recreational                  | 12            |
| Agricultural         | 00            | Agricultural                  | 00            |
| Commercial           | 00            | Commercial                    | 00            |
| Other (Program)      | 06            | Other (Program)               | 01            |
| <b>Totals</b>        | <b>46</b>     |                               | <b>26</b>     |

The land use office also assist with the staking of lots for Tribal members, assists with Tribal members with mortgage information, processes land into trust applications. The Bureau has not processed any land into trust applications for FY-2010.

## Solid Waste & Recycling Program

The Tribe continues to work in partnership with Menominee County with the Wisconsin Recycling Grant. The grant covers the operation of the Transfer site in Keshena. All resident are strongly encouraged to utilize the weekly curbside garbage pickup for garbage and re-cycling items. Remember you can place your re-cycling items out with your weekly trash and it will be picked up the same day.

I would like to inform the community on a new law that is having an impact on the reservation and that is "electronic re-cycling" or as it is referred to "e-cycling". In March 2009, an electronics-recycling bill (SB 107) was introduced and in October of 2009, Governor Doyle signed that bill into law. The law establishes regulations and disposal methods for certain consumer electronic devices. The law also establishes a collection and recycling system for Wisconsin and effective September 1, 2010 this law bans all electronic devices from landfills.

The reservation will have to be classified as a collector because we have the solid waste collection site here on the reservation. What does this mean for the reservation, well as a collector the Tribe must register and report annually to the DNR and follow program requirements? Also, as a collector the Tribe will need to inform and educate the community about the importance of re-cycling electronic devices. Also, as a collector the Tribe will receive certain electronics from the residents in the area at the solid waste facility in Keshena.

Effective September 1, 2010 the following devices will be banned from landfills, and will be collected at the Keshena transfer site:

- Televisions and other video display devices
- Radios, computers, monitors
- Fax machines, printers, cell phones
- DVD and VCR players

Why were these devices band from landfills? The devices listed above were manufactured with very harmful materials including lead, mercury, cadmium, chromium, and other heavy metals used to manufacturer these devices.

Residents are encouraged to bring their old electronic devices to the Keshena transfer site and check-in with the attendant and he will show you where to place your device.

## Neopit Sewer and Water Project

The department continues assisting Tribal Utilities with the Neopit Sewer and Water Improvement project. There have been noticeable changes to the Neopit water & sewer system and more improvements can be expected to take



place over the next several months. A couple of such noticeable activities taking place is a new 100,000 gallon water storage tank located at the end of Park Street and the Middle School in Neopit, as well as a clearing along County M north of Neopit. The painting of the new storage tank will take place next spring and early summer. The clearing area north of Neopit is the future home of new sewer seepage cells which will replace the existing seepage cells which have been leaking for years. There have been new Lift Stations put in at the State Highway 47 and Sewer Circle locations, along with a new sewer force-main leading to the new seepage cells north of the Sewer Circle lift station. There is also work taking place on four new water wells and a new pump-house being built at the intersection of Big Jim Zoar and Mill Pond Roads. These will be re-placing the existing wells and pump-house, which has served the community for many years.

**Aid to Other Departments**

The Community Development Department staff members assisted other departments and communities with technical assistance on the following projects:

- Clinics EMS Garage Addition
- Renovation of the old Zoar Fire-station to be used as a community center
- Surveying and Perfecting Right-of-Ways on various BIA Roads for the new Communications Project
- Coordination of the Food Distribution Roofing project

# C

## Conservation

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Walter Cox, Director

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

**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.

| <b>Conservation Law Enforcement Statistics</b> | <b>F.Y. 2010</b> |
|--|------------------|
| Reportable Incidents                           | 1030             |
| Citations Issued                               | 53               |
| Warnings Issued                                | 38               |
| Complaints Received                            | 215              |
| Interagency Assists                            | 69               |
| In-service Hours                               | 366              |
| Permit/ID checks                               | 262              |
| Investigations                                 | 137              |
| Court Appearances                              | 15               |
| Meetings Attended                              | 147              |
| Other  | 95               |

**Administrative:**

Administratively, the Conservation Department provides service to the public by issuing game tags to over 1500 enrolled members, descendants and spouses. Registration records indicate approximately 474 deer, 25 bear, and 31 turkeys were harvested during the 2009-10 hunting seasons.

During the past year, the Conservation staff was involved in:

- Sturgeon Management meetings with US Fish and Wildlife Service and Wisconsin Department of Natural Resources.
- Wisconsin Conservation Congress Delegations
- Meeting with Wisconsin Department of Natural Resources Secretary Matthew Frank regarding Menominee Tribal Issues

- Assist with development of Forest Management Plan
- Assist with development of Invasive Species Management Plan
- Host Sturgeon Awareness Day at Legend Lake
- Local Emergency Planning Committee Member
- Enforcement & Resource Protection Committee Member
- Tribal Forestry Committee Member
- Public outreach events/presentations
  - Hunter Education
  - Sturgeon Awareness Day
  - Aquatic Invasive Species
  - Winter Survival
  - Fly tying
  - Winter Roundhouse
  - Teaching Lodge
  - CMN Youth Empowerment
  - Junior Achievement
  - Menominee Indian High School
  - Shawano High School
  - Keshena Primary School
  - Menominee Tribal School
  - Menominee Indian Headstart
  - Night out Against Crime

**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. Officers also assist the Menominee Tribal Police and Menominee County Sheriffs Department when necessary.

Conservation Wardens activities:

- Tribal Court appearances
- Semi-annual firearms qualifications
- Education and public outreach
- Timber trespass investigations
- Public outreach in schools
- 40 hour annual in-service training
  - Lacy Act
  - Bald Eagle Act
  - Archeological Resource Protection Act
  - Officer Safety
  - Patrol Procedures Probable Cause/Reasonable Suspicion
  - Professional Communications
  - Basic Report Writing
  - Technical Report Writing
  - Vehicle Stops
  - First Responder & Hazardous Materials Awareness
  - Incident Command
  - Wildland Fire Refresher
  - Invasive Species

**Fish and Wildlife:**

Tribal Fish and Wildlife Grants allowed for the hire one temporary full-time employee to assist the Tribal Fish and Wildlife Manager with the management and data collection pertaining to Lake Sturgeon, Timber Wolves, and Black Bear. 2010 spring game surveys indicate reservation whitetail deer population at 9.0 deer per square mile.

Four summer youth and two college intern workers were employed with the department during the year. Interns and summer youth assisted with fish & wildlife and administrative duties.

FY'10 management goals and objectives include:

- Work collaboratively with other related Tribal departments
- Provide outreach on Invasive species
- Sampled and tested for VHS (Legend Lake, LaMotte Lake, & Moshawquit)
- Raise 21,573 walleye in rearing ponds and stock in Reservation lakes
- Stock 100,000 walleye fingerling and fry in lakes
- Stock 1200 lake sturgeon in Legend Lake
- Conduct fish and wildlife surveys
- Assess fish and wildlife population numbers
- Tested 100 white-tailed deer samples for CWD (all negative)
- Manage beaver populations and remove excess nuisance beaver

### **Environmental Quality:**

Efforts are ongoing to protect our Tribal forest, lakes and streams. We are beginning to recognize the need to provide more attention to environmental enforcement and protection of our natural resources. Some efforts this year include:

- Issue citations for ordinance violations
- Investigate and enforce surface water ordinance violations
- Investigate and enforce numerous solid waste violations
- Provide education and public outreach
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to develop stronger codes and ordinance

## **C**ommunity Resource Center

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Sue Blodgett, Director

The mission of the Community Resource Center (CRC) is to provide high quality job training, employment, labor market information, and income maintenance services. In FY10 the Community Resource Center operated the Tribal Temporary Assistance for Needy Families (TANF) and Public Law 102-477 programs. Staff consisted of sixteen (16) employees. These positions included: Community Resource Director, Community Resource Program Assistant, two (2) Job Counselors, one Special Project Job Counselor, four (4) TANF Caseworkers, Recruitment and Placement Specialist, Administrative Assistant, Receptionist, Housekeeper/Maintenance worker and three (3) Youth Supervisors.

**TANF:** CRC administers a Tribal TANF program which is designed to assist low income families working towards self-sufficiency. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience placements.

The TANF program has five main goals they strive to achieve through the operation of the program:

- 1.) To reduce the overall costs of public assistance by promoting work as a means of family support;
- 2.) To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, PL 102-477 Program, Education Department, and other Tribal programs;
- 3.) To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individuals, their children and the community;
- 4.) To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and referrals to AODA evaluation and treatment, and
- 5.) Promote self-esteem, independence and self sufficiency.

The TANF program service area is limited to the geographical boundaries of the Menominee Reservation and Menominee County including Middle Village. Eligibility for TANF benefits are based on the Department of Health and Human Service Poverty Guidelines and are available to Native and Non-Native individuals.

One component of the TANF program includes a voucher system of a monthly payment to the client in exchange for completing weekly training, education, job search, and/or job placement hours. Caseworkers also work one on one with clients to strive for goals and to overcome barriers to employment which include but are not limited to: drug and alcohol dependency, reliable housing, driver's license, domestic violence, mental health issues and past legal issues. The Caseworkers work closely with Tribal and County Departments to assist the clients with their needs. Once clients obtain employment and exceed their TANF benefit they are allowed to remain a client for the following twelve months to provide support and encouragement in their new place of employment.

An additional component of the TANF program is what is known as Diversionary Cases. This assistance is for people who have a source of income that exceeds the monthly TANF benefit but whose income still falls below the 185% of Poverty Guidelines set by the program. This fund allows individuals to gain assistance for a period of three months to assist with supportive services to encourage people to keep working in order to not need TANF on an ongoing basis. This service has been utilized frequently in the last few months of the fiscal year. We have assisted 10 families with these services during the past fiscal year.

A total of 110 families were assisted with TANF funds during FY10. The TANF program had 39 families open a case with our program between the dates of October 1, 2009 through September 30, 2010. A total of 71 families closed

their TANF case within the same time frame. Cases closed due to many reasons including the following: client request, failure to comply with program guidelines, employment, moved from service area, or received additional income that exceeds benefit amount (Social Security, per cap) The Tribal TANF Summer Youth Program served 20 youth between the ages of 14 and 18.

Direct assistance in the form of monthly vouchers was paid out to families at a total amount of \$438,826.88 and an additional \$137,206.70 was provided in supportive services. These supportive services include but are not limited to: transportation tickets, gas cards, car repairs, fuel assistance, clothing vouchers, eye glasses, driver's licenses, housing, and food vouchers. Also included in the supportive services were those services provided to the Diversionary clients. Monthly incentives were provided for those clients meeting all guidelines each month. Accomplishment incentives were given to all clients achieving a furthering education goal. This could be their GED, Certificate Program, Trades Program or an Associates Degree. Youth were also awarded for good grades and attendance.

| <b>TANF Families Data</b> | Oct 2009 | Nov 2009 | Dec 2009 | Jan 2010 | Feb 2010 | Mar 2010 | April 2010 | May 2010 | June 2010 | July 2010 | Aug 2010 | Sept 2010 |
|---------------------------|----------|----------|----------|----------|----------|----------|------------|----------|-----------|-----------|----------|-----------|
| Total Caseload            | 53       | 59       | 54       | 47       | 44       | 50       | 45         | 42       | 39        | 39        | 35       | 37        |
| One Parent                | 46       | 52       | 49       | 40       | 39       | 43       | 41         | 36       | 35        | 36        | 30       | 26        |
| Two Parent                | 7        | 7        | 5        | 7        | 5        | 7        | 4          | 5        | 4         | 3         | 3        | 4         |
| Diversionary Cases        | 0        | 0        | 0        | 0        | 0        | 0        | 0          | 1        | 0         | 0         | 2        | 7         |
| Total People Served       | 157      | 174      | 153      | 135      | 126      | 144      | 123        | 123      | 113       | 116       | 109      | 117       |
| Total Children Served     | 98       | 110      | 96       | 82       | 77       | 87       | 72         | 76       | 70        | 75        | 72       | 76        |
| Work Participation Rate % | 53.49    | 58.14    | 54.55    | 46.15    | 54.84    | 73.33    | 72.41      | 80       | 68.97     | 67.74     | 78.57    | 64.52     |

**Public Law 102-477:** The Menominee Indian Tribe's 477 (JTP) Plan includes: Workforce Investment Act (WIA), Adult and Youth Comprehensive and Native Employment Works (NEW) funding. Services are designated for youth and adults, including individuals that have been recently placed on lay-off.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The 477 Program has established a definition of this to be anyone who is: (1) an enrolled member of the Menominee Indian Tribe (2) an enrolled member of a federally-recognized Indian Tribe or (3) ¼ or more of Indian, Alaska Native or Native Hawaiian descent; or (4) a direct descendant of an enrolled Menominee member or an enrolled member of any other Federally recognized Tribe. Additional eligibility requirements include that the participant must also be: (1) economically disadvantaged; or (2) unemployed; or (3) under-employed. Adult applicants must be age 18 or older, while youth applicants can be between the ages of 14-21 years. All eligible applicants must have resided within the service area of the Menominee Indian Reservation and the area known as Middle Village.

**Adults : 18 years and older**

Public Law 102-477 offers a variety of employment and training opportunities to eligible adult applicants that could include the following:

**Core Services:** Job search and placement assistance (including career counseling), labor market information (to determine job vacancies, needed skill levels, as well as local, regional and national employment trends), job readiness skills, resume and cover letter construction, supportive services (clothing, tools, transportation) and follow up services to assist participants with job retention after employment is gained.

**Intensive Services:** Education and employability plans, individual counseling, case management, assistance with overcoming barriers to employment, individual and group training, and assistance with further education.

**WisCareers:** This computer web based program is set in modules that walk the participant through the steps to becoming employable. Through lecture and hands on computer application the participants are able to look at who they are, what direction they would like to go in, and be able to create a resume and cover letter to have for

application in their field of choice. When these aspects are completed they are able to do online job search and submit applications directly from our computer lab. WisCareers is a tool that they can come back to and make changes as their goals and outlooks evolve. Clients are able to log into WisCareers on any internet connection, making it available to them even when they cannot get to the CRC.

**Post Secondary Education:** The Community Resource Center works in collaboration with the College of Menominee Nation and the Education Department to refer and assist clients with high school graduation and post secondary education. This past year 17 clients have benefited from this type of assistance: 10 – GED, 2 – Associate Degree completion, 6 – Pre-Apprenticeship graduates and 1 TRANS graduate. A MOU was signed with the College of Menominee Nation in support of their CNA and Nursing program to make referrals and support those clients in training with needed supplies and equipment.

**Work Experience and Job Placement:** In the course of this past fiscal year our department has assisted 36 clients with a work experience contract. These clients were placed at a work site in a paid placement to gain needed job skills and training. These services are essential in assisting a client with the core skills needed to obtain and sustain employment. A typical job placement lasts for approximately 16 weeks with the client working 20-30 hours per week. Participants are paid minimum wage through our program and the opportunity exists for the department accepting the client to supplement their wage to a higher level. Work was done throughout the fiscal year with HR and the Legal Department to draft a contract that would allow work sites to hire the individual if they were satisfied with their training period and a position was available. This contract did not go into affect until late August 2010 and to date one client was placed as a full time employee of the Tribe after completing her contract. We are hopeful that this will become a useful tool in the coming fiscal year to support their work experience and continue on to regular employment.

**Union Trades Programs:** The Community Resource Center has entered into an agreement with the Department of the Interior to manage the funding needed to support these training opportunities. The Plumber and Pipe Fitters Training is in conjunction with the Local UA 597 in Mokena, IL and consists of a 16 week training session. Upon completion of this training the graduates have an opportunity to be placed into an apprenticeship with a Local UA as a second or third year apprentice depending on the level of certification they have achieved during their training session. The Energy Auditor Level II training took place in Bismarck, ND and consisted of an 18 week training session. Both programs are available to Native Americans over the age of 18. Applicants must pass an AODA screening as well as physical and personal interviews for acceptance. We have had 5 Menominee gentlemen and 1 Menominee lady graduate from this program. Three of the graduates are currently employed with a Union shop: one in Appleton, one in southern Illinois, and one in New York. Of the remaining graduates two are awaiting placement after gaining their driver's license and one gentlemen decided to take a job and stay on the reservation with his family. With the remaining funding from the Federal Government we are hopeful to complete one more training session in fiscal year 2011. We also had one Menominee gentleman complete the Heavy Equipment Operators program which was a twelve week Union training program held in New Mexico. Additional funding was provided to our program to assist with oversight of these programs.

### **Youth: 14 to 24 years of age**

Public Law 102-477 Youth Services are available to youth between the ages of 14 to 21 who are "Native American" or "American Indian" and economically disadvantaged. Services to youth include: paid work experiences, educational trainings, assistance with resume creation, and leadership development.

This past summer the Community Resource Center in conjunction with the Johnson O'Malley program hired 101 youth to participate in a 6 week Summer Youth Program, including 10 College Interns who completed an 8 week program. Twenty one of these positions were provided through ARRA funding. A total of 89 youth completed the entire program. Three Youth Supervisors were hired on a temporary basis to provide supervision to the youth. The youth ranged in age from 14-21 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week. We allowed 8 youth to be excused for one week to attend camps or pre-college programs that were being offered during the same time frame.

The summer event was completed with a picnic to honor all the hard work and skills gained by the youth in their placements. All site supervisors were invited to attend our picnic and share in the success of the program year. The day consisted of food, games, prizes and even some students being able to pie the supervisors.

After the completion of the program, five youth were either hired at their jobsites or continue to volunteer at their worksites. This is a great success as well.

# Early Childcare Services

Penny Escalante, Director

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## 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.

### Personnel

|    |                                  |
|----|----------------------------------|
| 3  | Administrative Staff             |
| 1  | Fulltime Cook                    |
| 1  | Fulltime Maintenance/Housekeeper |
| 10 | Fulltime Teachers                |
| 1  | Fulltime Teacher Aide            |
| 1  | On-call Teacher                  |

### Other Personnel

|    |  |
|----|--|
| 11 | National Indian Council on Aging Workers |
| 2  | Clerical Staff                           |
| 1  | Classroom Aide                           |
| 2  | Kitchen Aides                            |
| 3  | Housekeepers                             |
| 3  | Maintenance                              |
| 2  | Vocational Rehabilitation                |
| 1  | Kitchen Aide                             |
| 1  | Maintenance                              |
| 4  | JTP/Summer Youth Workers                 |

## Children Services Provided for 2010

- Daycare services for 161 children
- 100 families total
- High Reach Learning Curriculum that promotes overall development in:
  - Social/Emotional, Large and Fine Motor, Cognitive, Health/Nutrition, Literacy, Cultural, Self –esteem and self-help skills

## Community Services Provided

- Community Wide Safe Halloween Party – games and prizes for the children, door prizes
- Honoring Our Families Pow-wow – Healthy/ Nutritious Meal included
- Back to School Carnival- Staff raised money to buy school supplies and donated 145 back packs to be given away.
- Hosted the Tiny Tot Contest at August 2010 Pow-wow
- 2nd Annual Easter Egg Hunt in Neopit

## Community Collaborations

- Tribal Social Services and Maehnowesekiyah funded childcare services for children in need of respite care
- Veterans of Menominee Nation for Pow-wows held at the center
- College of Menominee Nation for staff education
- Head Start and Menominee County for Birth – Five Screenings
- Menominee High School- Child Care Services for Teen Parents
- Neopit Community, JOM, CRC, Eagles Nest, Tribal Police Department, Casino, Housing, Knights of Columbus, St. Anthony's Church, Tribal Enterprise, for 2nd Annual Easter Egg Hunt
- Parental Involvement for Daycare Program is a continued success

## Challenges:

Menominee Tribal Daycare has been working on the YoungStar Quality Rating Improvement System and Wisconsin Early Learning Standards. There are trainings our staff attended and finding time for staff to attend is always a challenge as we are open all week. We did take advantages of the Friday's we were closed to coordinate trainings. We need to update classroom materials, toys, and other learning materials for quality improvement. Building repairs are being done, outside updates and repairs are being surveyed. The improvement system and Early Learning Standards will be the challenges in the next year for the program.

## **Philosophy**

East-West University represents a unique development in the annals of higher education institutions in the city of Chicago and its suburbs. The University was established primarily to preserve, extend and to integrate and transmit knowledge of human beings concerning themselves, the universe and their Creator. It strives to develop in its graduates the wisdom derived from human heritage, the spirit of inquiry that leads to discovery, and the sense of dedication which spends itself in the service of humankind. It inspires the students to pursue natural and supernatural truths and imbibe the urge to live a fuller and more fruitful life.

## **Mission**

East-West University is dedicated to the pursuit of excellence by all through relevant, effective and convenient education, and service to humankind with a global, multi-cultural and future-oriented perspective. It is both comprehensive and pluralistic in terms of clientele, academic programs, educational delivery systems, research and publication projects, and sources of financial support.

## **Background**

The University received approval and operating authority from the Illinois Board of Higher Education in May, 1980 and degree granting authority for various degrees in later years. Classes began on September 15, 1980. East-West University has been accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools since December 1983. East-West University Keshena Campus is a satellite campus of EWU's main campus, located in Chicago, Illinois. The Keshena Campus of EWU was established in 2005 to provide and promote a higher education program leading to a Bachelor of Arts Degree in Behavioral and Social Sciences, with a minor in Native American Studies.

## **Academic Programs**

The overall objectives of the University's academic programs are:

- To encourage the acquisition and improvement of knowledge, attitudes, values and marketable skills required for intellectual excellence and job efficiency.
- To develop and strengthen open, accepting and understanding human relationships.
- To develop an appreciation of and interaction with the social experiences of all cultures.

The Bachelor of Arts degree program in Behavioral and Social Sciences guides the student through an interdisciplinary group of courses in Criminal Justice, Economics, History, Political Science, Psychology and Sociology.

The program also helps provide students with the skills to succeed in graduate study of history, psychology, sociology, political science, urban planning, law, government and similar fields, and in such professions as human service professions, counseling, research and evaluation, government and non-government/intertribal service and public relations.

This past academic year, 6 students will have successfully completed the requirements required for their Bachelor of Arts in Behavioral and Social Sciences. Additionally for the 2010-2011 academic year 6 students are on track to graduate from the East-West University Keshena Campus with Bachelor of Arts Degree.

**\* NOTE: The East-West University is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

# E

## ducation

Virginia Nuske, Director

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### Higher Education:

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

- Financial Aid Application assistance on the Internet and help with admission forms
- Education counseling
- Financial aid information and workshops
- Advocacy regarding student budgets and academic follow-up to assure eligibility for continued funding, according to Tribal policies.

### Academic Year 2009– 2010 Ending May 2010

|                           |     |
|---------------------------|-----|
| Number of new students    | 86  |
| Number of active students | 230 |
| Number of graduates       | 11  |

|                        |                   |
|------------------------|-------------------|
| <b>FY 2010 Budget:</b> | \$229,429.00      |
| Expended               | <u>229,050.30</u> |
| Balance                | *\$ 378.70        |

### Higher Education Summary:

There was a 53% increase in the number of new students this academic year. Funding is always an issue because tuition and fees increase approximately 5 – 8% each year while financial aid does not increase proportionately to meet the increasing costs nor the new student enrollments. Students are encouraged to seek scholarships in addition to financial aid.

### 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. Services provided to these students are the same as provided to students in the higher education program.

### Academic Year 2009 – 2010 Ending May 2010:

|                           |     |
|---------------------------|-----|
| Number of new applicants  | 252 |
| Number of Active Students | 98  |
| Number of Completions     | 12  |

|                        |                   |
|------------------------|-------------------|
| <b>FY 2010 BUDGET:</b> | \$203,129.00      |
| Expended               | <u>201,491.12</u> |
| Balance                | *\$ 1,637.88      |

### AVT Summary:

This year showed a 7 % increase in the number of student completions in technical programs. The addition of 1 year certificate programs has been beneficial for many students. Some students who successfully complete technical programs opt to continue on to bachelor degree programs.

### Education Supplement:

|                 |                   |
|-----------------|-------------------|
| FY 2009 BUDGET: | \$214,399.60      |
| Expended        | <u>209,531.82</u> |
| Balance         | \$ 4,807.78       |

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. Tribal employees are a priority.



Services provided are:

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

**Academic Year 2009 – 2010**

|   |     |
|---|-----|
| Total Number of GED/HSED Completions      | 165 |
| Total Number of Number of Students Served | 206 |
| Total Number of Tests                     | 482 |

|                        |                   |
|------------------------|-------------------|
| <b>FY 2009 Budget:</b> | \$45,873.00       |
| Expended               | <u>44,134.02</u>  |
| <b>Difference</b>      | <b>*\$ 567.48</b> |

**AE Summary:**

It is noteworthy that we had a 63% increase in GED completions compared to last year. Approximately 30% of these students go on to continuing education at CMN. The GED Instructor works cooperatively with other programs through referrals that are made to our program. Students who need additional services are referred to programs that can provide assistance. Locally incarcerated students receive GED services on a weekly basis.

**Education Contract Highlights – Higher Education & A.V.T.:**

The Director participated in a Tribal Informational Workshop at the State Financial Aid Fall 2009 Conference. A power point presentation on Wisconsin Tribes and Tribal Education Directories were included in the workshop. Six (6) financial aid sessions were held throughout the year for MISD high school students and CRC clients.

The Director coordinated the annual Legislative Breakfast in Madison on February 17<sup>th</sup>. Eight (8) legislators attended. It is noteworthy that the Mascot/logo bill was the topic of discussion. The bill was scheduled for a vote the following week and was passed by the State Legislature.

Planning for Wisconsin Indian Education Association’s (W.I.E.A.) Annual Conference began in May by the Director, who is a Board member of W.I.E.A. The conference will be held in Keshena at the new Conference Center on April 28 – May 1, 2011. The theme is “Literacy – Learning Today for Tomorrow’s Leaders.”

The Director coordinates the scholarships for W.I.E.A. The Association offers 4 - \$1,000 Annual merit-based scholarships each year. The scholarships are competitive and winners are based on written essays and academics that are scored by a committee. Two (2) of the 2010-2011 recipients are Menominee students.

# **Election Commission**

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**Davey Jean Peters**

The date for the Primary Tribal Legislature Election was November 11-12, 2009. Tribal Members certified as “On Reservation” Candidates for this election were:

|                         |                      |
|-------------------------|----------------------|
| Rebecca D. Alegria      | Gregory Smith        |
| Bernadette Chevalier    | Amy Turney           |
| James “Jim” Horton      | Marilyn Warrington   |
| Terri Katchenago        | Lisa S. Waukau       |
| Marla Mahkimetas        | Orman “Chief” Waukau |
| Randolph “Randy” Reiter | James C. Wayka       |
| Mary C. Wayka           |                      |

Bruce J. Pecore of Green Bay, Wisconsin ran as a write-in candidate for the Tribal Legislature.

Voting results at the polls and absentee on November 11-12, 2009 were as follows:

|                              |           |
|------------------------------|-----------|
| Neopit Fire Station          | 226       |
| Keshena-Gordon Dickie Center | 589       |
| Absentee Received            | 172       |
| <hr/> Total                  | <hr/> 987 |

The top six in the Primary Tribal Legislature Election were:

|                      |     |                         |     |
|----------------------|-----|-------------------------|-----|
| Rebecca D. Alegria   | 456 | Mary C. Wayka           | 348 |
| Lisa S. Waukau       | 398 | Bruce J. Pecore         | 343 |
| Orman "Chief" Waukau | 385 | Randolph "Randy" Reiter | 341 |

The remaining votes went as follows:

|                    |     |                      |     |
|--------------------|-----|----------------------|-----|
| Gregory Smith      | 325 | Bernadette Chevalier | 192 |
| James C. Wayka     | 288 | Amy Turney           | 174 |
| Marla Mahkimetas   | 236 | Terri Katchenago     | 164 |
| James "Jim" Horton | 206 | Marilyn Warrington   | 132 |

For the Main January 13-14, 2010, Gregory Smith ran as a write-in candidate.

The Main Election was held on January 13-14, 2010 and the winners were:

|                    |     |                |     |
|--------------------|-----|----------------|-----|
| Bruce J. Pecore    | 523 | Lisa S. Waukau | 435 |
| Rebecca D. Alegria | 461 |                |     |

The remaining candidate's votes were:

|                         |     |               |     |
|-------------------------|-----|---------------|-----|
| Orman "Chief" Waukau    | 429 | Mary C. Wayka | 420 |
| Randolph "Randy" Reiter | 421 | Gregory Smith | 163 |

The Voting results at the polls and absentee requests were as follows:

|                              |      |
|------------------------------|------|
| Neopit Fire Station          | 248  |
| Keshena-Gordon Dickie Center | 699  |
| Absentee Received            | 181  |
| Total                        | 1128 |

The Tribal Election Commission budget for 2009/10 was \$77,811.00

## **E**nrollment

Yvette Ducane, Director

### **Mission**

The Enrollment departments' primary responsibility is to maintain a current and accurate official tribal membership roll for the preservation of the Menominee Indian Tribe's heritage.

### **Guiding Principles**

Consistent with the Mission, 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 ¼ degree Menominee Indian Blood, and who are descendants of persons enrolled on the tribal membership.

### **Department Information**

Yvette M. Ducane, Enrollment Director (Fulltime)

Jody R. Boivin, Research Technician 30 hours weekly

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

### **Elected Enrollment Committee**

Kimberly Oshkeshequoam-Chairperson, Norman Shawanokasic-Vice Chair, Karen Washinawatok-Secretary, Gail Bowman-Member, Glenda Tahmahkera-member.

## Enrollment Committee Voting

January 2010 at the General Council meeting the election of Enrollment committee took place at Menominee Bingo, Hotel and Casino in the Ada Deer Room. There was 7 Tribal members that took our papers. The election voting had two (2) ties the first time was among the first five so both was sworn in and the second tie, one Tribal Member withdrew the other was sworn in. The last Tribal member was denied because of low votes. There was hundred fifty tribal voters which made a quorum for the General Council Meeting.

Enrollment Committee maintains a current and accurate official tribal membership roll in accordance with the Constitution. The Enrollment Committee shall report at least four (4) times a year to the Tribal Legislature as to the current status of the roll. The Enrollment Committee shall have the authority to investigate suspected errors in the roll. The Enrollment Committee meets regularly.

## Administrative Tasks

After two years of investigating, an enrolled tribal member of the Menominee Indian Tribe was found to be enrolled in another Indian Tribe. This tribal member has been terminated from the Menominee Indian Tribe of Wisconsin according to the Menominee Tribal Constitution.

Menominee Indian Tribe distributed on December 2009 a check in the amount of \$50.00 to every Tribal Members. Minor's money went into their trust account. This was the first year to follow the Monetary Distribution Policy that was passed in October 2009. Which has placed new laws on Per/Capita/Stumpage checks; that states a check will be sent to the last known address, if returned and address is updated, Enrollment will resend the check. If check does not return to Enrollment and the Tribal Member wants to complete an affidavit, it states they will be responsible for the cancellation of the check cost and then the difference will be sent to them. The affidavit will be submitted 120 days after the first check date of issued and the first check has not been cashed. With this policy in affect it has encouraged Tribal Members to keep their address updated.

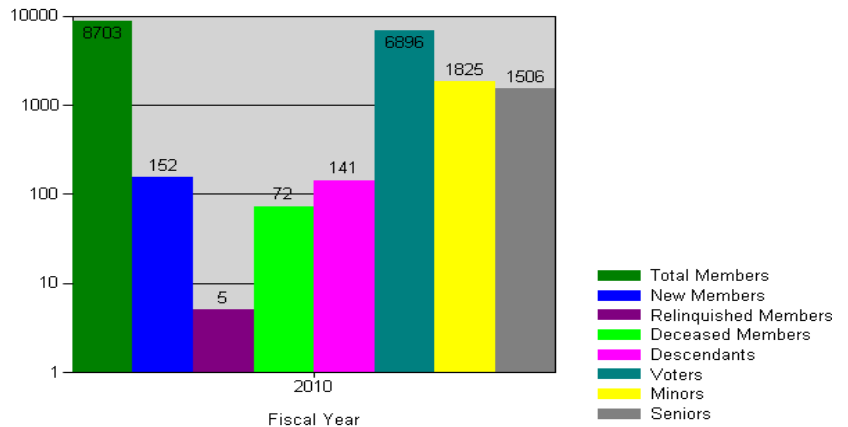
## Statistical information

The following report will contain information and data compiled within our department for the months of October 2009 through September 2010.

### 2010 Living Enrolled Members – 8703

#### Activity:

- Approved 152 applicant(s) for Tribal membership
- 5 Tribal member(s) relinquished
- 72 of our Tribal members passed on
- Approved 141 applicant(s) for Descendant Register
- 6896 of our Tribal members are eligible voters
- 1825 enrolled members are minors
- 1506 enrolled 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.

- Submitted and received grants: Emergency Management Planning Grant from State, Injury Prevention Cooperative Agreement from IHS, additional funding for Wastewater Management Grant from IHS, Public Health Emergency Planning Grant from State, Invasive Species planning from State.
- Complete environmental compliance (NEPA) requests for Indian Health Service, BIA, HUD, and Department of Transportation.
- Continuing to meet with Conservation Department to develop a better working relationship.
- Blog page developed for the department. Regular articles being posted to the page to allow community members access to what the department is doing.
- Reviewed online data regarding nuclear waste and could find no further information on possible waste depository in Wolf River Batholith.
- Completed Tribal/EPA Environmental Program Development and Implementation Agreement for 2010 – 2012. Plan approved by both Tribal Legislature and EPA.
- Staff continues to participate in the Wisconsin Tribal Conservation Advisory Committee. This Committee received award from United States Department of Agriculture in Washington in August.
- Continue as Technical Representative for the Fox River NRDA.

**2) Integrated Resource Management** – Improve the efficiency of the management of the Tribes Natural Resources.

- Staff worked with other involved agencies to develop the Invasive Species Management Plan for the Reservation. This final plan was approved by the Menominee Tribal Legislature.
- Worked closely with other concerned agencies in development of Forest Management Plan. Plan is currently out for public hearing and comment.

**3) 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.

- Completed fish community assessments on Evergreen, Red River, Elton Creek, Little West Branch, Rabe Creek, West Branch, Chickney, Oshkosh, Little West Branch Creek, Pecore, Jackson?? This goal of this project is to determine the water quality of these waters using the fish community as a biological indicator.
- Checked several lakes last fall were low water levels were a concern. Determination that lack of rainfall and beaver activity were contributing to the problem.
- Lake samples collected and analyzed for pH, conductivity, alkalinity, hardness, iron, color and manganese, on Little Blacksmith, Big Blacksmith, Sapoksick, Pywaosit, Moshawquit, SE Bass, Little Sand, Sand Lake, Wahtoosah, Shice, Spring, Peshtigo, Upper Bass, Lower Bass, Hazel, Legend, Keshena
- Lake profiles done of Legend, Moshawquit, Round, Sand, Little Sand, SE Bass, LaMotte, and Keshena.
- As part of the plan to establish a long term water monitoring network that will generate data to be used in management decisions, set reference conditions, and establish trends; temperature loggers were again placed into stream/rivers within the reservation.
- Zebra mussel veliger sampling on, Sand, Round, LaMotte Lakes.
- Worked with Legend Lake Property Owners, Moshawquit Lake Property owners, and DNR in conducting Eurasian milfoil control on both those lakes.
- Work beginning on Treatment As a State designation for water quality standards.
- Completed beaver dam removal under Natural Resource Conservation Service contract.
- Work begun to address Curly Leaf Pondweed (invasive) on Legend Lake.
- Mercury sampling done on Round, Sand, and Moshawquit Lakes.
- Used funds from NRCS to remove several beaver dams.

**4) 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.

- Regular air monitoring for mercury continuing at Middle Village air site continued through March when funding for the program ended. No additional air funds were received from EPA.

**5) Emergency Management** - Work with Menominee County in Emergency Response Planning. Work with regional planning agency in addressing bioterrorism issues and disease outbreaks.

- Participating member of Wisconsin Tribal Emergency Alliance, and Wisconsin Emergency Management Association.
- Worked with MTE in developing emergency response procedures for injured logging contractors.
- Developed MOU's with Menominee County Highway Shop and Tribal Clinic for storage and personal protective equipment.
- Assisted in H1N1 vaccination clinics during the fall and winter.
- Participating member of North East Wisconsin Regional Public Health Preparedness Consortium.
- Held meeting with tribal officials from the schools, Public Health, legislature representative, administration, and maintenance to discuss steps to prepare for and limit the spread of the H1N1 virus.
- Regular meetings with staff at Tribal Clinic to discuss H1N1 response and continuity of operations
- Regular meetings with educational facilities on addressing the H1N1 response.
- Continue to provide regular information to the public regarding the H1N1 influenza.
- Continue to participate in regional planning for bioterrorism and pandemic influenza.

**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.

- Two additional abandoned mobile homes removed from Middle Village and Neopit.
- Responded to spilled diesel at the Legend Lake Lodge and assisted in cleanup and advised on how to store in the future.
- **Worked with EPA and Bristol Environmental on assessment of the former Boivin LUST site in Neopit. Assessment funded under ARRA funds. May be additional funds to use for cleanup after initial assessment completed. Initial findings still show contamination in area.**
- Second round of sampling completed.
- Excavation of contaminated materials near the original site completed.
- Coordinated annual fluorescent lamp recycling and collection program for facilities on Reservation.
- Funding was not received for hazardous waste collection and disposal.

**7) Environmental Health** – Assess risk to public health on the Menominee Reservation from environmental issues that may develop during the year.

- Provided assistance to Eagles Nest Shelter in addressing ADA requirements.
- Provided assistance to Tribal Clinic in obtaining AAAHC recertification.
- Reviewed Menominee Source Water Protection Program and made several minor revisions.
- Work with Gaming on the remodeling of Sonny's Store and Thunderbird to maintain compliance with Menominee Ordinance.
- Provided technical assistance on pesticide spraying to control invasive species related to asthma and cancer rates.
- Assisted Historic Preservation on getting the Culture Museum registered as a Transient Non-Community Water supply with EPA. Provided technical assistance on sampling plan and how to sample.
- Department looked at the possibility of performing a feasibility analysis of a sanitation district around Legend Lake. Estimated cost for the project was \$73,000. Because of cost and lack of funding no further work will be done.

**8) Injury Prevention** - Gather data on injury trends to develop and implement strategies to address specific injury problems.

- 89 Child Passenger Seats given out under IHS Ride Safe, and BIA funded programs.
- Car seat and seat belt checkpoint on May 14 and 18, 2010. 300 vehicles stopped of those 273 of the drivers were belted and of the 142 children in the vehicles 129 were in car seats.

**9) Wastewater Management** - Monitor and evaluate on-site waste water treatment systems.

- Seven failing private sewage systems replaced under this program.

**10) Radon Monitoring** – Develop a baseline radon level in homes on the Reservation.

- 258 homes tested for radon under this project.
- 73 of those homes had radon levels in excess of 4 pCi/L.
- 33 homes had long term testing completed.

- Coordinated and attended Hands on Radon Diagnostics and Mitigation Training in conjunction with College of Menominee Nation. Total of 14 participants including 10 from Housing Department and 4 from Environmental Services. Training provided by William Angell of Midwest Universities Radon Consortium and Jack Bartholomew of Radon, Energy & Ventilation Services. Participants spent two days actually working in homes with elevated radon levels conducting diagnostics and installing radon mitigation systems. Class was extremely well received by the participants.

**11) Healthy Homes** – Decrease environmental risk factors by assessing homes for health and safety hazards and completing interventions to abate those hazards.

- Total of 129 homes assessed under this program.
- Interventions completed in homes include installation of smoke detectors, non-slip bath mats, night lights, carbon monoxide detectors, fire extinguishers, green cleaning products, non-slip rugs, HEPA vacuums, dehumidifiers, bath rails, toilet rails, outlet covers, stair railings, etc.
- One success story with the program occurred when an elderly participant called regarding her carbon monoxide detector alarming. Was able to get out of house and stove was found to be faulty. The Aging Division was able to purchase a new stove for the residence.

## **F**ood Distribution

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Patricia Roberts, Director

Program goal is to distribute commodity food items to all eligible families/persons living on or near the Reservation/County who desire them. We provide nutrition information on program food items and recipes to clientele.

The Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin. The United States Department of Agriculture (USDA) Regional Office in Chicago, Illinois monitors Midwest Region ITO's (Indian Tribal Organizations). There are 23 Tribes that operate Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet in our Midwest Region Annual Meeting and with the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conference. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items. USDA has implemented a new ordering and receipting data base for FY-2010.

This year the new items we were able to order for the food package was Golden Hominy, and fresh produce which included Avocados, Asparagus, Brussels Sprouts, Cauliflower, Radishes, Romaine Lettuce, Honeydew Melon, Nectarines, Plums, and Seedless Grapes. Some of the fresh produce are seasonal items and will not be available all year.

We applied for and received a nutrition education grant to provide nutrition education classes, building raised bed and helping with old or establishing new gardens for eligible clients. This year we served 64 clients and installed a total of 17 raised beds. The gardens promote the use of more fresh vegetables and fruits to participants as well as some exercise. We held three different preserving classes for those interested in preserving items grown in their gardens and will hold one class for those interested in pressure canning their wild game. The three classes included Pressure canning of beans, hot water bath of tomatoes and making jams and jellies.

The nutrition aide with the help of the Tribal Clinic Dietitian/WIC Director and his staff and UWEX staff held nutrition education classes about food safety, label reading, and how to lower fats, sodium, and sugar in recipes for participants, summer youth workers and community members. Recipe contests for youths and adults were held this year to promote making healthier recipes. Making changes early in life can help prevent individuals from getting diabetes, heart disease, hypertension, cancer and other diseases associated with poor diets. The nutrition aide held the Annual Commod Fest with taste testing of healthy recipes, we offered children's games to promote physical fitness, and the recipe contest was held at this time with three categories for prizes. Everyone enjoyed their day with us.

This fund year we were able to add the concrete driveway to our garage and replace the roof on the Food Distribution building. We have applied for another Nutrition Education grant for 2011 to continue our efforts of getting more families involved with gardening, preserving food, nutrition education classes on various topics of

interest and to help individuals and family meal planners to change their recipes to reduce fat, sugar and sodium for a healthier diet.

We served 6,865 participants with 17,031 cases of Food Distribution food items and 8,343 participants with 26,127 pounds of TEFAP and 23,969 pounds of donated food to TEFAP Pantry participants. We received donations from the Casino furniture sale, SAFPARC of Shawano, Somerville Architects, ladies of Legend Lake, and Legend Lake Property Owners Association plus we are working with St. Michaels holding soup and sandwich sales to raise funds to provide more food items for our pantry. All donation and sales allowed us to serve more families.

Thanks to the efforts of Tribal Administration and the Grant writers we received a grant award to expand the Food Distribution Facility in 2011.

## **G**aming Commission

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Lynnette Miller, Executive Director

Tribal governments are recognized as having the right to engage in gaming. This authority is confirmed through the Indian Gaming Regulatory Act (IGRA). Under the IGRA and the regulations of the National Indian Gaming Commission (NIGC), tribal governments are responsible for the regulation of gaming conducted on Indian lands. Tribes must establish a governmental regulatory framework under which gaming is conducted. Most importantly, comprehensive regulation is a necessary component in the system of checks and balances needed to ensure the integrity of the games and to protect the interest of the Tribe.

Effective regulatory oversight, according to NIGC, requires that there be a separation between the regulation and operation of tribal gaming activities. Thus the Menominee Tribal Gaming Commission (MTGC) is under the Tribal structure not the gaming operation structure. The authority to establish a regulatory structure or tribal gaming commission comes from the sovereign powers of tribal governments. The Menominee Tribal Gaming Commission (Commission) is established through Ordinance 93-30 – Gaming Code (Gaming Code). The Gaming Code states that “The Menominee Tribal Gaming Commission shall consist of five (5) members appointed by the Menominee Tribal Legislature. The Tribal Legislature shall make appropriate appointments to the Commission for three (3) year terms (staggered).” The Menominee Tribal Gaming Commissioners are:

| <u>Members</u>                    | <u>Term expires:</u> |
|-----------------------------------|----------------------|
| Duane Waukau, Chairperson         | August, 2011         |
| Kathy Kaquatosh, Vice-Chairperson | August, 2012         |
| Yolanda Shawanokasic, Secretary   | August, 2012         |
| Michelle Reed, Commissioner       | August, 2013         |
| Leah Pamonicutt, Commissioner     | August, 2013         |

The Commission meets once a month with the staff or on an as needed basis because of cost containment to establish policy, approve the Director’s monthly report, promulgate regulations, hold licensing and barring hearings and to deal with any other regulatory issues. The Gaming staff includes; an Executive Director, Internal Auditor, Staff Auditor, Compliance Officer, Senior Background Investigator, Background Investigator Specialist and a Background Investigator.

The main function of the gaming commissioners and staff is to instill public trust and confidence in the gaming environment by ensuring that gaming is conducted honestly, competitively and free from criminal and corruptive elements. These functions are completed through the due diligence of the background investigations department, completing all mandatory audits by the audit department and by the gaming commissioners meeting to discuss regulatory issues with the staff.

Some of the major achievements the gaming commission had this year were; all the audit reports conducted by the NIGC, Wipfli (external auditors) and the Office of Indian Gaming and Regulatory Compliance did not have any major non-compliance findings, there were no major gaming related crimes this year, all necessary enforcement was completed of the high risk issues and all background investigations were completed within the 60 day time frame established by 25 CFR §558.3 and tribal ordinance 93-30.

### **Background Investigations:**

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 licensing and background investigations are completed on all employees

The licensing process begins when documentation is sent from the Casino Human Resource Department to the Background Department of individuals whom they have hired. The background staff will complete a name check with the Crime Information Bureau and also with the Wisconsin Circuit Court Access System for any disqualifying information. Disqualifying information may include felonies, theft, gambling related offenses, fraud and misrepresentation and habits and associations. If no disqualifying information is found then the applicant is approved to start the licensing process. The employee fills out an information sheet, signs releases, completes a gaming license application, is fingerprinted, and receives their gaming license. After individuals are hired, the background department has 60 days to complete the background investigation report and get it approved by the Executive Director. After the background investigative report is approved, notification is then sent to NIGC's field office informing them who was approved. Gaming licenses are renewed every 2 years.

The MTGC has a waiver procedure in place for enrolled Menominee Tribal members hired by the Casino and have been convicted of either a felony within 10 years or a gambling related offense or fraud. These individual's require a waiver from the Menominee Tribal Legislature per the Tribal/State Gaming Compact. The process begins with the applicant completing a waiver application. If the application is approved to proceed, the applicant will then meet with the waiver committee. If the waiver committee decides to allow the applicant to proceed then a fact sheet is prepared and presented to the MTGC. If the Gaming Commissioners decide to approve the waiver then the prepared fact sheet is sent to the Menominee Tribal Legislature for final approval. At any time during this process the individual may be found ineligible to proceed with the waiver process due to not showing up for the scheduled meeting, not providing requested documentation or they failed to demonstrate that they were rehabilitated.

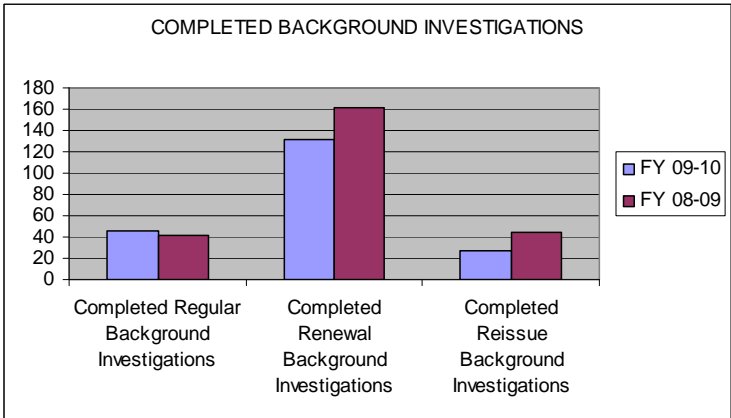
This fiscal year the background staff completed a total of 204 background investigations. Of this amount 46 were for regular background investigations, 131 were for renewals and 27 were for reissues. In 2009 the staff completed 42 regular background investigations, 162 renewal and 45 reissues for a total of 249 completed background investigations.

Regular background investigations are for individuals who are selected for a key position and have never been approved for a gaming license from the MTGC. Renewals are background investigations for individuals who are currently employed with the Casino and are completed every two years. Reissue backgrounds are for individuals who received a gaming license from the Gaming Commission in the past and left their employment with the Casino and later were rehired in a key position.

**Other Statistics from**

**October 2009 to September 2010:**

|  |     |
|--|-----|
| Individuals found ineligible               | 8   |
| Individuals whose license were revoked     | 5   |
| Individuals who were fingerprinted         | 125 |
| Individuals interviewed                    | 283 |
| Individuals who were approved for a waiver | 1   |
| Hearings preformed                         | 1   |



**Audit:**

The Audit Department consists of an Internal Auditor, Staff Auditor, and Compliance Officer.

The focus of our department is to complete the mandatory 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 performs audits of all Class II and Class III gaming areas of the gaming operation.

The following areas are reviewed annually in addition to performing a six month follow-up on each:

1. Table Games- Black Jack- Progressive Three Card Poker-
2. Craps and Roulette
3. Class III Gaming Machines
4. Class II Gaming Machines
5. Bingo,
6. Complimentary service or item,
7. Cage, and Vault
8. Information Technology functions,
9. Card Games- Poker
10. Any other internal audits as required by the MTGC



Audits are completed by performing observation through the gaming floor, surveillance camera coverage, and an examination of all paperwork. Follow-up observations and examinations are performed to verify that corrective action has been taken regarding all instances of noncompliance cited by the MTGC Audit Department. The verification of all follow-ups 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 and when these occur, it takes away from the dedicated time line scheduled for each mandatory class II or class III gaming audit.

The following mandatory audits have been completed for this year; bingo, cage & vault, poker, table games; the following are in working progress yet: craps & roulette, complimentary, slots and IT.

The following follow-up audits have been completed; Bingo #0001-2009, Cage & Vault #0002-2009, Poker #0003-2009, Table Games #0004-2009, Craps & Roulette #0005-2009, Complimentary #0006-2009 Slots #0007-2008, IT #0008-2009, Title 31-2009, and the Facilities License findings for 2009.

There have been a total of 62 Class III and 18 Class II slot machine Erasable Programmable Read Only Memory chips (EPROM's) randomly tested, one facility license checklist completed and 13 revenue verification reports completed that were requested by the State of Wisconsin Office of Indian Gaming.

There has been a total of seventeen barring requests submitted to the Executive Director for action, and two strongly written letters regarding burning the casino down. The following is a break down of each category: two for drugs, ten for theft, and five for altercations. These individuals barring time ranges are: 1 at 3 years, 7 at 1 year, 4 at 60 days, 1 at 30 days, and 4 are permanently.

There was one reportable condition issued on the Finance Department, and a 45-Day Non-Compliance Extension for the Complimentary Audit #0006-2009. The follow-up completed on both above issues were found to be in full compliance.

There were twenty-four meetings held with the MCBH departments some monthly and some bi-monthly: six with finance, twelve with slots, and six with table games. In addition, there were joint meetings held between the Audit Department and MCBH departments regarding certain compliance issues.

The Internal Auditor attended two meetings with the State of WI Auditors and two with the outside Auditors. In addition, I participated in the major pre-install preparations for the Cadillac Jack Class II slot machine install and implementation of regulations, the Power Promo install and implementation of regulations and also the Bally SDS Version 11.1.4 two conference calls between the State of WI and the MCBH IT and Finance Departments.

The following is a breakdown of the annual reports reviewed; 2391 Surveillance Activity reports, 1093 Security incident reports, 268 Shift Manager Reports, and 20 Investigations.

There were a combined total of 309 compliance audits performed on casino positions for all three shifts. The Surveillance equipment was inspected once. The following has been completed weekly; the leveling of the Roulette Wheel, verification of weekly cash-flow information and the weekly transfers to the Tribe. In addition, 24 MCBH monthly departmental personnel over-short reports were reviewed. Other review's, destructions or verification processes completed were; 264 decks of cards were inspected, 219 decks were cancelled out, and then sent back to the MCBH to be sold. The following items were destroyed 45 decks of cards, 525 bingo balls, 412 multi media slot machine software devices, along with 16 table game felt tops. There were 3 GLI Client Advisories notifications reviewed, and 2 IGT notifications, 1 Bally and 39 Williams; 90 approval verifications for EPROM's through GLI were completed.

The three outside regulatory entities NIGC, WIPFLI, and the State of Wisconsin were on site to complete their annual audit reviews. There were five investigations performed on employee/customer complaints. The audit staff attended a WI Gaming Commission Association Conference, Power Prom Player training, all training attended were either located in-house or within the state of WI.

In closing I would like to thank the Gaming Commissioners and the Gaming Commission staff for all their dedication into providing a well regulated gaming operation for the Menominee Tribe and for being state of the art employees!

# Head Start/Menominee Nation Early Childhood

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Michael Skenadore, Director

Menominee Nation Early Childhood concluded another successful year of providing high quality Head Start services to the Menominee Community in 2010. The community changes our program continues to adapt to include the general state of the economy, the implementation of a pre-Kindergarten program at the Menominee Indian School District and the increasing population of Menominee children and families who live in Shawano but wish to participate in Head Start. We also continue to respond to changes from the Agency for Children and Families (our funding agency) with regard to program monitoring, reporting and evaluation. As always, the goal of the program and staff is to provide the highest quality early childhood education services to the Menominee community.

During the 2009-2010 program year child enrollment remained steady with 275 children receiving services through the program year. During the program period full enrollment was (243 children) was achieved for 3 months of operation. Average Daily Attendance (ADA) remained below 85% for the entire year. Some of the pressures on enrollment and attendance included the new option of enrolling in the pre-kindergarten program at Keshena Primary School (for 4 year old children), the outbreak of H1N1 (swine) flu and the mobility of families moving both to the Reservation and off Reservation.

Health services remain one of the strongest areas of our program due in large part to our excellent working relationship with the Menominee Tribal Clinic. The services provided include dental screening, hearing and vision screens, height and weight screens, nutritional and community health services. This program year marked a new level of community cooperation particularly around the H1N1 outbreak that included planning, coordinated response and education efforts. Our program health indicators compare very favorably with other tribally operated Head Start programs. In particular the number of children and families who have regular access to health care and are up-to-date on immunizations and medical check-ups. Some areas where we reported a higher number than other tribally operated programs included children needing medical treatment, children receiving preventive and primary health care, and children receiving medical treatment.

Disabilities services is another area where Menominee Nation Early Childhood excels. This is due to unique relationship with the Menominee Indian School District that provides our program with certified Early Childhood Special Education staff who work either full or part time within our program. This relationship is unique and provides our program and MISD to meet both program standards and Federal and State of Wisconsin special education laws that both entities are responsible for. For the 2009-2010 program year disabilities services were provided to a total of 37 children or roughly 13% of our student population. Services included speech and language support, autism, health impairment and hearing impairment. For the bulk of these children, the identification, evaluation and referral process was handled completely in-house. This allows our families to work with the same group of professional through what can be a difficult and intimidating process.

Education services are an area of our program that has seen changes in both staffing and the tools we use to evaluate children during this program year. The program continues to see staff turnover both at the classroom and management levels. Our main curriculum tool continues to be the Creative Curriculum for all age groups that we serve. This particular tool provides our teachers and parents the flexibility to develop specific lessons that support the growth and development of children within a consistent framework. It also provides a format for classroom observations for each individual child that meets the requirements of Head Start. Staff training in the use of the creative curriculum is ongoing and driven by the number of position turnovers that occur during the program year. This year also marks the shift away from the Briggance Screen to the Ages and Stages Screen. This change allows parents and teachers to take a more central role in assessing the development of children. Because the instrument is completed by both the parents and the teachers it encourages the use of the results in planning activities.

Transportation services have seen development in both quality and importance for the program over the last year. On the quality side, the agreement the program has with Menominee Tribal Department of Transit Services has seen an increase in consistency of routes and the quality of the drivers. This results an overall improvement in this vital service to our families and children. Support for the program includes the development and planning of specific routes, driver certification, bus inspections, regularly scheduled maintenance for busses and safe storage for all Head Start busses. This year also marked the replacement of outdated vehicles through a lease agreement with the Federal General Services Agency who provides vehicles for our use. In the years to come we will be replacing our entire bus fleet with GSA vehicles. The importance of transportation for our families is a critical element in getting children to the centers with 70% of our children riding the busses. In particular the development and increasing use of our Shawano route has helped to maintain enrollment at satisfactory levels.

Program governance saw a year of mixed results. The Policy Council had a very good series of meetings after the mid-point of the year. During the first part of the program we were unable to assemble a quorum in order to transact business. The center level parent committees were largely absent from any planning or program support except to address the specific issue of four year old promotion planning. Both of these performance factors were cited in a program evaluation that occurred in March of 2010. Parent involvement in the planning and implementation of our program continues to be an area of emphasis.

The challenges our program faces moving forward include improving staff qualifications, parent participation in program governance, improving the quality of classroom educational programming and improving the monitoring of services the program is required to provide. The development of staff qualifications is greatly supported by the presence of College of Menominee Nation and the Head Start training grant that they use to support our teachers. The improvement of classroom level educational programming goes hand-in-hand with teacher training and should see improvement as the qualifications of teachers improves. Parent participation will continue to see involvement from all levels of program staff as we work to improve communication and participation.

The staff at Menominee Nation Early Childhood is extremely proud of the work that we do. We see ourselves as a critical part of the entire educational system of the Menominee community. With all of the challenges included in meeting that challenge, we look forward to many more years of service to the Menominee community.

## **H**istoric Preservation/ Logging Museum

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David J. Grignon (Nahwahquaw), Tribal Historic Preservation Officer

By David J. Grignon (Nahwahquaw), THPO and Director  
Staff Members Rebecca Alegria, Researcher/Cultural Planner  
Jean Cox, Tour Guide/Groundskeeper

### **Posoh Nec Omaeqnomenawak (Hello My Fellow Menominee's) Eh Yom Kenah Acemwan (This is our Report)**

#### **Mission Statement:**

The Menominee Tribal Historic Preservation office mission is to protect the rich cultural heritage of the Menominee people and this includes Menominee language, culture, and history. First and foremost, we will revitalize and preserve our sacred Menominee language which is the mainstay of our identity for future generations of the Menominee Tribe. We will protect and preserve our valuable cultural resources that have been left by our Menominee ancestors, and we will give opportunities to Menominee tribal members to experience Menominee Culture in our museum.

#### **Repatriation:**

The THPO, on behalf of the Menominee Tribe, will be "bringing home" our Menominee ancestors remains and funerary objects from two museums. Two ancestors will be coming from the State Historical Society Museum in Madison and the other will be coming from the Little Lake Museum on Washington Island where the remains came from. The repatriation will take place on November 5<sup>th</sup> and 6<sup>th</sup>. The ancestors will be at the Logging Museum on November 5<sup>th</sup> and the reburial will take place on November 6<sup>th</sup> at the repatriation burial grounds. The remains from the State Historical Society were discovered near Shawano Lake and are two thousand years old, and the ancestors from Washington Island are also two thousand years old. The annual Ghost Supper will coincide with the feast for the ancestors on the evening of November 5<sup>th</sup> at the Menominee Logging Museum.

#### **Menominee Cultural Museum:**

On March 2, 2010, we moved into the new cultural museum from our old office at the Logging Museum. What a relief to move into the new environmentally controlled museum facility. We are currently in "consultation" under the Native American Graves Protection and Repatriation Act (NAGPRA) to bring home Menominee artifacts to the new museum facility. We do have some artifacts on display in the museum gallery; however we are waiting for the completion of our new road and parking lot to have our "grand opening". Fundraising for the new museum facility's needs are on-going, and we did have our first fundraising dinner for the museum at the Menominee Casino in July and it was a huge success.

**Menominee Language Revitalization:**

The department is continuing its efforts to preserve and revitalize the Menominee language. We have been hosting the Menominee language table on Tuesday nights at the Cultural Museum in collaboration with College of Menominee Nation's ANA language preservation grant. Attendance at the language table has been good as it shows an increase in community involvement. The department continues to give translations in the Menominee language to tribal members and departments. The Menominee language is also implemented in all of the activities the department is involved in.

**Tribal Historic Preservation Office:**

The Menominee THPO continues to function under a special designation granted to the Tribe by the National Park Service. In accordance with Section 106 d 2 of the National Historic Preservation Act (NHPA), the Menominee Tribe took over the responsibilities the State Historic Preservation Officer (SHPO) previously had on the Menominee Reservation in regard to the protection of cultural resources, and receives an annual grant from NPS to help defray the operational costs of the department. The THPO continues to monitor the Highway 41 Butte Des Morts road construction project through a "programmatic agreement" with the State of Wisconsin and Department of Transportation, which assures cultural resources will be protected from road construction ground disturbing activity. The THPO is a member of the National Association of Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee, and the Tribal Liaison Committee of the Wisconsin Department of Transportation.

**Section 106 Of The NHPA Compliance And Monitoring:**

The THPO continues to monitor Section 106 of the National Historic Preservation Act (NHPA) compliance issues for the Menominee Tribe and coordinates all archaeological surveys on the Reservation. Section 106 mandates that a "federal undertaking or ground disturbing activity" occurring on federal trust land, is funded by federal dollars, or in need of a federal permit must comply with Section 106. A component of Section 106 is that federal agencies and other entities must "consult with tribes" in regard to assessing historic properties within the "area of potential effect" of the proposed project that may include burial grounds, traditional cemeteries, individual burials, mounds, historic homesteads, abandoned settlements, and traditional cultural properties. The assessment documents whether the historic properties are eligible to be placed on the National or Tribal Register of Historic Places. For example, the THPO must sign off on all Menominee Tribal Enterprises forestry prescriptions before any type of forestry management activities can begin. This is to insure that no damage will occur to historic properties that be affected by the proposed forestry management activities. The THPO monitors compliance matters under Section 106 with the following federal regulatory agencies: Federal Highway Administration/Wisconsin Department of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission, Department of Interior/Bureau of Indian Affairs, Indian Health Service.

**Menominee Youth Culture Camp:**

We received a grant from the First Nations Development Institute in the amount of \$9,000 to conduct this year's Menominee Youth Culture Camp. This year the camp was held August 14-19 at Wayka Falls. We had seventeen youth participate in this year's camp and six counselors. The camp emphasized Menominee language instruction, traditional arts and crafts, traditional games, storytelling with Menominee elders, drumming and singing, visiting an archaeological site, and swimming and fishing. The youth also listened to presentations on AODA prevention, anti-gang prevention and health issues. The youth also visited the Raptor Rehabilitation Center in Phlox and listened to a presentation from staff at the center regarding eagles, hawks, and other birds at the facility. A special parent's night presentation was held at the camp and parent's enjoyed a traditional dinner and presentations from the youth regarding their week at camp. A mini-powwow was held after the parent's night dinner and parent's enjoyed the pow-wow and participated in traditional dances with their children. The Menominee Tribal Police Department also provided funding for the camp.

**Sturgeon Feast And Celebration Pow-Wow:**

The annual Sturgeon and Feast Celebration Pow-wow was held on April 30<sup>th</sup> of this year at the Menominee Indian High School. Fifteen sturgeons were provided by the Wisconsin Department of Natural Resources for the ceremonies and feast. This year we honored posthumously Marine Corporal Brad Lee Wilber for his service to his country and his involvement and volunteering in the activities of the department. This year's head dancers for the pow-wow were Darwin Grignon and Pam Waukau and both did an outstanding job leading the dancers. The Five Clan Singers were the host drum for this year's pow-wow. The feast was excellent and the Veterans of the Menominee Nation brought in the flags and took the spirit plate to the Wolf River for the offering. Over one-hundred dancers participated in the event in addition to several drum groups.

**Menominee Logging Museum/Lumberjack Breakfast:**

The department continues to manage the Menominee Logging Museum. The museum is open for tours May 1<sup>st</sup> to October 15<sup>th</sup>, five days a week and weekend tours are given by appointment. The tour of the seven log building filled with the logging artifacts from the 1880's takes about one hour. This year's Lumberjack Breakfast was held on October 16<sup>th</sup> and we several people attend the breakfast despite of the steady rain. We had one presenter Ben Grignon who demonstrated how to make different figures out of clay. We had other presentations scheduled for the day, but were cancelled because of the rain. We had several volunteers that helped put on the event again this year.

**Menominee Veterans Book:**

The Menominee Veterans Book is now completed and is ready for sale. The book is a compilation of our Menominee veteran's photographs and stories of their experiences in war as well as in times of peace. The book starts with the Menominee Chiefs who fought in early historical battles to the Civil War, World War I and II, Korean War and Vietnam. We truly made an honest effort to include every Menominee veteran. Hopefully in the future we can secure another grant continue the project.

**Badges For Baseball:**

The department was involved with the youth initiative Badges for Baseball in collaboration with the Menominee Tribal Police Department. The youth initiative started with an opening at the Menominee Indian High School and the department provided storytelling of Menominee legends to the youth participants that were a part of the curriculum taught to the youth prior to the baseball practices.

**Traditional Menominee Craft Workshops:**

The department provided opportunities for tribal members to participant in workshops that focused on making Woodland Mittens, Black Ash Basket Making, and Baby Moccasins. The workshops were open to tribal members and the public and several people attended the workshops. The department will have additional workshops in the future focusing on Menominee Traditional Crafts.

# Housing

Betty Jo Wozniak, Director

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The Housing Department's mission is to provide safe, clean, and affordable housing for those who are eligible, living primarily on the Menominee Reservation. We have a small component that provides rental assistance for those that qualify and may live off the reservation. A secondary goal is to help tenants achieve a level of self-sufficiency that allows them to become homeowners. Achieving that status is not limited to having adequate income alone but includes understanding the responsibilities associated with home ownership: good home maintenance, good fiscal management, and learning to be good neighbors. We provide temporary emergency shelter and transitional housing for those who are in need. Emergency assistance may also be provided to eligible elderly and handicapped to replace furnaces make plumbing or electrical repairs, build needed ramps and provide for other NON-cosmetic home repairs that will allow them to continue to live as independently as possible in their own homes. As director, my job is to see that we are providing safe and clean housing to tenants meeting the eligibility guidelines; assure that tenants who are offered housing are abiding by their lease requirements to be responsible tenants, identify housing issues, and seek funding to address those issues. My personal goal before I retire (again) is to secure enough funding to rehab every single family housing unit. We will be near that goal with the completion of tax credit projects 7 & 8. Upon completion, we will have only 78 units out of 244 left to rehab.

Part of my job also is to showcase the efforts of Menominee Tribal Housing. Because of the success that we've had in securing tax credits and ARRA funds I was invited to be a presenter at 3 national Indian Housing conferences in the last year. I spoke at NAIHC in New Orleans, Travois at Albuquerque, and HUD in Madison about our rehabs and the use of tax credit and ARRA funds to provide much needed improvements in Housing that cannot be paid for with the shortage of current NAHASDA funding. Making sure that potential funding providers are aware of our success is important to securing future funds. Investors want to fund successful projects.

**Eagle's Nest – Emergency Shelter - Kristin LaTender, Manager:**

Between October 1, 2009 and September 30, 2010, we served 165 individuals: 81 children and 84 adults. This number is down slightly from the previous year. Residents are provided with transportation to medical, social services, or job application appointments. They are assisted in finding more permanent housing, securing food services and each case is managed by the Eagles Nest (EN) House Manager with assistance from Program

Assistants. Residents' needs are determined and a plan is written to address them. Many donations are made to EN throughout the year that are distributed to residents and other community members when needed. We are now working with NEWCAP, Inc. in providing the services of a counselor once a week to assist residents and other community members with the resources of NEWCAP to secure permanent housing. An application is completed and a plan is drafted that outlines objectives to be achieved to meeting their goals. We applied and were approved for participation in a program offered by Goodwill Industries that helps provide job training on a part time basis to qualified individuals. We provide a small amount of funds to cover the temporary laundry needs of those without resources. Families without resources are also assisted in applying for subsistence assistance such as TANF. There are limited resources to help those who need it to cover the costs of supplying birth certificates or criminal background checks in order to apply for Housing. In the rare event that residents cannot find more permanent housing within the 45-day time limits of their stay, they may apply for an extension of 30 additional days or, if available, have the use of the transitional unit. As tenants in this unit, they are required to pay the utility costs and rent. The maximum length of stay has been reduced from one year to six months due to the high demand and all are required to actively seek a more permanent housing situation. A plan that includes saving money to assist in moving out is developed and tenants meet with the House Manager on a weekly basis to help keep them on track. In 2010, Housing began rehabbing a second house acquired previously that will be used also for transitional tenants. As funding allows we will complete rehab; it will available once repairs are completed.

Residents are assisted with transportation to their appointments and seeking housing with the provision of bus tickets unless there is some specific reason why using public transportation isn't feasible or available. All Eagles Nest policies are reviewed and revised as needed to keep up with the needs of clients and our ability to serve them.

**Resident Services – Wendy Warrington, Franny Denny, Robin Perez, Louise Summers, Georgia Frechette:**

Information below describes each of the various programs managed by the Housing Department. In general, resident staff is expected to conduct annual re-exams, perform housekeeping inspections and meet with tenants for the purposes of adjusting rents, approving payback agreements and wage assignments, monitoring lease violations, handling complaints by and about tenants and making attempts to help tenants maintain safe and secure housing. We are expanding the activities that we participate in so that we can work better meeting tenants needs. Staff has begun working with a Tenant Advisory Board designed to provide us with information about improving our service and the neighborhoods. We have sponsored animal clinics twice annually working with the License and Permit Department to help control the pet population. Resident counselors are meeting with Maehnowesekiyah staff about the issue of domestic violence and MISD in regards to an effort called Collaboration For Kids, both for the purpose of increasing our awareness about the issues our tenants face. Staff has participated in "Night Out Against Crime" sponsored by MTPD and experienced our second attempt at having a tenant garden to encourage tenants to participate, save some money and eat healthier. I'm sorry to say that not one tenant expressed interest this year. We are planning a different venture for next year.

Staff, resident, security, planning and maintenance, now holds regular staff meetings to address issues in common, suggest policy changes, and help each other resolve problems. They are actively involved in policy development and implementation.

Emergency Loan Program – we provided loans to 16 homeowners totaling \$56,067. This is a revolving loan fund that provides assistance to homeowners needing emergency repair work, no cosmetic work is funded. We had 19 of these loans repaid in full this year.

Low Rent- Low Rent includes 8 elderly apartments, 26 mixed-use apartments, 148 single-family homes, and 46 rental assistance vouchers (for 7 tenants.) Tenants must meet eligibility requirements in order to qualify for this program. The first consideration is income and family size. Second, they must be able to pass the criminal background checks. In certain circumstances, criminal history will disqualify applicants for periods of time that range from 2 years to 10 years to life, depending upon the nature of their convictions. If accepted, tenants must adhere to lease requirements. Failure to comply can result in lease termination. Leases may be terminated for a variety of reasons including non-payment of rent or utilities, criminal activity, and failure to maintain the home in a safe and sanitary condition. Tenants are also expected to be "good neighbors." Our responsibility is to all of the tenants and the community at large. We are expected to minimize the risk to others that undesirable tenants of Housing may present.

"202" and "515" apartments. Eligibility requirements are different for each.

202 Elderly Program (20 apartments): All tenants must:

1. Head of Household (or Co-head or Spouse) must be at least 62 years old.

2. Be at the "Low Income" benchmark or lower.
3. Pass Criminal Background Check.
4. No outstanding debts with local utility companies, Housing or the Tribe (can be on payback agreement to be in compliance).
5. Provide Social Security Card and Birth Certificate.
6. Must be able to legally sign lease agreement.

When we have a hard time filling vacancies, we can request waivers to fill the units:

- 1) admitting individuals between 50 and 61 years of age; or
- 2) admitting individuals under 50 years of age that are disabled; or
- 3) admitting individuals age 62 and over that are over the "Low Income" benchmark.

Snake infestation issues in Zoar were addressed in the spring of 2010.

515 Program (12 apartments): All tenants must:

1. Be at the "Low Income" benchmark or lower (preference is given to those at the "Very Low Income" benchmark or lower).
2. Pass Criminal Background Check.
3. No outstanding debts with local utility companies, Housing or the Tribe (can be on payback agreement to be in compliance).
4. Provide Social Security Card and Birth Certificate.
5. Must be able to legally sign lease agreement and receive services from utility providers
6. Tenants must meet minimum income requirements (at this time annual income must meet or exceed the Utility Allowance x 12 months or \$1,704 for this year).

We have three wheel chair accessible units. Applicants that can prove they need such modifications can get preference above other applicants for those three units.

Our on-site program audit/reviews were completed with the following excellent results:

Home Ownership – 13 Mutual Help homes and 19 Tax credit homes. In FY 2010, Tribal Housing conveyed 3 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are about 5 years from being conveyed to the potential homeowners. It is expected that these homes will belong them soon after the required 15 year period during which time the investor has access to the tax credit that accrue to each unit. Payments made by the tenants over the 15-year mandatory rental period are credited towards the final selling price. At the end of the rental period, a small balance remaining on the price will require the tenant to secure a mortgage in order to pay off the balance and become a true homeowner.

Tax Credit Project 2 - These are 24 rental homes rehabilitated with funds provided by our investor, Raymond James Corporation. Because NAHASDA funds do NOT provide sufficient funds to rehabilitate or modernize our current housing stock, we have accessed an IRS-governed investment opportunity that provides us with the money needed to modernize our houses, upgrading them to meet today's demand for energy efficiency.

Tax Credit Projects 3 & 4 – In April 2007, the Housing Department, operating under the auspices of the Wolf River Development Company (WRDC), was awarded tax credits to completely rehabilitate another 43 homes. These homes will be retained as rental units. 19 units in Keshena and 24 in Neopit were rehabbed beginning after October 1, 2007, with completion of all units by December 2009. These tax credit projects are the only practical source of funds to do rehabilitation of this magnitude. The process involves the sale of "tax credits" to major investors that they use to offset their incomes. The funds we receive from the sale of these tax credits are used for the construction. Because this is a program that involves this kind of business arrangement with investors who must answer to the IRS, as we do, certain requirements must be met. The projects are strictly monitored by WHEDA (a private no-profit State agency). These units may be leased again to those who occupy them currently but during the renovation phase, the tenants must be temporarily relocated. Tenants must meet income requirements at the time of moving in AFTER the renovations are completed. There are several levels of low-income guidelines that apply because the intent of the program is to provide safe, modern, housing to those with limited incomes. (The same guidelines applied to Tax Credit Projects 1 & 2.) In the rare event that current tenants no longer qualify to return their renovated home, they will be offered other low income housing that is rehabilitated with Housing Department resources. We expect that there will be few who will not be able to return to their former homes.

As we begin FY 11, we are preparing to start 2 more rehab projects, 5 & 6, that will mean 45 more remodeled homes in Zoar, Neopit, South Branch and Keshena. We have also received awards for tax credit projects 7 & 8, which will begin in early 2011 to rehab 48 more housing units, all, located in Keshena.

I want to note that we are using our own workforce for these projects. We have a total of 7 workers employed, 6 Menominee and 1 spouse. In order to meet our construction deadlines we will be hiring approximately 8 more carpenters and laborers. These projects not only provide us with newly remodeled homes, but 16 Menominee families will also benefit from the employment opportunities.

Rental Assistance – new guidelines have been adopted that will expand the number of households helped by this program but will limit the amount of time that assistance will be provided. New utility allowances have also been calculated and are effective in FY 2011. New tenants on this program will be able to get assistance for a prescribed amount of time.

Applications and Admissions – Revisions have been made to the Admissions policy to bring it up to date and clarify it for applicants to better understand how to be eligible for Housing assistance. We are enforcing the requirement to do federal background checks as needed. While this was always required, it was rarely enforced. We have established a working relationship with the Tribal Police Department and the FBI that gets us the information that we need with an average turnaround time of 3 – 4 weeks. We make no exceptions to doing the federal background checks; if the initial screening indicates that there may be something in the applicant's background to require a federal inquiry, we do it. Applicants are required to pay an additional fee of \$34 for this request. Housing does not keep any of these funds; this is the cost required by the FBI.

And due to the increased cost of local background checks, our fee has increased from \$10 to \$12. None of these funds are retained by Housing. All fees collected are paid out to the vendors supplying the background checks.

Collections – one area that not many in the general public are aware is this function. In 2010, payments on accounts on the Tribe's debtors' list reduced arrears by \$22,408. There is a current total of \$310,655 due to Housing, while some debts are paid new debts are incurred by tenants. After reconciling former old debt with more current debt due in FY 10 we have an overall reduction of arrears approximately 1%. Housing staff will continue to be aggressive in recovering these funds. We will continue to add those who owe Housing past due amounts to the Tribe's Bad Debtor's list. This will allow Housing to intercept Tribal payments, like per capita payments, made to them. All payments intercepted will be applied to outstanding bills. If you have questions about or think you may have outstanding bills with Housing, please contact us to make payment arrangements.

Occupancy - 99 new applications were processed, we moved in 39 new tenants and processed 35 renewals. In order to accomplish this we are required to verify income, household composition, and prospective tenants' criminal backgrounds. We maintain waiting lists for each housing program and currently the lists are as follows: 101 low rent applicants, 57 rental assistance applicants, 31 515 apartment applicants, 28 home ownership applicants, 10 applicants for low rent elderly apartments and 5 applicants for our 202 apartments for elders. In order to be added to the waiting list, applicants must have completed the application process, provide the required documents and verifications.

### **Maintenance – Melody Page, Manager:**

This department is responsible for maintaining all housing units. Repairs needed as a result of ordinary wear and tear are addressed as requests are received and all are at no cost to the tenant. Work that is done because of deliberate tenant damage is completed and billed back to the tenant. In the event that damage is caused outside the control of the tenant and a police report verifies that, the tenant is not charged. In addition to this duty, maintenance personnel are responsible to prepare vacant units for new tenants. Unfortunately, outgoing tenants often leave these homes with extensive damage. Broken windows, damaged, missing, or destroyed appliances, holes in the walls, damaged cabinets, ruined floors, and irreparable plumbing and electrical fixtures; these must be replaced or fixed before someone else can occupy the house. Not only does this contribute to the length of time others must wait for housing, it also consumes an enormous amount of funding that could be used in other ways, like modernizing houses and upgrading appliances or providing playgrounds for tenants' children. We cannot pave driveways or provide landscaping because renovation funds are spent simply keeping up with repairing deliberate tenant damage. In 2010, maintenance personnel completed 2,307 work orders. In addition, they conducted 96 move in/move out inspections and 292 annual inspections. This department has 15 staff: a manager, 2 housekeepers, 1 inspector, and 12 maintenance workers. As we rehab more and more houses with tax credit funds, our need to provide major renovations to our units becomes less. As we save dollars from those maintenance needs we can begin to provide other kinds of upgrades to our units; for instance, if we have funds available we may be able to provide better landscaping, pave more driveways and provide storage sheds.

The availability of significant extra funding made possible under ICDBG (\$600,000) and ARRA (stimulus) grants (\$1,014,000 and \$3,000,000) has allowed for improvements to all low rent single family units as needed and as



follows: 200 Kuuma wood burners (high efficiency and safety features were the reasons for choosing this model); 178 Energy Star water heaters; 194 high efficiency LP furnaces to promote lower heating costs; purchased all existing LP tanks from vendors so that tenants are able to shop around and get the best prices on heating fuel; programmable thermostats to promote lower heating costs; began work to replace roofs, reinsulate and remove mold from 124 units. New steel roofs are indistinguishable from traditional shingled roofs and have the advantage of promoting energy efficiency and come with 50 YEAR warranties. All tenants in homes with new wood burners received training to properly operate these new units. In addition to hands-on training, each home is provided with a CD that tells them how to properly operate their wood burner. To help prevent accidental fires, all homes were supplied with new ash cans – the first one free; tenants are charged for replacements – in order to assure that we do NOT see tenants storing ashes in cardboard boxes or other flammable containers. In addition, using ARRA funds we completed total rehabs on 4 homes for tenants that would not have been eligible to move into homes rehabbed with tax credit dollars.

Radon testing was conducted in all low rent units courtesy of the Tribal Environmental Services Department. Several Housing maintenance workers were trained in radon mitigation (also provided by Environmental Services) so that when high levels of radon are discovered our staff is able to address that issue and reduce the presence of radon in the homes.

This year we hired a person specifically to handle yard work at our elders housing units. Maintenance staff provided space for and assisted with two animal clinics staffed with volunteers who come from all over the state to donate their services to our community to help our pets by providing spaying/neutering services, vaccinations, microchip tagging and when needed, emergency care. This effort is coordinated with the Keshena Animal Rescue Services and their volunteer efforts are rewarded by Housing staff's magnificent Indian Tacos, prepared gratefully by them during the event. The Tribal License and Permit Office also participates by being on-site to register dogs in accordance with Tribal ordinances.

Maintenance staff worked with tenants of the Warrington Addition area, specifically Rich and Stephanie Bugler, to finally bring a playground to that area's children. The Menominee Indian School District donated several pieces of equipment that were being replaced and the Housing Department paid for benches, swings, picnic tables/grills and some site work to promote family togetherness. New sidewalks and security lighting were installed at Weso apartments. We also had to insulate homes rehabbed in the Tax credit 2 project to correct that oversight.

Slowly but surely, we are working our way through making improvements and repairs long overdue. We can continue to do these things in the future with savings realized by reduced maintenance costs due to the large scale rehab projects that give us what are essentially brand new homes, energy efficient, attractive and better constructed.

**HIP, Elderly & Disabled Assistance, WHEDA, I H S Sanitation Services, Tax Credit Rehab projects-  
Jerry Nunway, Manager:**

Funds provided by HUD under our NAHASDA grant replaced the funding previously provided by the Tribe in FY-10 and totaled \$100,000. This was split into two categories, elderly and disabled. With these funds we completed 28 jobs at an average cost of \$1,990. Repairs included but were not limited to the following: furnace repairs/replacements, roof repairs including re-roofing, electrical repairs, and plumbing repairs. We also constructed ramps. Under the Disabled Program, the repairs were the same as the elderly program. The average cost of these repairs was \$1,981 each for the 21 applicants. Because this program is now funded with federal dollars, certain eligibility requirements must be met. These include income guidelines, must own their own home (no renters), over 55 and/or permanent disabled, and living within the boundaries of the Menominee Reservation/County.

Under the Indian Health Service program, the total funding was \$226,924. These funds helped us to supply septic tanks, drain fields, wells, complete water system hookup to the homes and also community water and sewer connections. This year we have drilled and hooked up a total of 25 wells and water systems and 13 septic systems. Under the BIA HIP, we were funded for 1 new home (\$85,000). Eligibility for this program is strict and funding extremely limited. Applicants from all Tribes are submitted to the BIA and only those ranking the highest can be served. Since we have no guaranteed annual amount we cannot predict how many we will be able to serve each year. The most significant addition to the work at Housing in recent years was the funding of 2 tax credit rehab project that provided funding for the total rehabilitation of 43 single family units. The average cost of each rehab was \$100,000. Homes were completed remodeled and all were equipped with new energy efficient kitchen appliances; ranges, refrigerators, washers, dryers, microwaves and to address the issue of a lack of storage space for equipment and tools storage sheds were built on concrete slabs in the back yards of each unit. Extensive issues with mold have been addressed by contracting with a company that specializes in mold remediation. We have installed air-to-air

exchangers and bathroom fans that run continuously on a low speed to help prevent future mold problems. Energy efficient windows have been installed, new porches, concrete driveways and trim that helps these units look less like housing in a project and more like those in any nice neighborhood. Several units in each project have been completely remodeled to accommodate the needs of those who may be handicapped; ramps, widened doorways, laundry room facilities located on the first floor and counters and appliances that are accessible have been included.

### **Inventory – Olga Peters:**

In order to respond as quickly as possible to the repair needs, Housing maintains an inventory of commonly used supplies. At year-end, the inventory was valued at \$161,750. The tool loan closet policy has been revised to allow tenants use of common tools without having to provide a security deposit up front. The “tool closet” provides tenants with lawn mowers and weed eaters. Items must be returned in good condition in order to continue to be able use these tools without charge. We experienced only one major loss with a lawn mower that was damaged beyond repair. Our new policy allowed us to recover replacement costs from the tenant responsible. The success of this new policy increased demand and additional lawn mowers have been purchased. The result of this new more user friendly policy is that we see yards that are better maintained and communities looking better. Tenants may also get other supplies, such as paint, at no cost, to keep their homes in good condition. We hired a new inventory/stockperson, Allen McCann, who is proving to be a definite asset to the department. His thoroughness in monitoring incoming and outgoing inventory has helped in the accuracy of inventory counts. His organizational skills have also helped in the development of better organized storage.

### **Administration:**

It takes a long time to change the bad habits ingrained in a system over the last few decades, but we are making progress. Staff involvement in the community and collaborating with other departments and agencies has increased significantly. Tenants are beginning to recognize that we can have a better community with nicer housing that we are proud of with just a little acceptance of the responsibility that is theirs and ours. We are forging new relationships between the tenants and staff; staff and agencies/departments that will lend to an atmosphere of cooperation and trust.

Grantwriting/Planning –3 grant applications were submitted, one was funded to assist with expenses at the Eagles’ Nest. Drafted Statements of Work (SOWs) for all new construction work and rehab work funded with ARRA and tax credit dollars. Housing policies were drafted or revised and approved: Excessive Mileage, Junk Vehicle, Mixed Used Apartments, Occupancy Standards, Security Deposit Assistance Debt Collection, LP Gas, and Tool Loan Closet. A Housing policy regarding domestic violence is in draft form.

Compliance Officer – In January 2010, a compliance officer was hired to assist in assuring lease compliance and helping to bridge the communications gap between housing staff and tenants. Our goal is safer, healthier neighborhoods and protection of Tribal resources. Michele Reed has participated with resident staff in instituting activities geared toward instilling community pride and responsibility in tenants. Staff worked together to sponsor a contest for kids to design a Neighborhood Watch calendar. Despite efforts to assist tenants in a Keshena Neighborhood Watch program, little interest by the tenants has, participated in “Night Out Against Crime” activities, encouraged tenants to provide better yard maintenance by sponsoring the annual lawn contest, and helped to raise awareness by participating in a Child Abuse Awareness Walk been demonstrated.

In terms of dealing with lease compliance issues, Michele has served notices to 579 units for such violations as unpaid rent, maintenance and utility bills, disruptive or too many pets, junk vehicles, yards needing maintenance and neighbor complaints. All residents of Tribal Housing are entitled to the “peaceful enjoyment” while living in these units. One of Michele’s responsibilities is to help insure that quality of life issue is met.

### **Future Plans:**

Last year we completed the renovation of 43 houses with Tax credit projects 3 & 4. Soon we will begin the renovation of 45 more houses in Tax Credit projects 5 & 6. We will be adding 4 new playgrounds; one in each community that will be maintained by Housing staff as a part of these projects. Applications were made to WHEDA for 2 additional tax credit projects (7 & 8) that will begin in early 2011 to rehab 48 more houses. We completed projects to do mold assessments on our remaining houses, began mold abatement where needed and to install 124 steel roofs with 50 year guarantees. As unfortunate as the recession has been, for us it has provided an opportunity to make much needed improvements in our housing stock.

I have a personal interest in assuring that Housing responds to the needs of community and other providers. To that end, I will continue and expect Housing staff, to participate in local collaborative efforts that include the participation of MISD, the Tribal Clinic, the Tribal Police Department, Menominee County, Maehnowesekiyah and many others whose job it is work in and for this community. I look forward to the day when Housing staff is routinely congratulated by the Menominee Public for the work they do. There have been many improvements, some visible, some not, but we are making progress towards being the best providers of Housing assistance in Indian Country that we can be.

# Human Resources

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**H** Ben Kaquatosh, Manager

The mission of the Human Resources Department is to be a partner with all departments in the recruitment, selection, and retention of quality employees for our organization. Our goal is to provide employees with every resource and opportunity available to them to achieve success in their position with the Menominee Indian Tribe.

### Human Resources Staff

The Human Resources staff consists of six employees, which include Verdene Schlichting, Mer Johnson, Randy Chevalier, Lynette Wychesit, Annette Peters, and Ben Kaquatosh.

The following graph depicts the gross annual salary for Fiscal Year 2010 and four previous years. It shows the slight growth in employee payroll from FY2009 to FY2010. I thought it would be interesting to show an additional six Fiscal Years from FY2004 through FY2010. Our overall employee count dropped this past year from last fiscal year by 59 employees

| <b>Fiscal Yr.</b> | <b>FY2010</b>      | <b>FY2009</b>      | <b>FY2008</b>      | <b>FY2007</b>      |
|-------------------|--------------------|--------------------|--------------------|--------------------|
| <b>Payroll</b>    | <b>26,379,148.</b> | <b>25,239,881.</b> | <b>23,571,966.</b> | <b>23,430,472.</b> |
| <b>Employees</b>  | <b>704</b>         | <b>763</b>         | <b>720</b>         | <b>710</b>         |

| <b>Fiscal Yr.</b> | <b>FY2006</b>      | <b>FY2005</b>      | <b>FY2004</b>     |
|-------------------|--------------------|--------------------|-------------------|
| <b>Payroll</b>    | <b>21,960,305.</b> | <b>20,815,305.</b> | <b>19,563,907</b> |
| <b>Employees</b>  | <b>719</b>         | <b>727</b>         | <b>758</b>        |

In the next graph, we are showing you the results of our drug testing for the current fiscal year of 2010. These figures represent the positive test results for the illegal drugs of Cocaine, and Marijuana. Our department also tests for other drugs such as opiates, phencyclidine, and amphetamines to include methamphetamines. As you can see from the data, our positive tests have gone down from the previous three years.

Our drug testing procedures for the Department of Transportation employees has been changed, as it requires more stringent rules and regulations for those who are driving our D.O.T. vehicles. We also had (2) positive tests for alcohol.

| <b>Positives</b> | <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> | <b>FY2007</b> |
|------------------|---------------|---------------|---------------|---------------|
| <b>Cocaine</b>   | <b>02</b>     | <b>03</b>     | <b>19</b>     | <b>08</b>     |
| <b>Marijuana</b> | <b>08</b>     | <b>11</b>     | <b>10</b>     | <b>13</b>     |
| <b>Total</b>     | <b>10</b>     | <b>14</b>     | <b>29</b>     | <b>21</b>     |

The next graph represents a comparison between the current fiscal year of 2010 against the three other fiscal years.

| <b>Jobs Posted</b>  | <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> | <b>FY2007</b> |
|---------------------|---------------|---------------|---------------|---------------|
| <b>Job Openings</b> | <b>155</b>    | <b>139</b>    | <b>205</b>    | <b>185</b>    |
| <b>Applicants</b>   | <b>1652</b>   | <b>1700</b>   | <b>2,284</b>  | <b>1,717</b>  |
| <b>Interviews</b>   | <b>639</b>    | <b>804</b>    | <b>1,099</b>  | <b>985</b>    |
| <b>Resignations</b> | <b>43</b>     | <b>39</b>     | <b>50</b>     | <b>48</b>     |
| <b>Discharges</b>   | <b>81</b>     | <b>73</b>     | <b>106</b>    | <b>71</b>     |
| <b>Layoffs</b>      | <b>77</b>     | <b>48</b>     | <b>57</b>     | <b>78</b>     |

This graph represents the numbers we had for FY2010 regarding the total number of conflict dispute resolution processes that reached the step 2 level.

| <b>Conflict Disputes Step 2 Hearings</b> | <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> | <b>FY2007</b> |
|--|---------------|---------------|---------------|---------------|
|  | <b>15</b>     | <b>13</b>     | <b>14</b>     | <b>35</b>     |

This graph represents our Employee Assistance Referrals for the past four years. There are two ways to get into the Employee Assistance Program; one is by self-referral and the other is by mandated referral by the respective supervisor into the EAP.

| <b>Employee Assistance</b>      | <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> | <b>FY2007</b> |
|---------------------------------|---------------|---------------|---------------|---------------|
| <b>Administrative Referrals</b> | <b>13</b>     | <b>13</b>     | <b>15</b>     | <b>18</b>     |
| <b>Self Referrals</b>           | <b>03</b>     | <b>05</b>     | <b>06</b>     | <b>10</b>     |
| <b>Total Referrals</b>          | <b>16</b>     | <b>18</b>     | <b>21</b>     | <b>28</b>     |

This graph represents the number of times we secure background checks from the local Law Enforcement Center and the State of Wisconsin. We also get fingerprint check information from the Bureau of Indian Affairs. Motor vehicle checks were also done on those employees who are operating Tribally owned vehicles.

| <b>Background Checks</b>     | <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> | <b>FY2007</b> |
|------------------------------|---------------|---------------|---------------|---------------|
| <b>Local</b>                 | <b>432</b>    | <b>259</b>    | <b>269</b>    | <b>324</b>    |
| <b>State</b>                 | <b>622</b>    | <b>391</b>    | <b>377</b>    | <b>421</b>    |
| <b>Federal</b>               | <b>105</b>    | <b>105</b>    | <b>124</b>    | <b>145</b>    |
| <b>Motor Vehicle Reports</b> | <b>197</b>    | <b>374</b>    | <b>219</b>    | <b>239</b>    |

We also started to collect data on the total number of sexual offender checks that were performed on our employees or prospective employees. These checks are performed via the State sexual offender listing as well as the National sexual offender listing.

**Notable Achievements**

**Training/Tracking**

Human Resources conducted training in several different areas this past fiscal year. These short training sessions were on the following topics:

- Employee Evaluations
- JOM Interview Training (students)
- Sexual Harassment Training
- FMLA Training

In addition to the above training sessions, our office tracked the training process for our law enforcement office, which means that they met their goal of getting their 40 hours of training in for the fiscal year. Some of the workshops that they attended were as follows:

|                      |                             |                           |                         |
|----------------------|-----------------------------|---------------------------|-------------------------|
| Oath of Office       | Code of Conduct             | CPR                       | Firearms                |
| Software Training    | Great Families              | Wemsa                     | Criminal Investigator   |
| Radar                | M26 Taser-Taser x26         | Sexual Assault            | Field Training          |
| Domestic Violence    | Crisis Training             | Gang Trends               | Highway safety          |
| Intoxilizer Training | Search Warrant Training     | FBI Training              | Mental Health diag/risk |
| First aid            | Dominant Aggressor Training | DPMS & Bushmaster Carbine | Armorers                |

The above LEC training is an annual process and is mandated by the Bureau of Indian Affairs. Records are compiled on this training and are kept as a separate document file for any audits that may be performed by the Bureau of Indian Affairs.

# Insurance

Jeremy Weso, Acting Director

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## General Overview

The Insurance Department administers and manages employee benefits for the Tribe, and provides for property and casualty insurance coverage for the Tribal Government, College of Menominee Nation, and Menominee Casino, Bingo and Hotel. Employee benefits provided include comprehensive health, dental and prescription drug coverage; workers compensation; short and long term disability; life insurance; voluntary life; and 401(k) retirement plan. The Insurance Department also handles the Medical Relief Block Grant that provide healthcare benefits for Tribal members that do not have insurance, and the burial benefit program that provides burial assistance for enrolled Tribal members.

## Staffing

The Insurance Department consists five staff: an Acting Insurance Director (Jeremy C. Weso), three Benefit Specialists (Susan Blaha, Deborah Reiter, and Brandon Waupekenay), and a Benefits Technician (Colette White).

## Location

The Insurance Department is located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin, next to the Tribal Office Headquarters Building.

## Healthcare Plan

***The Tribe's Health plan is a self-funded plan subject to the Employee Retirement Income Security Act (ERISA). A self-funded benefit program allows the Tribe to design its own plan, control its costs, collect fees (or premiums) from departments and employees, and retain any surpluses for re-use in future plan years. In FY2010, the Tribe's healthcare plan covered 771 employees, incurred \$11,246,663 in expenditures, and collected \$11,864,438.42 in premiums, interest and refunds. The plan has a \$1,850,701.84 surplus which will help defray costs incurred in future plan years and cover any unanticipated, high cost claims.***

## 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 \$2,000 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. In FY2010, the total cost for life insurance coverage for all Tribal, College and Casino employees was \$85,318.04. 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 Medical Plan

The Tribe receives money from the State of Wisconsin in the form of a Medical Relief Block Grant (MRBG). This money is used to fund a health plan for those who do not have health insurance. In FY2010, the plan covered 22 participants throughout the year at a cost of \$200,074.00. A new BadgerCare plan (BadgerCare Plus Core Plan for Childless Adults) was to take over for MRBG eligible participants.

## 401K Retirement Plan

The Tribe maintains a retirement plan for employees and has Interactive Retirement Systems providing plan administration services and Nicolet National Bank as the plan trustee. Plan Assets as of 9-30-10 were \$18,561,863.41 representing 668 participant accounts. The plan includes all Tribal and Casino employees. The College of the Menominee Nation has a separate plan. Through this program we receive independent and objective advice allowing us to use the best investment funds from any mutual fund company. The investment committee, with our trustee, monitors the investments performance throughout the year and does periodic due diligence reviews normally twice a year. Interactive Retirement mails quarterly participant statements directly to employees on a quarterly basis. Plan participants also can access information on their account 24 hours a day 7 days a week through the internet at a secure web site or through our Trustee. Investment information and educational meetings are conducted on-site during the plan year. Plan sign up and any distributions are coordinated 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 FY2010. Medical claims were \$27,950.25, indemnity

paid \$7,482.88 and expenses paid \$599.97. Reserve account (what we expect to pay) was \$35,830. Total cost was \$71,863.10. There were 75 claims total for the plan year.

### **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 benefit and a \$125 wake assistance benefit are provided to families of deceased tribal members. In FY2010, 74 burial assistance payments were paid directly to funeral homes, and a total of families providing \$215,746.91 of burial and wake assistance. Funds for the burial benefit and wake assistance benefit are provide through Tribal appropriations, including the Burial Assistance endowment fund.

### **Property and Liability Insurance Coverage**

In FY2010, the Tribe's broker was The Vincent Group and the predominant insurance carrier was Tribal First. For liability coverage, the Tribe paid \$259,681.00 to cover the Tribe, Casino and College of Menominee Nation. Coverage includes general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability, medical malpractice, and commercial crime. For property coverage, the Tribe paid \$170,381.00 to cover the Tribe, Casino and College of Menominee Nation. Housing provides insurance coverage for all residential and multifamily units; the total premium paid by Housing was \$163,956.00. The carrier for Housing is Amerind Insurance Co.

### **Employee Advocate Program**

The goal of the Employee Advocate Program is to provide 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. The Insurance Department's role in the Employee Advocate Program is to appoint advocates and route necessary paperwork associated with a dispute filing.

### **Employee Morale Program**

The Insurance Department administers an employee morale program that benefits employees and departments throughout the organization. The program recognizes employees for years of service and achieving certain accomplishments (e.g. attendance, teamwork, customer service, etc.). Additionally, the program sponsors a number of fun activities, including door decoration contests, Halloween costume contests, and cookouts.

## **I**nternal Audit

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Judi Hegewald, 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: Judi Hegewald, CIA  
Staff Auditor: Regina Prey

### **Mission Statement**

Our mission is to ensure that departments are effectively performing their obligations in helping the Menominee people in 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 IA.
- **Training:** Individual or group instruction on internal audit issues such as proper controls, risk management, policy development, and generally accepted accounting procedures.

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 the 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.

### **Fiscal year 2010 Activities**

During Fiscal Year 2010, Internal Audit completed the following:

- Three Program Audits (Operational, Compliance, and Financial)
- Three Financial Audits
- Two Compliance Audits
- Five consulting engagements
- Four reviews of outside audits
- Investigative Audits and Processing of Improper Activity Reports
- Twenty-one group and individual training sessions on fiscal year end close-out procedures
- Consulting with Pow Wow Committee on the revision of cash handling forms and assistance with inventorying of supplies for Pow Wow
- Training sessions with supervisors and gate workers on Pow Wow cash handling policies and procedures
- Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- Internal Audit Risk Assessment for all programs of the Tribe
- Control Risk Assessments for 42 Type B Tribal programs
- Assistance with cost containment projections and analysis
- Standardization of audit plans and procedures
- Revision of policies and procedures for the Internal Audit Department

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's External Audit Firm, McGladrey & Pullen, LLP, on the completion of the Fiscal Year 2009 Single Audit and the Management Discussion and Analysis. Highlights of the 2009 single audit included an early submission with no material weaknesses, issuance of an unqualified opinion, and the obtaining of a low risk auditee status for the Tribe. All of those reflect very well on the Tribe's ability to effectively and efficiently manage grant funding. Internal Audit continues its involvement with the external audit process by following up on resolution of all audit findings, communications with funding agencies regarding those resolutions, and consultation with departments to prevent future findings.

### **Fiscal Year 2011 Goals**

During Fiscal Year 2011, Internal Audit will strive to complete departmental audits and to work with departments to create policies and procedures that will protect the assets of the Tribe.

The goals of Internal Audit for 2010 include completion of:

- Three Program Audits
- Three Cash Receipts Audits
- Continued training sessions
- Timely submission of the FY10 Single Audit

- Follow-up on previous audits and management responses and resolutions to findings

In FY2011, Internal Audit's focus will continue to be on prevention and continuing the progress that has been made in the past few years. Internal Audit will work side by side with departments to provide training and consulting in areas such as policies and procedures and any other areas necessary. As policies and procedures continually improve and enforcement is supported, the Tribe will continue to experience the benefits through increase in efficiency and effectiveness for the benefit of the Menominee people.

## **I**nformation Technology

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Andrew Westphal, Director

### **Our Mission:**

*"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."*

The Information Technology Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. Staffed by a team of 12 full time professionals, the department consists of 4 logical service areas including Applications Development, Networking, Technical Services and Training. Applications Development is composed of 1 Applications Developer, 1 Web Developer and an Applications Manager; Networking consists of a Network Engineer and a Network Administrator; Technical Services is comprised of 3 technicians and a Technical Services Supervisor; Training is manned by 1 Technology Trainer; and, the department is rounded off with a Director and Administrative Support Specialist.

Fiscal Year 2010 was a challenging year for the Information Technology department due to a number of open positions within the department. We continued to consolidate resources to improve service while reducing cost with a major focus on the connections which link all of our sites together. Months and in some cases years of planning could bear fruit by years end resulting in more wide spread access to high-speed internet and other services previously not available.

A large focus this last year has been in the Voice over IP offering. This technology allows voice to travel on the same network as data allowing department's significant savings as individual phone lines and their subsequent cost is no longer necessary. Some departments have seen the decision to move to this technology pay for itself in less than a year. A switch from Dell to HP for PCs and servers is also netting the organization savings, as HP is part of a state contract under which we can buy these products at reduced cost.

### **Area Summaries**

#### **Applications Development:**

Applications Development, staffed by 1 Programmer/Systems Analyst (Richard Olah), 1 Web Architect (Sara Dixon) and an Applications Development Manager (currently open), has been charged with designing and maintaining 44 custom built applications and 5 distinct web sites.

Over the course of the last year, Applications Development created or upgraded 10 custom applications to enable departments to track and report on data captured through their programs. The Tribal web site at [menomineensn.gov](http://menomineensn.gov) is currently undergoing a complete overhaul for both design and structure with a roll out date projected before years end. The site will have a new updated look and be easier to navigate.

Application and web site development continues to improve everyday work processes and new project requests continue to be added. The programming staff is busy trying to keep up and plans are to fill the open position in this area to spread the workload and decrease the wait time for department requests.

#### **Networking:**

Networking, staffed by a Network Administrator (Briggs Barggren) and Network Engineer (Andrew Westphal), is responsible for maintaining the connectivity of all Tribal programs to the MITW computer network.

Fiscal Year 2010 brought us to a changing point in the technology cycle as new hardware was required to replace aging equipment and the release of new operating systems and applications means it is time to upgrade much of the



infrastructure. Large projects at Tribal School and a new server room at Tribal Offices underscore these changes. The processes involved here are currently underway and will extend into the next year.

Where possible and fiscally sound the changes suggested from the Network Assessment have been implemented. As we consolidate services, the area is also working towards a disaster recovery plan by recycling some of the older equipment to provide business continuity.

#### **Technical Services:**

Technical Services is staffed by 3 full time Technicians (Bryan Rank, Brent Pitt and Gordon Waupekenay) and a Technical Service Supervisor (Kirk Menore) is responsible for maintaining the hardware and software of the PCs attached to the MITW computer network.

Fiscal year 2010 was a change point for the Technical Service area as well. Many of the current desktops and laptops used by Tribal departments had reached the end of their useful life and required either upgrades or replacement. The largest of these projects was Tribal School, which underwent a significant switch to Windows 7 and Office 2010 throughout the school with the addition of smart technology in each classroom.

Some other noteworthy highlights for the Technical Services area for FY2010 were assistance with Transportation's move to its new facility, Historic Preservations move to the new museum, recabling Maehnowesekiyah, and beginning the roll out of Windows 7 and Office 2010 in several departments.

#### **Technology Training:**

The IT Training Department Consists of One Trainer, Wayne Wauoose. Training is offered on a timely basis of Two to Training Sessions weekly (Tuesday & Thursday). Ranging in Topics from ***Introduction to Computers*** to ***Excel Formula Auditing***. Training also develops customized training solutions to those departments that requests training in specialized software or for users that need to learn a specific task. Training is also committed to provide consultation on the generation of documents, forms and computerized solutions to solve a particular need a department will have.

#### **Looking Ahead:**

The coming year will bring new challenges and opportunities as we work to better serve the Menominee Indian Tribe of Wisconsin technology needs. New desktop operating systems and products such as Windows 7 and Office 2010 mean we have to leave behind some of the things we have grown accustomed to. As technology changes we have to change with it and adapt to new ways of doing some of the old things. The initiatives to help bring new services to Tribal members as well as improve services already provided such as cable television, phone and high speed internet services. This could mean the realization of better, faster service at reduced costs.

Consolidation will mean the chance to reduce cost but will also present new challenges. It is our goal to keep our mission of serving the departments we support so that they can serve their customers better foremost in our minds during the coming year.

## **J**ohnson O'Malley

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Patricia 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 FY 2011 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.

**Mission:** To provide a comprehensive program that encompasses academic education, cultural awareness and community involvement according to the guidelines of the federal regulations governing the JOM programs and to

enhance the quality of Education through the adoption of best practices, to form partnerships with Community Educational Institutions, and to assure technology to support Education.

In FY 2010, the Menominee Johnson O'Malley program provided 23,428 cumulative services to our youth in parental costs or financial assistance and supplemental services programs. We surpassed our projection of service units of 10,380 we are 13,048 over our projection.

**Parental Cost:** A total of 141 services to youth were provided in FY 2010. The 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: school supplies, student ACT testing fees, Senior Cap & gown fees, and other extra-curricular activity needs. Students were able to attend various academic/athletic camps and, athletic shoe reimbursements.

**Career Exploration:** A total of 972 service units were provided in FY 2010. 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 Johnson O'Malley, in collaboration with College of Menominee Nation, Menominee Indian School District, Shawano and Gresham school districts, provided two college career days in November and March for 159 Freshman, Sophomore, Juniors and Seniors. A campus tour of CMN was provided, in addition to having recruiters from area Universities, Technical Colleges and U.S. Marine Corp were on hand. Students interested in higher educational opportunities and in the armed forces had a chance to meet and talk with recruiters. The 33<sup>rd</sup> Annual JOM Senior Recognition Banquet was held at The Gathering for all graduating Menominee Students, the banquet was well attended with 301 in attendance and 103 students were recognized for their academic and athletic achievements.

A Six Week Summer Youth Work Program was held all JOM students went through Interview Technique Training, Interviews, Orientation; student resumes this year were again required along with job applications. A total of 100 hours of work in the various departments within the Tribe and schools were provided and 20 hours of mandatory workshops were provided. Interview technique training was provided by the Tribes Human Resource Department Personnel they stressed; how to get a job, how to keep a job, work rules, dress code and the Do's and Don'ts of interviewing. JOM was able hire 20 youth, 19 youth successfully completed the program. The JOM program also provided supportive services to Community Resource department, Jobs Training Program and TANF.

**Positive Youth Development:** In FY 2010 a total of 20,710 services are provided in PYD, we surpassed our projected services of 4,800 by 15,910. Our objectives were met by providing services through the continuation and operation of Community Coordination programming. Community Coordination provides presentations and workshops to work cooperatively with all agencies that work with school age children in reallocating resources to coordinate preventative type programs in the Menominee Community. Some of the programs we have held in FY 2010 are: A "Coat for Kids" coat drive for a total of 273 coats for our youth, toys for tots fundraiser, Breakfast with Santa in all communities, Family Sewing instructions was again offered this year in Keshena and was the 6<sup>th</sup> Annual Sewing get together for community families, the sewing instructions were well attended. Other positive activities were: Community Easter Egg Hunt, Youth Fishing Derby in Neopit, 13<sup>th</sup> Annual 3 on 3 Basketball Tournament, Family Fun Day, Youth Olympics (all participants received school supplies, incentive program was also provided this year to work with the MIMS on attendance, behavior, citizenship etc. Musical instruments were also purchased by Johnson O'Malley program for students such as: flutes, guitars, keyboard and drum are used by Wade Fernandez to teach students interested in the arts and these students also perform at Tribal functions. We feel positive role models and safe environment will foster a better self image in our students and communities. Our program will continue to operate in this fashion for community & family events in FY 2011.

**Community Resource Centers:** The after school resource centers provides a safe place where students of all ages can participate in activities and get homework complete. The South Branch and Keshena Centers were opened in December 2009-June 2010. The attendance recorded at the two centers was 1,605 in FY 2010. The projection of 4,800 service units was not met by 3,195 service units in FY. 2010. The after school resource/study centers also provides other planned community events. Due to the budget constraints we are not able to keep centers open year round.

The JOM program will continue the South Branch Resource and Keshena Centers in FY 2011 and planning for a Neopit sites will be addressed.

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

# Judiciary

Stephan M. Tourtillott-Grochowski, Chief Justice

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The Menominee Tribal Court operates under the authority of Articles III and IV of the Menominee Constitution as a separate and co-equal branch of Tribal Government. Our Tribal Court is a court of general jurisdiction with appellate review. The primary role of the court is to provide judicial services on the Menominee Indian Reservation and in doing so, heard in excess of 2,913 criminal, civil, children's, family, ordinance, motor vehicle and other matters filed in Fiscal Year 2010.

The Menominee Tribal Court continues to coordinate its efforts with all service agencies on and off the Menominee Reservation. The Court works closely with the Tribal Prosecutor, Tribal Police and Probation and Parole Department, Menominee Tribal Social Services, Menominee Tribal Child Support Agency, Youth Development and Outreach and various other Tribal, State and Federal agencies.

Court personnel consists of the following: Chief Justice, Associate Justice, Lower Court Judges (2), Clerk of Court, Deputy Clerks of Court (3), Data Entry Clerk, Bailiff and Office Manager. The Court also employs a JustWare Coordinator who works with the Court, the Tribal Prosecutor's Office and Probation and Parole.

## **FISCAL YEAR 2010 IN REVIEW**

Last year, we reported on our goal to automate the court records. This project is quite cumbersome and involves not only the Court system but Probation and Parole and the Tribal Prosecutor's office. In order to automate the records, every petition, complaint, motion, order, every single piece of paper in a court file must be entered into the JustWare computer program by the clerks. The IT department has been working with the Court to create the necessary documents, which are standard to different types of cases. This would alleviate the clerks' workload of having to enter the same information into the program more than once. Due to the underdeveloped status of the project, the clerks must work dual systems. One system is the traditional paper intense system while the other is entering data into the JustWare database.

Automating the court records also means entering in the fines and fees. Last year in September, the Court published a list of names of people in the community who owed fines. As stated in the article, the list was only current as of February 18, 2009. Due to the manual nature of these systems, updating and entering fines and fees could not occur in a timely fashion. Thus, if individuals paid their fines between February and September, the manual list was not updated. Unfortunately, there were a few people whose names were published when in fact they owed no fines at all. For that error, I apologize

However, we still have a lot of people who owe fines and fees. In order to get our financial data in order, we hired a data entry clerk. This person has been cross checking the entries and reconciling the accounts.

One of the functions inherent with operating a court system is that fines and fees are generated everyday. If you are assessed a fine and court costs, you are given time to pay the amount. When you fail to pay your fine by the due date, you are subject to a money bench warrant. If a money bench warrant is signed and you are picked up, you either pay the amount overdue or sit out the amount in the tribal jail at \$30.00 per day. The reality of issuing money bench warrants for every fine that is overdue places a strain on the tribal jail. As of today's date (October 28, 2010), there are fifty-nine (59) people in jail. The capacity of the tribal jail is sixty (60).

The Court does and has given out community service in lieu of fines. However, not everyone who has been ordered to do community service in lieu of a fine opts to do community service. Some people do nothing. Currently though, more individuals are performing their community service hours. Individuals who have been assessed community service hours are either subject to reviews in court or monitored by Probation and Parole. If the individual fails to follow through with performing their community service hours, the fines are then imposed. The system would benefit from a community service monitor who could place the individuals and verify that they actually performed the work.

On January 28, 2010, the Menominee Tribal Legislature appointed Bruce Wilber Jr. to the position of Lower Court Judge for a three-year term. On February 16, 2010, Judge Wilber was sworn in as a tribal judge. He now joins Judge Thoms as one of the Tribe's lower court judges. The Supreme Court still has a vacancy for an Associate Justice.

This past summer a Madison Law Student interned at the court. Her job was to sort through the Court's appellate cases and pull out the decisions for possible placement on the Court's website. Although the Court does have a website, it needs work. Efforts are being made to remedy this.

The statistics for Fiscal Year 2010 are printed below. Besides the statistics for FY 2010, you will find the number of court actions performed during this same period of time. Court Actions are the number of times the clerk and judge went into court on a particular case. This does not encompass the total amount of work that the clerks do. There are cases which never go into court but are processed through the Clerk of Courts office. Examples of these types of cases are voluntary placement agreements, occupational licenses, foreign judgments and background checks. Not only are the clerks responsible for processing this paperwork, but they must also deal with the public, be available for the judges, post payments, transcribe hearings and answer the phones. (Frankly, you would not believe the number of people who cannot remember their court dates.) Even though these tasks are part of the clerks' job, the clerks must also be concerned about the time requirements of cases. Given the demands of the job, the clerks are stretched thin. Because of this, the Court could use two (2) more deputy clerks.

#### CASES FILED

|                                      | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|--------------------------------------|------|------|------|------|------|------|------|
| <b>Motor Vehicle</b>                 | 767  | 1097 | 1634 | 1049 | 1361 | 1375 | 1266 |
| <b>Curfew and Underage Drinking</b>  | 465  | 348  | 426  | 494  | 314  | 535  | 204  |
| <b>Conservation/Adult Ordinances</b> | 70   | 123  | 55   | 106  | 92   | 69   | 96   |
| <b>Truancy</b>                       | 202  | 260  | 427  | 209  | 66   | 117  | 120  |
| <b>Restraining Orders</b>            | 62   |      | 63   | 48   | 39   | 28   | 40   |
| <b>Adult Criminal</b>                | 275  | 376  | 371  | 488  | 414  | 472  | 573  |

#### CASES FILED

|                                |             |             |             |             |             |             |             |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Civil*</b>                  | 240         |             | 315         | 318         | 367         | 346         | 303         |
| <b>Juvenile/JIPS</b>           | 87          | 95          | 80          | 89          | 42          | 65          | 66          |
| <b>Custody</b>                 | 6           | 12          | 6           | 5           | 8           | 10          | 24          |
| <b>Adoptions/TPR's</b>         | 5           | 4           | 12          | 7           | 1           | 6           | 10          |
| <b>Child Support/Paternity</b> | 135         | 155         | 259         | 106         | 116         | 108         | 134         |
| <b>Wellness</b>                | 16          | 19          | 16          | 10          | 10          | 17          | 13          |
| <b>Extraditions</b>            | 34          | 28          | 37          | 38          | 92          | 63          | 64          |
| <b>TOTALS</b>                  | <b>2364</b> | <b>2517</b> | <b>3701</b> | <b>2967</b> | <b>2922</b> | <b>3211</b> | <b>2913</b> |

#### COURT ACTIONS\*\*

|                                      | 2004        | 2005 | 2006 | 2007        | 2008        | 2009        | 2010        |
|--------------------------------------|-------------|------|------|-------------|-------------|-------------|-------------|
| <b>Motor Vehicle</b>                 | 973         |      | 1789 | 1603        | 1361        | 2187        | 2045        |
| <b>Curfew and Underage Drinking</b>  | 465         |      | 589  | 1240        | 314         | 1248        | 960         |
| <b>Conservation/Adult Ordinances</b> | 112         |      | 64   | 269         | 92          | 84          | 125         |
| <b>Truancy</b>                       | 349         |      | 854  | 561         | 66          | 854         | 686         |
| <b>Restraining Orders</b>            | 103         |      | 60   | 46          | 37          | 21          | 34          |
| <b>Adult Criminal</b>                | 1371        |      | 1965 | 2462        | 2265        | 2167        | 2369        |
| <b>Civil</b>                         | 205         |      | 321  | 334         | 353         | 241         | 224         |
| <b>Juvenile/JIPS</b>                 | 299         |      | 258  | 330         | 197         | 257         | 203         |
| <b>Custody</b>                       | 6           |      | 38   | 36          | 46          | 45          | 47          |
| <b>Adoptions/TPR's</b>               | 4           |      | 15   | 14          | 6           | 5           | 8           |
| <b>Child Support/Paternity</b>       | 490         |      | 641  | 735         | 1028        | 819         | 716         |
| <b>Wellness</b>                      | 292         |      | 353  | 120         | 171         | 315         | 216         |
| <b>Extraditions</b>                  | 30          |      | 15   | 27          | 54          | 45          | 47          |
| <b>TOTALS</b>                        | <b>4699</b> |      |      | <b>7777</b> | <b>5990</b> | <b>8288</b> | <b>7680</b> |

\*Civil cases include Small Claims, Large Claims, Divorce, Probate, Relinquishments, Name Changes, 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.

**FINANCIAL**

|                 |           |                           |           |
|-----------------|-----------|---------------------------|-----------|
| <b>Revenues</b> |           | <b>Tribal Allocations</b> |           |
| FY2010          | \$156,393 | Courts Supplement         | \$409,979 |
|                 |           | Professional Fees         | \$ 63,407 |

# L language & Culture

Karen Washinawatok, M.A., Director

The MENOMINEE LANGUAGE & CULTURE CODE COMMISSION (MLCCC) is located on LaMotte Lake at the former George Pamonicutt Campsite, W2266 East County Hwy VV. This location provides an esthetic background for community gatherings and language & cultural activities. The weekly Menominee Language tables are held every Thursday evening. Elders also continue to gather weekly or bi-weekly to relearn the Menominee Language, share family, personal and community historical memories and stories. Most importantly, it is an opportunity for us to socialize. The sessions vary according to the seasonal weather and road conditions.

The MLCCC also works closely with the Menominee Language classroom teachers at the Menominee Indian School District and the Menominee Tribal School. The Commission awarded three Menominee Language teaching licenses, a one-year provisional and two five-year re-certifications. Currently, there are approximately fourteen (14) MLCCC licensed teachers working in Reservation classrooms.

The National Historic Preservation & Records Commission awarded the MLCC a grant to support the development of a centralized tribal archives program for the Menominee Nation. The grant enabled the MLCCC staff to collaborate with the Historic Preservation Department, CMN, Menominee Tribal/Co Library and the University of Wisconsin-Green Bay Special Collections Archivist to develop the archival project. The grant was completed and continued funding will be proposed in conjunction with the Tribal Administration Department.

Another grant was developed in partnership with the Menominee Indian School District. The grant award included each Menominee Language classroom on the Reservation with twenty-five (25) free copies of the *Oskeh-Waepeqtah Omaeqnomeneweqnaesen Wehcekanan (Beginner's Dictionary of Menominee Language)*. The MLCCC also supports Menominee Language teachers with vocabulary, grammar, and other teaching aids as needed. The *Oskeh-Waepeqtah Omaeqnomeneweqnaesen Wehcekanan (Beginner's Dictionary of Menominee Language)* is available for \$17.00 at the MLCCC office for pick-up or can be ordered at lulu.com, publisher of the document.

Work continues on the advanced level publication, Level II – Intermediate Dictionary. Both books have websites with the voices of Menominee elders speaking the language. These books are result of several years of working with Menominee elders and the Department of Linguistics, University of Wisconsin – Madison Campus. All profits from the book sales are returned to the MLCCC to purchase additional copies to sell. The MLCCC submits information to the Menominee Nation News to share seasonal stories and language with the community and tribal members.

The MLCCC also continues to work in partnership with Menominee Tribal School, Northwestern University (Evanston, IL) and the Chicago American Indian Center in a four way collaboration funded by the National Science Foundation. The Language & Culture Commission staff frequently attends community events in the Reservation community. The MLCCC staff also welcomes the opportunity to speak/present at community gatherings. We are proud to be one of the Tribal resources ensuring the language & teachings of our ancestors are passed on. If you would like to contact the MLCCC, call 799-4849 or stop by and visit!

# **L**aw Enforcement

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Mark Waukau, Chief of Police

With the Menominee Tribal Police Department working diligently in each and every community that we serve, we have made tremendous advancements in both implementing our community policing strategy and working with other local programs, a vision set forth through the Tribe's strategic plan. We have greatly enhanced our ability to become more involved in promoting stronger support to several programs that the Tribe operates with during fiscal year 2010. During this past year, we provided leadership to our elders and adults, and specifically to our youth.

In many ways, our staff have remained focused on instilling the image of law enforcement officers as being someone who they can trust and befriend rather than someone who just reacts to situations when calls for service arise. Through this proactive response, we are hopeful that we are changing the way the people view our officers, thereby promoting the concept of Community Policing that is based on partnerships and problem solving techniques. This type of response proactively address the conditions that give rise to public safety issues, enhances our ability to better serve and protect our communities, and maintains a level of trust that has historically been absent.

The Law Enforcement Services Program was again very fortunate to secure many new and existing grants from the Department of Justice through both Federal and State governments. Similar to last year, I made it a priority to continue the financial and physical expansion of our department through actively seeking outside funding opportunities. As these economic hardships continue, I feel it is responsibility of all directors to find new monetary sources that are used to help our communities. During the last year, I made this a priority and will continue to seek funding in FY 11. In FY10, we obtained several grants, including: A Rural Law Enforcement grant was obtained that allows for additional staff that will assist in developing partnerships with other programs while investigating drug cases targeting the continuously existing drug problem our communities face. Within this grant, we will also financially support a Budget Analyst to assist in monitoring the LES budget and also administering of the grants as well as establishing and reporting progress in these areas. The Indian Highway Safety Grant, extending into the third year of existence, is used for the continued hiring of a Highway Safety Officer and a Data Technician. This grant also is used for overtime for officers to do highway saturation, checkpoints, training, and education in our communities and equipment. A SMART Grant was also awarded again and was utilized to continue staffing key positions that oversee the registration and tracking of convicted sex offenders. The COPS Hiring Grant allowed us to hire a new Police Officer for three years to develop partnerships with existing programs and strengthen relations between law enforcement and the people of our communities. A Tribal Resource Grant, a new award for our department, allowed our department to purchase investigative equipment, radio upgrades, and training for officers.

Additionally, our department obtained the Tribal Law Enforcement grant for the purchase of a police vehicle, radios, firearms, laptops, and a GPS tracking system for inmates. We also were awarded a County/Tribal Grant for the purchase of uniforms, training, and providing funding for community events. The Edward Byrnes Grant was utilized for overtime for patrolmen in emergency situations and also community events. Through our Crime Victims Department, we obtained a Tribal Victim Assistance grant and a Victims of Crime Act grant that will support staffing positions for advocates. Furthermore, we were awarded a Violence Against Women Act stimulus grant that allowed for new position and supplies for an additional advocate for crime victims. It is important to understand that with these grants the law enforcement program was not only provided more funds, but it also encourages our partnership with other programs and agencies to do our part to help better the quality of lives of each and every person in our communities for generations to come.

## **Law Enforcement Community Activities**

Throughout this last year, it again became a priority for the Menominee Tribal Police Department to actively participate in many community activities. One such event was the Annual National Night Out Against Crime in which the program consisted of a presentation of an award to a Tribal Member who is a veteran, collaboration with other Tribal departments for informational booths, a community singer, and many family-based games. This event highlights our commitment to not only our communities but also our fellow Tribal departments. With this year's efforts in raising funds through our Annual Police Golf Challenge, we were able to start several new programs. One special event that we implemented this past winter was entitled "Cops and Bobbers" which consisted of officers taking 25 youth out on an ice fishing trip. Moreover, with the efforts of a Tribal Legislative member, we were able to implement and secure funds for our new "Badges for Baseball" program. This was based through the Cal Ripken Sr. Foundation for nearly forty youth during the summer—four of whom were selected to go to the state of Maryland and participate in the national program. Finally, we were also instrumental and provided funds to this past year's New Years Eve Sobriety Pow Wow which was also a huge success.

With the Annual Culture Camp, sponsored by the Historic Preservation Department, the Tribal Police were able to provide stipends from our Crime Victims Program. Moreover, we were able to provide two officers who served as counselors throughout the week who would camp along with the youth and provide mentoring as well. Some officers were on hand to provide fly tying techniques in the spare time away from their respective patrol duties. In regards to our elders, we were able to assist the Menominee Tribal Aging Division throughout the year on several projects, by contributing funds and assisting with the Annual Christmas Party held at the Menominee Bingo Hall. The police department was also able to provide snow plowing during the winter months. Several officers were on hand to assist by serving food and meeting with them along during the Four Nations Elders Picnic that was hosted by our tribe and attended by elders from the Menominee, Oneida, Stockbridge/Munsee and HoChunk Nations.

On a final note, our staff made it a priority to attend all Legislative/Community meetings throughout the year, listening and addressing concerns from all respective communities. The Tribal Police Honor Guard has proudly represented the department at various community events such as Night Out Against Crime, school functions, and touring delegations.

**Law Enforcement Security Activities**

In our continued struggle with the drug problem in our communities, we remain committed to gaining momentum in our efforts through the NADGI Task Force. With grant funds, we were able to hire a new detective that will specialize in the enforcement of drugs on the Reservation. Furthermore, we have focused on improving our officer training for those who are directly involved with the Task Force, including trainings focused on gang and drug enforcement, thermal imaging, search and seizure, and tactical simunitions.

As reported last year, the Tribe has entered into a Lease Agreement with Menominee County for the establishment of a police precinct at the Fire Station in Neopit. Since then, we have installed a computer system link to the police department for people to file complaints or speak with an officer. This reflects an increase in law enforcement services in that community. However, it is important that I mention the high rate of calls for service in the Keshena to show explicitly where the crime rate patterns mainly occur.

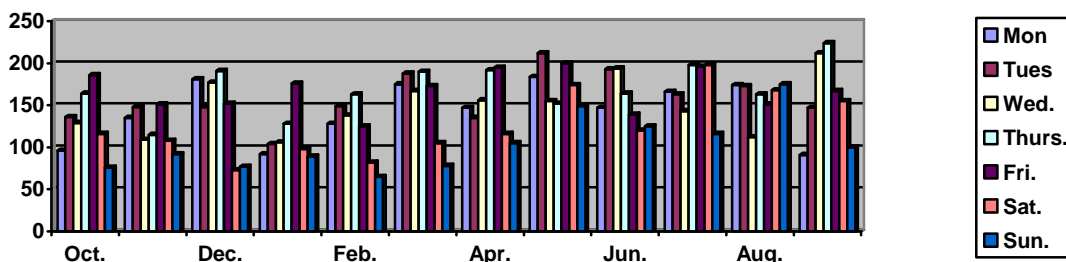
With the Police Departments efforts, we were fortunate to again find grant monies to continue to offer services from our Indian Highway Safety Grant for the purpose of doing saturation checkpoints with traffic on the roadways of our communities and also the continued efforts of conducting Sobriety Checkpoints.

**Department Program Updates**

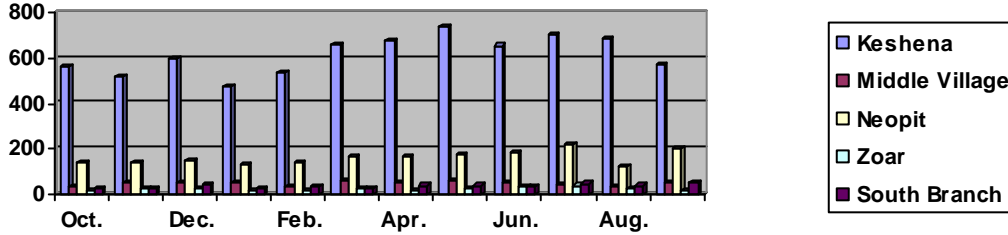
**A. Tribal Police Department**

The Tribal Police Department consists of 32 employees, the majority of which are certified patrol officers and detectives. During the fiscal year 2010, the number of incident reports that were generated by the Menominee Tribal Police Department totaled 12,225, an increase from the previous fiscal year. There were 4,777 cases referred to the Tribal Prosecutor and Tribal Courts, with the total number of arrests being 1,223. The following two graphs illustrate the calls for service responded to by Tribal Officers. The first graph (listed below) breaks down the calls for service by day of week for each month of fiscal year.

Monthly calls for Service by Days of Week – FY 10



Service Calls by Community – FY 10



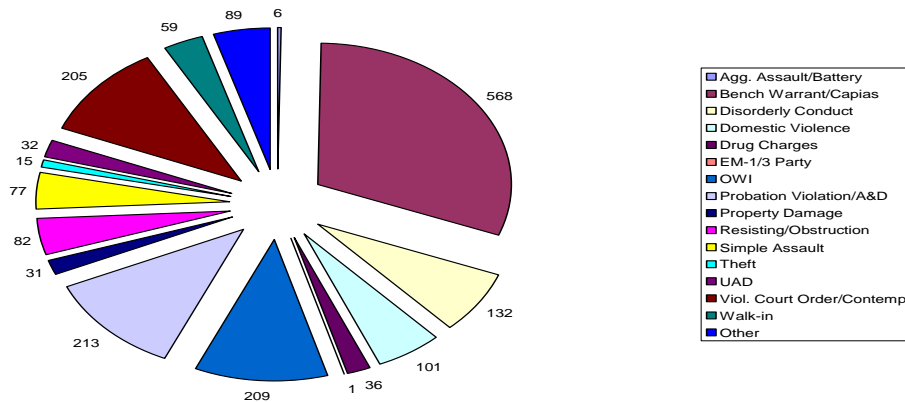
The second graph (listed above) illustrates the calls for service for each community. This Graph organizes the calls for service by each month of the fiscal year.

**B. Tribal Jail**

The Menominee Tribal Detention Facility continues to function off of the combined funding from the Menominee Tribe and the Bureau of Indian Affairs. For FY 2010 the Jail booked in 1,223 individuals with an average daily population of 53 inmates. The Jail served approximately 56,159 meals. We continue to strive to meet the Jail standards put forward by the Bureau of Indian Affairs and the State of Wisconsin.

The Detention Facility continues to provide Domestic Violence counseling, GED, and Religious services to the inmates while incarcerated. We are beginning the process of using GPS monitoring for the less violent and work release inmates to alleviate overcrowding in the Jail. We are also making progress in the project to build a larger detention facility on the Reservation.

Arrests by Type - FY2010



The Tribal Jail’s primary funding sources are the Bureau of Indian Affairs and the Menominee Indian Tribe. The BIA program budget was a total of \$1,363,180 of which \$439,145 was for the Detention Facility.

Additional funding sources that became available to the department through grant awards in FY2009 consisted of:

- Indian Highway Safety grant in the amount of \$260,000
- SMART Adam Walsh Act grant in the amount of \$224,086 (SORN program)
- ARRA Rural Law Enforcement grant in the amount of \$562,203
- Tribal Victim Assistance grant in the amount of \$112,461 (Crime Victims Program)
- Tribal Law Enforcement grant in the amount of \$66,108
- Cops Hiring & Tribal Resource grant in the amount of \$304,352
- County/Tribal Law Enforcement grant in the amount of \$37,569
- Violence Against Women Act in the amount of \$102,920 (Crime Victims Program)

The Police Department constantly strives to obtain new funding sources that will allow us to improve operations and provide better law enforcement coverage to the Menominee Indian Reservation.



### **C. Highway Safety Program**

Menominee Tribal Police received a grant from the Indian Highway safety Program to reduce the number of alcohol related motor vehicle crashes by 10% from the FY08 number of 32 to 29, to reduce the number of motor vehicle crashes by 15% from the FY08 number of 210 to 178, to increase the number of OWI arrests by 20% over the FY08 number of 179 to 215, and to increase traffic citations by 5% from the FY08 number of 1,837 to 1,929 by the end of FY10.

Two of those four goals were accomplished. There was a significant increase in the anticipated number of alcohol related traffic crashes during 2010. While efforts to combat the intoxicated driver were made, we were unable to prevent the 46 crashes that were alcohol related. We are confident that our efforts did prevent some crashes, as we did remove 224 impaired drivers from the Reservation roadways in FY10. There were eleven more crashes in FY10 than our anticipated reduction; we were still able to reduce the overall number of crashes by 10% over the FY08 level.

During FY10 Menominee Tribal Police Officers issued a total of 1,652 traffic citations. The decrease in total number of citations defies logic. We had a 25% increase in impaired drivers, an alcohol related crash rate that was nearly one and one-half times the anticipated rate, conducted eleven sobriety checkpoints, and participated in more than one-hundred saturation patrols yet issued fewer citations than we expected to. There is no logical explanation for this statistical incongruity.

### **D. Community Service Employee**

The Community Service Employee for the Menominee Tribal Police has a wide array of job responsibilities. This position was primarily created to enforce the animal control laws on the Menominee Indian Reservation. In fiscal year 2010, the community service employee handled 496 animal complaints. The community service employee also assisted Keshena Animal Help and Rescue with a spay/neuter clinic. 160 animals were spayed or neutered at no cost to the Tribe or animal owners. Spaying and neutering sterilizes the animals and helps control the animal population on the Menominee Indian Reservation.

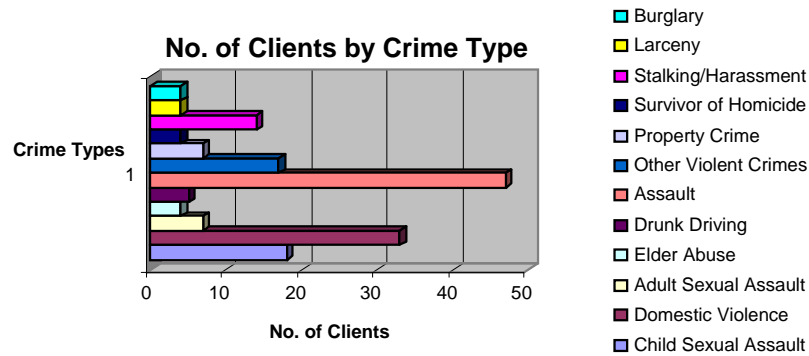
In addition to the 496 animal control complaints, the community service employee completed 460 Legislative and Committee postings, 650 paper services, and 40 other requests for assistance. The community service employee also works with the local school districts to provide assistance to students for the safe travel across a designed area (crosswalk) of a busy highway to and from school.

### **E. Crime Victims Program**

The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. Our staff can be reached around the clock to provide relief to all victims of crime including, but not limited to, property crime, DUI fatalities, assaults, domestic violence, sexual assaults, and survivors of homicide. Our program assisted one hundred sixty four (164) new clients during fiscal year 2010. Our staff provided four hundred eighty (480) new services to all clientele, including the majority of service provision to domestic violence, sexual assault, and simple assault victims. The majority of services we provided include information gathering, notifications, transportations, and criminal justice support.

During the last year, our program added a new youth victim specialist who will be directly working with all child/adolescent victims of crime. The youth victim specialist has also organized and implemented a family dynamics group that involves many interesting activities aimed at teaching specific values like communication, trust, and improved self-esteem. The youth victim specialist will continue to provide meeting times for this group and will continue assistance towards youth victims of crime.

Our program has received several special nominations and awards during the course of this past year that are worth mentioning. First, our program was able to add one additional grant award that will add a new staff person and help cover the cost of current staff. Also, our program was nominated for the Crime Victim Services Award as being an exemplary victim assistance program. This recognition is the top national award and we are honored to have been nominated. One final recognition we would like to bring to attention is our placement on two different boards of directors. We now have two staff members serving on the Unified Solutions and Wisconsin Coalition Against Sexual Assault board of directors. Our staff will have direct access to the direction of these organizations and we look forward to how these improvements will enhance the Tribe.



The aforementioned graph illustrates the number of clients receiving assistance organized by specific crime type during fiscal year 2010.

#### F. Sex Offender Registry and Notification

On September 10, 2009, the Menominee Tribe was granted additional funding from the Department of Justice to fund continuation of the Menominee Tribal Sex Offender Registry and Notification program. In April 2010 the Menominee Tribe requested, and was granted, a one-year extension to allow for additional time to implement Title I of the Adam Walsh Child Protection and Safety Act, the Sex Offender Registration and Notification Act (SORNA).

The first 10 months of the 2010 fiscal year was spent in preparing the new Menominee Tribal Ordinance 10-13, Sex Offender Registration and Notification Ordinance. The new Ordinance was passed by the Menominee Tribal Legislature on June 17, 2010. Also are working on a new Sex Offender Registry Policy and Procedure Manual that should be complete in December 2010.

For fiscal year 2010, the average number of registered Sex Offenders on the Menominee Reservation was 26. The Menominee Tribal Police made 11 arrests for Sex Offender Registry violations. We assisted the State of Wisconsin with formulating charges on two Sex Offenders in State Court. We assisted the U. S. Attorney in issuing charges on two Sex Offenders in Federal Court.

## Legal Services

William F. Kussel Jr., Director

#### Description of the Department of Legal Services

The Department of Legal Services (“DLS” or “Department”) is currently comprised of following staff: Wm. F. Kussel Jr., Director of Legal Services/Tribal Attorney; Lindzey Grall, Assistant Tribal Attorney; Joshua Rees, Assistant Tribal Attorney; and Guy Keshena, Legal Assistant.

DLS provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These legal services include attending and advising the Tribal Legislature and Tribal Committees in their regular and special meetings. The Department drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided legal assistance for their various programmatic legal needs.

#### Description of services provided in FY 2010

During FY 2010, the DLS worked closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that were later considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended became Tribal law upon passage by the Tribal Legislature through the ordinance process.

The Department worked closely with Tribal Administration to review, comment and edit a codified code of the Menominee Tribal Laws compiled by General Code Service pursuant to a government grant. The final copy of the Code has been completed and will become Menominee Tribal Law upon passage by the Menominee Tribal Legislature. The codification of Menominee Tribal Laws, has been a long and difficult process, however final enactment and publication of these laws will be of great value to the public and public officials who rely upon these

laws. Codification is an ongoing process; new laws and amendments to the old laws will be added to the Code and republished on a regular basis similar to other jurisdictions.

The DLS provided legal services to the Tribal Government by attending all regular and special meetings of the Tribal Legislature and by attending meetings of the various Legislative Committees. In addition to providing legal advice to the Tribal Government at meetings, the Department drafted ordinances, resolutions, agreements, and provided both formal and informal written legal opinions for the Tribal Government.

The Department spent considerable time handling legal work for the various Tribal programs where they provided professional services in the form of legal advice, litigation, contract assistance, and other legal work. The DLS represented and/or defended the Menominee Tribe in several civil lawsuits filed in Menominee Tribal and other courts. Representation in civil lawsuits includes filing legal documents necessary to commence a lawsuit, as well as filing answers and motions necessary to defend a lawsuit. Legal work differs depending whether the Menominee Tribe is the plaintiff or defendant; however, in both cases, legal work may include writing legal briefs, and conducting discovery in anticipation of trial. While a civil trial is always anticipated, most civil matters are concluded during motion practice or by settlement.

### **Description of services to be provided in FY 2010**

The DLS intends to continue to provide legal services to the Tribal Government and the Tribal Programs. The Department will continue work towards implementing new procedures, technologies and methods to increase the efficiency, speed and accuracy of all documents produced by the Department. It has been and remains the Director's vision to rely upon increased technology to reduce the amount of paper that is used within the office and the amount of paper materials relied for research. This has been done through increased reliance upon computer technology and the use of on-line materials and research services such as Westlaw. Decreased usage of paper and photocopying reduces the amount of paper wasted, chemical toners used, and waste disposal relied upon. This saves the Tribe money and helps the environment by reducing the waste of natural resources and the energy needed to produce the materials; this in turn reduces the amount of greenhouse gases produced.

## **L**icensing and Permits

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Diana Taubel, Director

**Mission:** The Menominee Indian Tribe of Wisconsin's Licensing and Permit Department provides service to the Menominee people and other residents of the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Ordinances. The department also keeps them abreast of all newly 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 responsible for conducting business by providing the public with permits and licenses to accommodate the needs that are required within each specific ordinance. Licenses and permits issued by the department include: hunting and fishing license; dog license; rafting license; fireworks license; cigarette and tobacco license; bait dealers license; food handling permit, sanitation permit and construction permit.

The department issues various IDs, such as Tribal, Descendant and Department IDs such as the police department, conservation, etc.

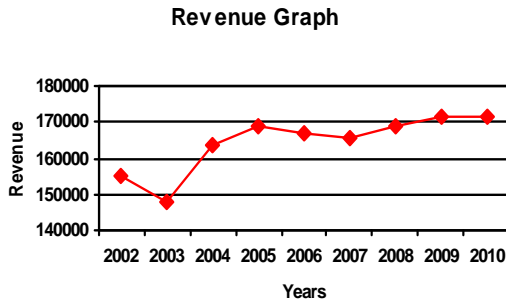
The department registers and renews vehicles for those who live within the exterior boundaries of the Reservation. The department also registers All-Terrain Vehicles (ATVs).

The department issues Boat Landing stickers to members of the LaMotte Lake Property Owners Association per the agreement between the Tribe and the Association for use of the formerly owned George Pamonicutt boat landing.

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

**Administrative Tasks:** The department is staffed with a full-time director and one full-time Administrative Assistant who is shared with the Tax Commissioner's Office. The department continues to participate in the Strategic Planning process, specifically with the Justice and Economic workgroups.

Revenue generated by the department in Fiscal Year 2010 is approximately \$171,527.00. The department was approximately \$6,547.00 **over** our projected revenue (see graph below for revenue detail since 2002).



|               |               |               |
|---------------|---------------|---------------|
| <b>FY2010</b> | <b>FY2009</b> | <b>FY2008</b> |
| \$171,527     | \$171,652     | \$168,596     |
| <b>FY2007</b> | <b>FY2006</b> | <b>FY2005</b> |
| \$165,480     | \$166,721     | \$168,582     |
| <b>FY2004</b> | <b>FY2003</b> | <b>FY2002</b> |
| \$163,876     | \$148,120     | \$155,177     |

The budget amount allocated for Licensing and Permit Department was \$125,315.00 which is \$3,003.00 less than Fiscal Year 2009. Expenditures for 2010 totaled approximately \$116,983.00 which is approximately \$8,332.00 **under** our expense projection. The cost containment measures approved March 13, 2009 remained in effect the entire fiscal year. Like most Tribal Departments, the Licensing and Permit Department was required to reduce hours of operation from 40 hours per week to 36 hours per week, effective May 30, 2010 until October 3, 2010.

Again this year, the department worked at the dog clinics held at Tribal Housing this Spring and Fall. We registered 93 dogs during the two clinics. Although the Dog Ordinance has been in effect since 1981 most residents do not have their dogs licensed. The license period is from January 1 to December 31 and must be renewed each year.

This fiscal year, the department assisted with changes to Tribal Ordinances 97-13 “All-Terrain Vehicle (ATV) Regulations”; 83-8 “Fireworks” and 80-13 “Rafting”. The changes to the Fireworks and Rafting Ordinances included price increases. The ATV changes also included a price increase but also defined ATVs to include non street legal motor bikes, motorized vehicles, snowmobiles, go-carts, golf carts, 6-8 wheel amphibious vehicles, and utility type side by side vehicles, regardless of size, weight or dimensions; therefore, these vehicles must be registered with the Licensing and Permit Department.

## **L**oan Fund

Thomas E. Litzow, Director

The staff of the Menominee Loan Fund Department manages five lending programs: the Menominee Loan Fund, the HUD/CDBG Revolving Loan Fund, the Menominee Revolving Loan Fund, Housing Down Payment Loan Fund and the Emergency Fuel 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 Friday.

**Menominee Loan Fund** – This program provides a means for eligible members to obtain financing for personal items and purposes. During the 2010 fiscal year ending September 30, 2010, 1302 new loans were approved and processed for eligible members totaling \$898,892.50. As of the end of the fiscal year there were 1307 loans outstanding with a total principal balance of \$965,226.84.

**HUD/CDBG Revolving Loan Fund** – This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 28 new loans were approved and processed through this fund during the fiscal year 2010 for a total of \$131,976.00. As of the close of the fiscal year there were 124 loans outstanding under this program for a total amount of \$336,507.88.

**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 was 1 new loan package approved and processed for a total credit of \$7,800.00. As of the close of the fiscal year there were 16 business loans outstanding in the aggregate amount of \$222,641.65.

**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 ending on September 30, 2010, there was 1 new loan processed through this fund for a total credit of \$5,000.00. As of the close of the fiscal year there were 7 loans outstanding for a total amount of \$15,702.72.

Emergency Fuel Fund – This program provides a means for eligible members to obtain financing for heating fuel during the cold winter months. Applications for these are processed on a weekly basis and are paid directly to the applicant's fuel supplier. During the fiscal year, there were 69 new loans processed through this fund for a total credit of \$33,900.00. As of the close of the fiscal year there were 53 loans outstanding for a total amount of \$6,076.40.

## **M**aehtowesekiyah Wellness Center

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Shannon Wilber, Director

The mission of Maehtowesekiyah Wellness Center is to provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention and domestic violence services; responsive to community needs to develop and maintain healthy lifestyles for our community.

We have made continuous efforts to achieve our mission through our vision of serving as a resource for our community by providing services that encourage a healthy family lifestyle; respect and preserve tribal values, and instill hope for the future, thereby eliminating violence, ending alcohol and drug related deaths and problems through the services we provide.

All of the services provided by Maehtowesekiyah Wellness Center are conducted and provided with the Tribe's Native American Culture in mind. Staff continues to offer educational opportunities provided by Native American sources. Many of the resources utilized in counseling and group sessions were developed specifically for Native Americans by Native Americans. Our ongoing goal is to continue incorporating the teachings of cultural values and concepts rather than to concentrate on specific practices. There are times however, when for funding or specific recovery issues that the use of non-native acceptable counseling practices are warranted and needed.

As the work of Maehtowesekiyah continues, there is a greater need to look at new and different approaches to assist in the recovery and wellness of tribal members. This requires staff to be more assertive and seek new and diverse alliances with other tribal service providers. Substance abuse and domestic/interpersonal violence is not a solitary issue. These troubles affect the family, the community, and the Tribe.

### **Domestic/Interpersonal Violence**

Maehtowesekiyah Wellness Center Batterers' Program provides services to individuals who find themselves in conflict with another human being where physical, sexual, and mental abuse or a combination of these abuses has occurred. A total of 70 assessments were completed for offenders (13 women and 53 men) where services were offered. An additional estimated 5 assessments were completed where the candidate did not meet domestic violence treatment criteria and were referred elsewhere for services. There are five ongoing, 24 session groups (four at Maehtowesekiyah and one in the Menominee Tribal Jail). Groups average 10 persons per group for the men's group and 4 participants in the women's group. Free aftercare is offered to each participant completing group member.

Maehtowesekiyah Wellness Center Domestic Violence Program provided 24 hour coverage, seven days a week for victims of domestic/interpersonal violence and their children. Assistance provided ranged from informational only issues to referrals for other services, to short to long term shelter assistance based on victim need.

The Shelter continued to work toward partnerships in our community and with neighboring Tribes for resource sharing. Our continued working relationships with TANF and Tribal Social Services and Day Care allowed greater services to those individuals who sought help. The Shelter Program continues working in collaboration with Family Services Green Bay Sexual Assault Center and St. Vincent Hospital to meet the needs of sexual assault victims. Our partnerships and collaboration with Lac Du Flambeau, Stockbridge-Munsee, Oneida, and Potawatomi Tribes continues to be successful.

The increases are alarming, Tribal Police reports show that the Menominee Tribe of WI experiences 10 times the national average in terms of domestic/interpersonal violence and there is reason to suspect that every incident involves alcohol and or other drugs. Incorporating a dual recovery process is an opportunity for victims and batterers to receive AODA recovery services and is a key component to community wellness. Partnerships and collaboration with others that are involved with DV victims and their families are addressed through ongoing meetings of the Coordinated Crisis Response (CCR) Team.

The Domestic Violence program with additional funding resources was able to provide 24 hours crisis/shelter coverage for domestic violence and sexual assault program by providing funding for 1 Program Manager, a Domestic Violence Counselor, a Sexual Assault Counselor, 2 Family Violence Advocates, and 5 shelter support staff. With the additional funding the domestic violence program was able to provide more educational presentations in the schools and at the community resource center, as well as offer additional services to domestic violence and sexual assault victims through our transitional housing program.

### **DV Statistics:**

**16** ongoing families

Number of Client's serviced (Unduplicated): **192 unduplicated**

Persons receiving shelter: **25 women, 45 children; 3603 bed nights**

Safety Plan's completed: **120**

Crisis calls: **114**

Informational/referral calls: 650

Educational Presentations: **4 (159 students ages 14-18) high school DV/SA awareness months, 18 TANF presentations, 1 Daycare in-service**

Awareness activities, Informational booths/events: **Community Awareness & Resource fair, Take back the night, National Night out against crime, High school & CMN booths**

Legal Advocacy: **56 individuals**

Waivers of no contact: **59**

Transportation assistance: **\$240.75 bus tickets/ \$1901.93 gas/ 3443 Mileage for client transports**

Crisis Counseling/ 1/1 Counseling: **78 @ 832 hours**

Group Counseling: **21 groups with 49 hours**

### **Transitional Housing Program Statistics:**

On going Transitional clients: **26**

Transitional Housing Assistance: **16 with 13 ongoing clients**

Counseling: **21 clients received counseling @ 74 hours**

Supportive Services: **19**

Extended Shelter stay: **6**

Number of referrals made to Safe Haven: **3; did not meet shelter eligibility (homeless)**

The Domestic Violence program looks forward to continuing to seek additional opportunities to enhance services for victims of domestic violence and sexual assault by providing shelter and transitional housing. We look forward to working on increasing knowledge and awareness through planned community education efforts.

### **Wellness Court**

This program began with a grant from the Department of Justice, proving that an approach of this nature is beneficial to first time offenders by offering a chance to become free of substance abuse and clear their criminal records of the initial criminal charge that brought them to the program. Another benefit of Wellness Court is the eventual savings to the Community in terms of Policing, Legal/Court, and Jail costs associated with an incarcerated individual.

Maehnowesekiyah Wellness Center's commitment along with our partners, the Tribal PD, Tribal Court, Tribal Probation, and Tribal Prosecutor to continue to offer this program is based simply this: Wellness Court works. Of the thirty five graduates from this program, only two individuals have returned back to the criminal justice arena and the charges were non drug related. This program has continued without interruption in services and mission since 2003. Maehnowesekiyah continues to take the lead providing continued Urinary Analyses, counseling services, along with staff representation at weekly Wellness Court staffing and court sessions. The Tribal Police Department, Prosecutor, Probation provide support and guidance through funding from their respective departments.

On October 1, 2009 we started with 4 clients in the Wellness Court Program, throughout the year we reached a high of seven and finished the year with six. We had two clients successfully complete the Wellness Court Program during this time period. In addition, we had a change in Judge's for Wellness Court and just prior to the end of the fiscal year, we received a Department of Justice enhancement grant. We were able to send two Wellness Court team members to the national drug court meeting in Boston. Wellness Court clients participating in the ropes course. Last November the WC Team gave a presentation at the National Multi-Jurisdictional Conference in GB.

### **Treatment**

In FY 2010 Maehnowesekiyah Wellness Center provided recovery services to 210 individuals in either residential, intensive outpatient, or outpatient recovery programs. Prior to an individual entering one of the recovery areas, an

assessment is completed to determine the chronicity of illness and for appropriate services. In FY 2010 the staff at Maehnowesekiyah completed 235 Adult AODA assessments and 41 DV assessments. Drug testing for tribal programs, Casino, MITW, MTE, TANF and CMN continue. In addition to the standardized test Breathalyzer tests were completed as reasonable suspicion referrals come in.

**FY 2010 Statistical Information for Treatment:**

|                                 | <u>Cumulative Total (Unduplicated)</u> |
|---------------------------------|--|
| # of clients in AODA Education: | 20                                     |
| # of client in AODA Aftercare:  | 59                                     |
| # of clients in AODA PDT:       | 46                                     |
| # of AODA assessments:          | 235                                    |
| # of clients in co-ed program   | 85                                     |
| # of individual sessions:       | 1701 (duplicated)                      |
| Total # of active adults:       | 290                                    |
| Total # of active adolescents:  | 37                                     |

“active” = clients that have received treatment services.

**Prevention Services**

For FY 2010, we have continued an effective prevention pathway with our focus on school-based and community-based prevention programming. We have also made use of cultural programming such as the *Winter Round House*, *Teaching Lodge*, and have assisted this year with the *Culture Camp*. The use of culture is valuable in our overall prevention efforts.

For the past number of years, we have provided some type of prevention programming from primary school to high school, realizing that early intervention and prevention works best. We have continued to facilitate the school prevention programs of *Protecting You/Protecting Me*, *Project Alert* and the *SADD Chapter*. We have also expanded our middle school prevention program at the Tribal School.

On a quarterly basis, we have offered *Positive Indian Parenting* to assist community members with their parenting skills and to promote more healthy families. Our annual *Menominee Idol* has also provided families a fun and healthy way to be together and use their gifts and talents.

This work cannot be done alone and we have continued to work closely with our local coalitions to promote a variety of prevention activities, AODA awareness information, and the slow and very challenging work of establishing an alcohol tax on the reservation.

Our AODA middle school surveys show that the use of marijuana, alcohol, and commercial tobacco remains too high so the need for quality prevention program and working with our community partners remains as needed as ever.

**FY 2010 Statistical Information:**

- TRAILS- 11 groups; 54 unduplicated students
- Summer TRAILS- 18 groups; 13 unduplicated students
- Club 21- 3 groups; 11 unduplicated students
- Protecting You/Protecting Me- 134 classroom presentation; 296 unduplicated students
- Project Alert- 25 classroom presentations; 156 unduplicated students
- SADD Chapter- 5 sessions; 13 unduplicated participants
- Positive Indian Parenting- 8 sessions; 35 unduplicated participants
- ROPES Challenge Course-114 participants
- Menominee Idol- 67 participants
- Winter Round House- 7 Winter Round House evenings with an average of 182 community members participating.
- Teaching Lodge- 8 events with an average of 31 community members attending.
- Culture Camp- 15 youth participants

**Accomplishments:**

- Ongoing participation in our local coalition for networking and collaboration on prevention activities. There has also been the ongoing work on establishing an alcohol tax to raise funds for treatment and prevention efforts.

- Participation and collaboration with other agencies in such activities as Summer Youth Olympics, Winter Fun Fest, National Night Out Against Crime, and the Sober 49.
- Expansion of the ROPES and Challenge Course by adding a Zip line to the existing course. This is a welcome addition to the overall ROPES experience.
- We were awarded an IHS \$75,000 a year, 5 year prevention grant focusing on the wellness of children and youth
- Mental Health Transformation Grant-\$1,970,475 is a five year grant to implement Trauma Informed Care for adult residents and veterans on the Menominee Indian Reservation;
- Rural DV Grant-\$250,000 a two year grant to develop a DV education plan to increase communities awareness of domestic violence, sexual assault, dating violence and stalking.
- Menominee TGP DOJ/OVAW-\$575,000 a three year grant to enhance the response against Indian Women and Girls by expanding and enhancing the Batterer's Intervention Program (BIP).

In closing, I wish to thank the staff at Maehnowesekiyah Wellness Center from the grounds keepers/maintenance, clerical, counselors for their dedication. The work that is done requires all to deal with the most intimate aspects of a human being's life and is the most demanding and stressful of any type. The work you do requires the unique ability to be sensitive to individual needs while challenging human beings to make significant changes in their lives. The staff at Maehnowesekiyah Wellness Center works long and hard with individuals to bring about change. Sometimes staff is discouraged due to the fact that not every troubled human being acknowledges change the first time around. Due to the insidious nature of substance abuse and domestic/interpersonal violence, staff sometimes sees the same client four or five times, however the remarkable trait of Maehnowesekiyah Wellness Center Staff is the fact that they never give up and they never allow the human being to give up on themselves.

## **M**aintenance

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Marlin 'Manzie' 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 Operations and Maintenance of several tribal buildings that include Tribal Headquarters, Gordon Dickie Center, Legal Services, Law Enforcement Center, Tribal Courts, Neopit Headstart, Library, and Recreation Center. Maintenance and Housekeeping staffs are provided for each facility (exclusive of the Recreation Center) through this department. The Tribal Maintenance Department staffing includes the, Maintenance Director, Maintenance Office Manager, Receptionist/Secretary, Inventory/Work Order Clerk, HVAC Technician, Three General Maintenance Workers, Two Lead Housekeepers (part time) and five Housekeepers (part time).

One of the most important aspects of the Menominee Tribal Maintenance Department is the operations and maintenance of facilities under its management. If facilities are not adequately operated and maintained on a regular basis, the long term viability of our Tribal facilities is threatened and the Menominee Indian Tribe of Wisconsin along with its Tribal members will lose valuable resources.

In order not to lose these valuable resources, the Menominee Tribal Maintenance Department utilizes a computerized software system program called Housing Data System. HDS enables the maintenance department to monitor and schedule routine, deferred, and preventive maintenance. It also tracks work requests and material inventory. In 2010 the Menominee Tribal Maintenance staff completed a total of 5,423 work orders for all Tribal facilities and departments.

Additionally, funding for the Menominee Tribal Maintenance Department's Operations and Maintenance (O&M) budgets are obtained through a number of means. The Keshena Law Enforcement facility O&M budget is funded



through the Bureau of Indian Affairs (BIA). The Tribal Courts and the Neopit Headstart facilities O&M budgets are funded through tribal appropriation. O&M budgets for the Headquarters, Gordon Dickie, Legal Services, Recreation, and Library facilities are funded through space rental collections. The Maintenance Department keeps expenditures as minimal as possible for all budgets that are funded from space rental collections and tribal appropriation.

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

**Headquarters:** The following facility offices were renovated/painted, Johnson O' Malley's three former offices. We also constructed a new IT server room.

The following facility equipment received annual routine/preventive maintenance, the heating plant (Steam Boiler) and two boiler condensate tanks, boardroom rooftop HVAC unit, permanent air conditioners, portable air conditioners, boardroom refrigerator and ice machine, break room refrigerator, fire detection system, security system, portable fire extinguishers, emergency and exit lighting, elevator, emergency generator, water heaters, and water softener. The annual facility fire inspection was completed. The boiler passed the annual inspection from the National Board of Boiler Inspectors. The boiler back flow preventer was tested and passed inspection. The steam boiler water is tested daily. The steam boiler water was treated on an as needed basis. The steam boiler was blown down daily. The steam boiler low water cutoffs and safety valve were tested daily. The safety valve was tested daily, fourteen steam traps were replaced. Two steam trap surveys were completed. Five radiator thermostats (actuators) were replaced. The condensate tank float switches were adjusted. The air filters on the HVAC roof top units were replaced on a monthly basis. All digital thermostats were recalibrated. The LP gas lines and safety switch was tested. The LP storage tanks were tested for leaks. The parking lot HID light bulbs were replaced. Two emergency/exit lighting units were replaced. Eight electronic lighting ballasts were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. A new 225 ampere electrical subpanel was installed in the new IT server room. New fluorescent lighting and electrical outlets were installed in the new IT server room TV signal convertor boxes were re-calibrated monthly. Six ceiling tiles were replaced The Boardroom fire escape deck was re-stained. Four office window glasses were repaired. A new entry door with window was installed on the Chairwoman's office. Anti – skid tape was reapplied on all stairways. The 3<sup>rd</sup> floor water heater heating element was replaced. The urinal flush valves in the men's restrooms were replaced. The toilet and urinal flush valves in the restrooms were cleaned. Drinking fountain filters were replaced semi-annually. A new washer and dryer with hookups were installed in the boiler room. New carpeting was installed in the Community Development planning office. The interior carpeting in the hallways was shampooed. The roof was inspected. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

**Gordon Dickie Center (FIC):** The following facility offices were renovated/painted, three Insurance offices, one human resource office, and two social services offices.

The following facility equipment received annual routine/preventive maintenance, six LP gas furnaces and six electronic air-cleaners, six permanent exterior air conditioner units, security system, fire detection system and portable fire extinguishers, emergency and exit lighting, elevator, water heater, water softener, and break-room refrigerator. The annual facility fire inspection was completed. The HVAC economizer is adjusted seasonally. The fresh air intake vents on the east and west sides were cleaned monthly. Two air conditioning condensing units and evaporator coils were replaced with energy efficient models. All digital thermostats were recalibrated. Two electric heating elements were replaced on the commercial water heater. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. The electronic timer for the electric baseboard heaters was replaced. The parking lot HID fixture bulbs were replaced. Three emergency lighting units were replaced. Ten electronic lighting ballasts were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. TV signal convertor boxes were recalibrated monthly. Eight ceiling tiles were replaced. Anti – skid tape was re-applied on all stairways. The toilet and urinal flush valves in the restrooms were cleaned. The drinking fountain filters were replaced semi annually. The interior carpeting was shampooed. Power washed the sidewalks and entryways. The roof was inspected. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

**Legal Services Building:** The following facility equipment received annual routine/preventive maintenance, the LP gas furnace, air conditioner, security system, fire detection system and portable fire extinguishers, emergency and exit lighting, water heater, and water softener. The annual facility fire inspection was completed. The air filters

on the furnace were replaced on a monthly basis. The main sewer line was cleaned out with a sewer auger. The digital thermostat was recalibrated. Two electronic lighting ballasts were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The interior carpeting was shampooed. The outside handicap ramp was re-stained. The roof was inspected. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

**Law Enforcement Center (LEC):** The following facility offices were renovated/painted, two Crime Victims offices, and two Police Department offices.

The following facility equipment received annual routine/preventive maintenance, two hot water boiler(s) and two hot water circulators, cold water chiller and two cold water circulators, one garage modine heating unit, nine air handling units, fourteen exhaust fans, two smoke relief exhaust fans, kitchen rooftop make-up air HVAC unit, two commercial kitchen ranges and ovens, commercial kitchen refrigerators and freezers, ice machine, commercial dishwasher, security system, fire detection system, portable fire extinguishers, fire hoses, fire sprinkler system, Ansul fire suppression systems, emergency and exit lighting, emergency generator, automatic ADA front entry doors, water heaters and water softener. The annual facility fire inspection was completed. The LP gas vaporizer was serviced. The LP gas lines passed their pressure tests. The fire extinguisher installed at the LP bulk storage tank site passed inspection. The underground fuel oil storage tank was tested and passed inspection as per NFPA and environmental regulations. The heating plant (Hot Water Boilers) passed inspection from the National Board of Boiler Inspectors. The hot water boiler water is tested daily. The hot water boiler water was treated on an as needed basis. The hot water boiler was blown down daily. The hot water boiler low water cutoffs and safety valve were tested daily. One hot water low water cut off was replaced. The hot water boiler back flow preventer was tested and passed inspection. The nine air handler's filters were changed on a monthly basis. The environmental control software was upgraded. Two roof top exhaust fans were replaced. The kitchen grease trap received semi-annual maintenance. Two kitchen sink faucets were replaced. Six electronic lighting ballasts were replaced. Nine exterior light HID fixture bulbs were replaced. All parking lot HID light bulbs were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The toilet and urinal flush valves in the restrooms were cleaned. The interior carpeting was shampooed. New tile flooring was installed in the canteen room. The roofing gutters were cleaned. Replaced the rear and side entrance gutters. Power washed the sidewalks and entryways. The roof was inspected. The sally port garage door was replaced. The sally port garage floor was painted. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Daily checks were performed in the jail and deficiencies repaired as needed. All MSDS chemical binders were updated. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

**New Courts Addition:** The following facility equipment received annual routine/preventive maintenance, two roof top HVAC units w/economizers, basement modine heating unit, humidifier, break room refrigerator, fire detection system, portable fire extinguishers, elevator, emergency and exit lighting, emergency generator, security system, automatic ADA front entry doors, sewer ejector pumps and controls, electric water heater and water softener. The annual facility fire inspection was completed. The LP gas vaporizer was serviced. The LP gas lines passed their pressure tests. A fire extinguisher and cabinet were installed at the LP bulk storage tank site. Air filters replaced monthly in the roof top HVAC units. All digital thermostats were recalibrated. Six lighting ballasts were replaced. The exterior light HID fixture bulbs were replaced. Six HID lighting capacitors were replaced in the exterior lights. The parking lot HID light bulbs were replaced. A circuit board was replaced in the control panel of the emergency generator. Used fluorescent tubes and ballasts were disposed as per environmental guideline. The toilet and urinal flush valves in the restrooms were cleaned. The rear entry door lock by the Judge's chambers was rekeyed. Two storage rooms were constructed in the basement. The interior carpeting was shampooed. Power washed the sidewalks and entryways. The roof was inspected. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

**Library:** The following facility equipment received annual routine/preventive maintenance, two LP furnaces and two permanent exterior air conditioner units, security system, fire detection system, portable fire extinguishers, emergency and exit lighting, and water heaters. The annual facility fire inspection was completed. The environmental control software was upgraded. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces were replaced on a monthly basis. Graffiti was removed or stained over as it occurred. Security cameras were adjusted. Two electronic lighting ballasts were replaced. The exterior light HID fixture bulbs were replaced. The security HID light bulbs were replaced. The parking lot HID light bulbs were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Two ceiling tiles were replaced. The roof was inspected. Vandalized shingles were repaired as needed. The chain link

fence by the LP gas tank was repaired. The interior carpeting was shampooed. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

**Recreation Center (Menikemakat Wikamek):** An addition and renovation was completed at the facility in November 2009.

The following facility equipment received annual routine/preventive maintenance, four LP gas furnaces, one air handler w/economizer, three permanent exterior air conditioner units, kitchen refrigerator, kitchen range, fire detection system, portable fire extinguishers, emergency and exit lighting, security system, water heater, and water softener. The annual facility fire inspection was completed. All digital thermostats were recalibrated. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces and air handler were replaced on a monthly basis. The humidistat motors were serviced. Additional electrical outlets were installed in the exercise room. An additional emergency light was installed in the main hallway. Four lighting ballasts were replaced. The exterior light HID fixture bulbs were replaced. The parking lot HID light bulbs were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The kitchen grease trap received semi-annual maintenance. The toilet and urinal flush valves in the restrooms were cleaned. Two ceiling tiles were replaced in the Activity room. The JOM office carpeting was shampooed. Graffiti was removed or stained over as it occurred. Security cameras were adjusted. The roof vents were resealed (annually). The roof was inspected. The roof leak on the southwest side was repaired. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

**Training:**

Marlin Waupoose and Gail Bowman attended Fiscal FY10 Close- out Training sponsored by the Finance and Internal Audit Departments.

Tim Waupoose, Doreen Boyd, and Roy Peterson attended Sexual Harassment Training sponsored by the Human resources Department.

All Tribal Maintenance Department Staff participated in Fire Extinguisher Training sponsored by Van's Fire and Safety of Green Bay.

Congratulations!

The Maintenance Department continually provides maintenance services upon request to other Tribal departments including, Historic Preservation, Tribal School, Maehnowesekiyah, Aging, Senior Centers, Head Start, Early Childcare, Gaming Commission, Housing, Conservation, Environmental Services, Community Resource Center, Youth Development & Outreach, Language & Culture (Mawaceseniyah), Food Distribution, Public Transportation Center, Trust Resources, South Branch Community Center, Woodland Youth Center, and the Zoar Ceremonial Hall. The Tribal Maintenance Department provides the following services; technical assistance, minor carpentry, grounds keeping, snow removal, and maintenance of HVAC, plumbing and electrical systems.

The Tribal Maintenance Department looks forward to providing maintenance services to all Tribal Departments and Facilities in 2011. Work Orders for Tribal Departments can be requested through the Inventory/Work Order Clerk (799-5176) or through the Tribal Office Receptionists' Station (799-5100).

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## **M**enominee Community Center of Chicago\*

Barbara Jersey, Coordinator

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The Menominee Community Center of Chicago (MCCC) serves off-reservation citizens on a specific basis in the Chicago area. The MCCC mission is to establish support kinship, share knowledge and build positive networks by serving as a bridge between urban and reservation community members, collectively promoting and advocating the interests of the Menominee Nation, such as industry and public policy. Its organizational structure includes three officers, Barbara Jersey, Mavis Neconish and Mackey Pamonicutt, whose engagements are volunteer and has no full or part-time staff. It shares a mailing address with the American Indian Center of Chicago at 1630 West Wilson

Avenue, Chicago.

Neither MCCC nor the Tribe owns or operates out of a centrally located conventional building in Chicago, but rather MCCC rents or leases facilities from other Native organizational partners or philanthropic institutional partners on an as-needed basis to meet Tribal purposes. Therefore, operating costs are not incurred through utility, maintenance, insurance and regular lease contracts allowing MCCC to more broadly commit the Tribal grant toward community and cultural outreach and awareness for all Menominee citizens.

The Menominee Community Center of Chicago outreach includes annual attendance at the January MITW General Council Meetings and, ordinarily, one other annual reservation event, such as Nama'o Spring Feast, the MITW summer powwow, or the MTE Tribal Enterprises annual meeting. Culturally traditional events are more often given preference.

Collaboration with urban Tribal organizations include the American Indian Center of Chicago, the Trickster Gallery in Schaumburg, Chicago Public Schools, the Mitchell Museum of the American Indian in Evanston, American Indian Health Services, Northwestern University youth outreach programs and, of course, the Menominee Indian Tribe of Wisconsin and its various Tribal departments. Collaborative events are announced through direct mass mailings, public postings at the American Indian Center of Chicago or other Indian centers, such as the Anawim Center, and local joint events are announced through shared efforts.

During 2009-2010 the National Science Foundation through Northwestern University initiated an after-school multi-language learning clinic for Chicago Indian youth, which included the cooperation of MCCC, and discussions to expand the pilot program are underway. MCCC consulted with the MITW Language and Culture department to improve its language learning clinic participation and may broaden this cooperative avenue.

MCCC consistently collaborates with the American Indian Center in the annual November powwow through Menominee veteran, community outreach and volunteer participation. MCCC also supported the AIC's wellness program through its Walk/Run for Health event, which included collaboration with American Indian Health Services of Chicago.

Also, preliminary introduction between Great Lakes diplomatic sources and MTE environmental and forestry professionals was made to increase outreach efforts to support Menominee in saving the Lake Sturgeon and fully return them upstream to their ancient Wolf River/Keshena Falls spawning grounds.

**\* NOTE: The Menominee Community Center of Chicago is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

# **M**enominee Nation News

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Devan Erdmann, Director

## **MISSION STATEMENT**

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

## **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 \$278,815.00. According to the Budget report dated October 20, 2010, the departments' actual expenses for fiscal year 2010 amounted to \$231,491.95. This is total savings of \$47,323.05 for the year. The savings can be attributed to the cost containment measures that were implemented during the fiscal year.

### **REVENUE**

The annual income goal for FY 2010 was set at \$42,296.00. As per an income statement dated October 20, 2010, a total of \$57,087.15 was received. This is \$14,791.15 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 photos. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request digital files of photos published in the Menominee Nation News.

**SUBSCRIPTION:** The subscription income projection was set at \$8,830.00. As of October 20, 2010, a total of \$8,529.00 was received. The subscription income was below the projected revenue by \$301.00. The annual subscription rate is \$28.00 3<sup>rd</sup> class rate and \$38.00 for 1<sup>st</sup> 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 3<sup>rd</sup> class) who were not receiving their papers, it was decided that in the best interest of the Menominee Nation News Department and the inmates, 1<sup>st</sup> class would be required. This is the sixth 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 \$10,692.00. As per an income statement dated October 20, 2010, a total of \$11,899.11 was received. The sales revenue received was over the projected revenue by \$1,207.11. As of October 2010 we have twenty-seven (27) distribution sites. This includes eleven (11) sites in Keshena with one (1) being a complimentary site for the Elders, five (5) sites in Neopit/Middle Village with two (2) being complimentary sites for the Elders, one (1) site in Gresham, two (2) sites in Bowler, and eight (8) sites in Shawano.

**ADVERTISING:** The advertising income projection was set at \$22,704.00. As per the statement dated October 20, 2010, a total of \$38,612.20 was received. The income was above the projected revenue by \$15,908.20. This can be attributed to the unusual amount of color advertisements and full pages advertisements we received this year. 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 ad sizes and does not include color. The majority of our customers prefer to be billed on a monthly basis. This was the twelfth 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 eleventh 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 also offer customers the opportunity to purchase 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 \$1,115.60 as per the income statement dated October 20, 2010, indicating a positive response to this service.

### **DEPARTMENTAL STAFF**

During fiscal year 2010 Menominee Nation News employed five (5) employees: One (1) Director/Editor, one (1) Layout/Design Technician, two (2) Reporters (1 Full-Time, 1 Part-Time), and one (1) Part-Time Secretary position. The lengths of employment for employees who were employed in FY'10 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Christopher

Anderson, Full-Time Reporter, (8/13/07-present); Sara Wescott, Part-Time Reporter (10/13/08-present); Jane Mahkimetas, Part-Time Secretary, (04/14/08-present).

### **PRINTING**

Menominee Nation News has been a bi-monthly publication since January 1, 1989, publishing 24 issues a year.

•In November 2009 a special edition was developed to include the Annual General Council Agenda as well as the Candidate profiles for Menominee Tribal Legislature and the Menominee Tribal Enterprise Board of Directors. 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. The department has been handling the special edition this way since FY2003. Prior to that, one copy was mailed to every enrolled Tribal member of voting age.

•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 began printing with Waupaca Publishing Company in Waupaca, WI. Waupaca Publishing Company offered more services at a lower rate. Since that time, Menominee Nation News was able to offer color advertisements, happy ads, memorials, etc. We have seen a positive response to this service. Towards the end of Fiscal Year 2006, the Shawano Leader approached the department with an offer to print the newspaper with the same services as offered at Waupaca Publishing, but at a lower rate. It was agreed to start publishing at the Shawano Leader as of October 1, 2006. In July 2009, the department was approached by Metro Printing in Kaukauna, WI with an offer to print at an even lower rate. It was agreed to start publishing at Metro Printing with the August 24, 2009 issue. Unfortunately, Metro Printing went out of business on October 15, 2009, as a result of the struggling economy. Menominee Nation News then went back to the Shawano Leader. In June 2010, the department received another print offer from Christenson Printing & Publishing in Shawano, WI. The offer was considerably lower than all other offers and it was agreed to begin publishing with CPP with the June 21, 2010 issue.

The Menominee Nation News has been distributed on schedule since January 2002.

## **M**enominee Tribal/County Library

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Mike Wilber, Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 2009-2010.

We continue to offer the latest hardware, software, and online databases with our public computers, as well as wireless internet access. Our technological capability continues to grow with the addition of eight new computers courtesy of a Gates Foundation public library grant. These new PCs run the latest Windows 7 operating system and suit the needs of our community well. These tech tools are in constant use, with over 10,500 log-ins again this year.

The Summer Reading Program for 7 & 8 year-olds kept young bookworms reading through the summer. This year's theme was "Make A Splash - Read," which highlighted water and its' importance to our world. Kids enjoyed reading, writing, and doing projects about ecology, the water cycle, and the simple pleasures of a glass of clean drinking water.

Much of our time is spent answering various questions. We field many per week, employing a vast array of resources in helping people find basic information, helping with research, or even helping plan car trips. We've also put people on the right track with job searches, online applications, and resume and cover letter writing. In times of economic downturn, a public library is especially needed for services such as these, in addition to free access to books, movies, magazines, newspapers, and reference material. Our people stay connected and informed, all while sharing a great resource that is our public library.

We remain in good standing as a member of the Nicolet Federated Library System. The benefit of this includes being a part of a resource-sharing 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 library system also provides the high-speed internet access and excellent 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.
  - Objectives:
    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.
  - Objectives:
    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.

In addition to our eight public PCs and free wireless access, we have also supplied two computers with internet access for the South Branch Study Center. The main library had 10,549 computer log-ins from October 1, 2009 to September 30, 2010. Wireless usage has been averaging 16 unique users and 48 sessions per month, with an average session lasting approximately 55 minutes. The public-access computers are a great tool for education and intellectual exploration, and fit perfectly with our public library mission.

This year we added 161 items to our collection (materials added minus materials deleted). As of October 1, 2010, the library owns 10,655 items covering various media (books, audio books, video, etc.). From October 1, 2009 to Sept. 30, 2010 – 1,879 items were checked out. We have 1,025 library cardholders.

## **N**eo pit Community Center\*

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Fr. Robert Frank, Pastor

**The Menominee Community Center-Neopit (MCC-N) is a joint effort of the Menominee Tribe and St. Anthony Parish. This common effort has been born of a long interaction between St. Anthony Parish and the people of Neopit beginning in 1909. The center was dedicated and opened to the local community on November 9, 2000.**

The Community Center has a large dining hall (with a seating capacity for 250 people), a great kitchen facility, four small classrooms on the west side (with electricity and telephone line in each), and a large comfortable gathering room.

During the past year the center has been used by the Tribal agencies and Tribal programs including the Menominee Legislature for community meetings, the Menominee Tribal Police, Menominee Tribal Court, Menominee Tribal Clinic, Menominee Tribal School, Menominee Tribal Enterprises, Menominee Tribal Housing, Forestry, Headstart, and CBRF for holiday lunch, and Menominee Language tables. Community events such as Easter Egg Hunts, sales connected with Sturgeon Feast, Breakfast with Santa, Neighborhood Watch meetings, Boys 'n Girls Club Pow-Wow and census testings have also taken place in the center.

Community members rented the facility for birthday parties, baby showers, graduations, weddings, wedding dinners, anniversary dinners, family reunions, wakes, funeral dinners, ghost suppers and small business meetings. The kitchen has occasionally been used to prepare foods for events happening elsewhere.

St. Anthony Church used the center for its religion programs, social gatherings, Porky-Pancake Breakfasts, Lenten Fish Fries, food sales, youth parties, committee meetings, and outreach programs.

St. Anthony Church will continue to serve the community by promoting and providing its center for programs and activities in the FY2011.

**\* NOTE: The Neopit Community Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

## **O**peration of Tribal Government

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Laurie Boivin, Tribal Chairwoman

The Chairman's Office is the face of Tribal Government, and is also the liaison to a wide spectrum of governments and organizations community and state wide. This office is the primary focal point of contact for services and inquiries from our Tribal members whether it is requesting copies of motions, resolutions, and tribal ordinances that govern the Menominee Tribe as a Sovereign Nation or to just stop in and voice concerns or just to ask questions.

It is our job to work with the Tribal Legislature, Legislative Committees, Commissions, and Task Forces, in assisting with the formulation of every meeting that is under the auspices of the Tribe. This is how the work for the Tribal Legislature is completed before it reaches the Legislative arena for concurrence or final approval.

Some highlights of this year include the following: On February 26<sup>th</sup> we coordinated a much anticipated visit by Governor Doyle who celebrated the one year anniversary of the ARRA (stimulus funds) by presenting us with a check for \$4.3 million, which was the amount of State funds via ARRA funding that we received for the new Transit building.

In March, the Menominee Tribal Legislature (MTL) approved two new Ordinances that were recommended by the Governmental Affairs Committee: Ordinance number 09-21 titled "Menominee Occupational Safety and Health," which creates an Advisory Board that shall recommend to the MTL the adoption of safety and health standards for covered employers; and Ordinance number 09-31 titled "Menominee Indian Economic Development Authority," which is authorized to conduct any non-gaming commercial activity via new economic development. A Board of Directors will be granted the duties under this new ordinance.

On March 6<sup>th</sup> the MTL held a Goals and Objectives meeting at the CMN Culture building with the participation of all Legislators. At the end of the session, a motion was made to adopt five goals for the 2010 Legislative year. This was the first time MTL formally established goals for the year. The Legislative goals are: 1) completing the Forest Management Plan (FMP); 2) establishing a Lobbying Plan; 3) pursuing Kenosha; 4) completing the Store Project; and 5) amending Ordinance 99-01 (Conservation Commission Code). MTL members have been assigned to be the lead person for each goal and will be responsible for giving regular progress reports to the full MTL at each meeting. In addition, at the October 7<sup>th</sup> meeting a sixth goal was added to revise the current Sturgeon Management Plan. In all, the Legislature will continue to report on all six goals until the next Administration is seated, and it will then be up to the next Administration if they believe these goals should be continued or revised.

In July the MTL approved and implemented a Lobbying Plan, which also included the creation of an Intergovernmental Affairs Specialist, to better assist our Legislator's as they lobby at both the State and Federal levels.

In August the MTL approved summary language and a proposed Ordinance regarding Non-Member Hunting, Fishing, Trapping and Gathering Privileges to be voted on by the Tribal Membership during the January 2011 General Election. After much discussion and debate over this issue for the past several months, the MTL felt that it was necessary to let the Tribal membership decide if descendants and spouses should be granted these privileges. Currently, there are privileges that were extended to non-members (descendants/spouses/clergy) from a Membership vote that occurred in 1982 based on a series of questions. However, there has been continued debate over the certification of that vote. Therefore, the MTL felt it was in the best interest of the Tribe to authorize a new vote on the matter.

Lastly, the Bureau of Indian Affairs Assistant Secretary, Mr. Larry Echo Hawk met with Wisconsin Tribes on August 24<sup>th</sup> and 25<sup>th</sup> as part of his ongoing visits throughout the United States with Tribal Nations. The Menominee Tribe hosted the Tribal Consultation meeting for six of our area Tribes at the Menominee Casino on August 25<sup>th</sup>. Before the general meeting, members of the Menominee Tribal Legislature (MTL) had the opportunity to meet with Mr.



Echo Hawk and express our continued concerns regarding the unfair treatment of our Kenosha application. We also took him on a tour of the Menominee Reservation showing the positive things we have done with our limited resources, but more importantly, the many unmet needs that still exist and again reiterated why the Kenosha Project is extremely important to our Tribe.

The Chairman's staff consists of Debra Bowman, Executive Secretary; Recording Clerks, Linda Peters and Colleen Waukechon; Natasha Miller, Receptionist/Recording Clerk; and Mary Helsing, Secretary. Each staff member plays a vital role in the daily functions of the Chairman's Office, and to the overall Tribal operations. While Chairpersons may change year after year, the staff is what keeps the yearly legislative transition seamless.

## **P**roperty Management and Acquisition

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Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department is staffed by Brett Hoffman – Director of PMA, Melissa Pitzl – Procurement/Inventory Officer and Stephen Robinson – Procurement/Inventory Officer.

The 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, travel assistance, competitive bid evaluation coordination, purchasing assistance, maintains six area photocopy machines, internal billing system for supplies, photocopies, postage and telephone, and obtains 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 performed on the following projects in Fiscal Year 2010: Housing Mold Assessments, Tower Inspection Services, Neopit Aeration Equipment, Neopit Lift Stations, Neopit Elevated Tanks, Housing Roof Replacements, Go Around Road Construction, Housing Mold Remediation, Sidewalks 3 & 4, Tribal Office Boiler Replacement, Solid Waste and Recycling Services, ARRA Roads Maintenance, Food & Provision Services, Neopit Wastewater Improvements, Zoar Community Center Renovation, LP Gas Services, Museum Road & Parking Lot Construction, Community Development Design/Build, Upper Bass Lake Road, EMS Garage Renovation and Cigarette / Tobacco Services.

The PMA Department obtained a vast amount of equipment under the Federal Excess Property Program with an original value of \$978,056. Included were 18 trucks, 5 trailers, 1 semi tractor, 1 front end loader, 1 forklift, and other beneficial equipment. We also obtained donated equipment from two other Wisconsin entities including a vehicle, TVs, file cabinets, tables, chairs, and supply items with an estimated original value of \$15,700.

The PMA Department generated \$10,001.25 in the sale of old equipment during this fiscal year and coordinated purchasing rebate incentives of \$10,430.30.

In Fiscal Year 2010, the PMA Department initiated the assembly of purchase contracts, and coordinated an HP recycling program, which provided four (4) Departments with free HP products at an estimated value of \$2,800.

The Fiscal Year 2010 Indirect Cost budget for the department was established at \$194,040. Although the final FY10 figures are not available at the time of this report, the preliminary estimates show expenditures at \$178,884.

Looking ahead to Fiscal Year 2011, the PMA Department anticipates the implementation of the automated contract routing and filing process. This will improve the processing time for routing contracts to the necessary departments for approvals, and create a centralized database to retrieve the documents as needed.

# **P**robation/Parole

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William Beauprey, Director

## **Description:**

The department operates pursuant to Tribal Ordinance 94-01 "Probation/Parole regulations" and Tribal Ordinance 95-04 "Tribal Government Plan" where our duties and guidelines are outlined. The department has three individual probation/parole officers who handle their own unique clientele specializing in their own area of law and age category. The Program Director, Domestic Violence Probation Officer, and Wellness Court/Youthful Offender Probation Officer are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Wellness Court, Ordinance Court, Community Coordinated Response Team for the Menominee and Stockbridge Reservations, Sexual Offender Registration Notification Ordinance Program, Probation Domestic Violence Review, AODA Cadre/Spirituality /Religion Subcommittee and the Post Traumatic Stress Disorder Committee. We have one Administrative Assistant whose main objective is to maintain our departmental budget, client files and office functions.

## **Services:**

We supervise all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We average around 400 clients per month. We meet with our entire caseload twice a month and those who need stricter supervision once every week to monitor their progress for each of the probation conditions. We direct our clients to local and neighboring community resources such as Maehnowesekiyah, Menominee County Health and Human Services Department, Menominee Tribal Clinic Mental Health Department, Menominee Indian School District, Menominee Tribal Education Department, Stockbridge Munsee Health & Wellness Center, Community Resource Center, Native American Veteran Outreach, Veterans of Menominee Nation and College of Menominee Nation Vocational Rehabilitation for Native Americans for the following counseling/work/education services: Domestic Violence Counseling, AODA education, Day Treatment, Residential Treatment, Anger Management, Sexual Abuse counseling, Parenting classes, Post-Traumatic Stress Disorder, GED/HSED courses, and work search/job training. Wellness Court and Ordinance Court are channeled through the same facilities. Stockbridge Health Center, Oneida AODA, Libertas of Shawano, and Synergy Counseling provide the same services to clients who live off the reservation.

## **Achievements and Challenges:**

### **Wellness Court**

Dr. Dakai had informed the Wellness Court Team, that Maehnowesekiyah did receive the Adult Drug Court Enhancement Grant which is a 2 year grant effective October 1, 2009. This grant will cover with the cost of the transition ceremonies, client incentives, urinalysis, and cost of treatment and training expenses. The team will have to keep track of In-Kind.

The Tribal Police has the Rural Law Enforcement Grant which also has funding available to send the Wellness Court members to additional training. I was given the information brochure for the 2010 Comprehensive Drug Court Practitioner Training Series. The training scheduled for Community Supervision Training is in December 6-10, 2010 in Las Vegas, Nevada.

### **Interdepartmental:**

Community services workers helped at various events throughout the year. They include: Sturgeon Feast, Lumberjack Breakfast, Haunted HayRide, Haunted House, Rez Ride, Sobriety Pow-wow, Veteran's Pow-wow, Annual Menominee Nation Pow-wow, Historic Preservation-moving into new museum and outside maintenance work, Soap Box Derby, Winter Roundhouse, Teaching Lodge, the gardening project through Food Distribution, community cleanup of area springs, and cleaning and maintenance of Housing playground areas in which they raked, mowed and painted.

### **Apprehension and Detention problems:**

Periodically over the past few years there has been an issue of overcrowding at our Tribal Jail, due to this problem we have had to relax our criteria for parole and be innovative with our ATR's by adding additional Community Service hours, AODA Treatment Agreements, Intense/Maximum Supervision and Stayed Revocation order for immediate and long term solutions. Our department contributed greatly to the issue of jail overcrowding by allowing clients who were involved in incidents involving alcohol only violations to be booked and released. We did not include domestic violence clients as 99% of our clients committed their DV related crimes while intoxicated. We had numerous clients who were booked and released for alcohol violations and then a warrant needed to be issued for their arrest.

We were made aware that we will not be receiving the Recovery Act Edward Byrne Memorial Justice Assistance Grant, this grant would have given us an additional Probation Officer and a Community Service Officer. On February 17<sup>th</sup> the Director signed for the Memorandum of Understanding for the Domestic Violence Grant.

**Interoffice:**

We have decided to completely redo our probation and parole list. We are currently separating each client's sentencing orders, they are all joined together and this makes this confusing and inaccurate. Now we can count each order as a separate case. Our numbers for client's may looked like we had a major increase in clients; this is not true we have only separated orders for better tracking and accurate case counting.

We reorganized our files as we received three used filing cabinets. We also were given a filing room in the basement of the LEC building. This freed up a lot of space in our office. We intend to buy a table and chairs set in which we intend to have more staff meetings and facilitate the equipment when we have large number of clients who need to sign up.

We were able to purchase new phones that will be more cost efficient. We saved monies by not sending out probation and parole list to area departments, this saved paper costs, photocopier ink and postage. We now email the list to all departments. We also have updated our Apprehension and Detention requests with a photo uploaded from our files; we no longer print client photos on photo paper or need photo ink cartridges.

We refined our ATR and Probation Extension documents making them all uniform to our other letters and probation documents. Our clients' chronological logs were also updated with a few key informational items and a tolled time tally sheet, making it easier to reference information without going to paper file.

**Justware:**

We have had our computers upgraded with sufficient memory, yet due to being shorthanded with staff the data entry into the JustWare program has been slow. We are keeping client photos updated. We are looking at shortcuts by having the courts entering the sentencing order and criminal complaint to be carried over within the program. This will reduce having to reenter information and cut down on man hours. Due to these setbacks we have taken each client's chronological logs and entered them into Microsoft Word documents and will transfer them into the JustWare program once the clients are in the system. We are currently working with Kirk Menore of IT Department they are looking for forms for Probation that were to be used as the templates, this has been an ongoing issue.

We attained another printer/scanner; we were given points from the Prosecutor's office to redeem for HP products and had enough to purchase this item. This will be placed in the Youth Offender Probation Officer's office as she scans her clients into Justware herself.

**Trainings:**

Rebecca Waupoose attended the 16<sup>th</sup> Annual Drug Court Conference in Boston, MA June 1-5<sup>th</sup> along with Prosecutor Toni Caldwell. The training was paid through the Adult Enhancement Grant out of Maehnowesekiyah. She also received a scholarship to attend the Annual Multi-Jurisdictional Conference in Green Bay Nov. 4-6<sup>th</sup> at the Radisson Inn in Green Bay.

**Future Services:**

For 2010-2011, we intend to maintain status quo and provide direction to community resources for rehabilitation and community safety to our clientele, victims, and general population; however, this all has been limited, as we do not have appropriate jail bed space. We will also continue to actively participate with the various committees, teams and programs each officer is a member of.

ThroUgh a BIA grant opportunity, we were asked to send departmental needs to Tribal Administration. We submitted a request for 4 new computers, a PBT tester, 4 home monitoring bracelets, and a vehicle for departmental use.

**Court Statistics:**

| <b>Action Taken by Court</b> | <b>Year End Totals</b> | <b>Action Taken by Court</b> | <b>Year End Totals</b> |
|------------------------------|------------------------|------------------------------|------------------------|
| Docketed                     | 277                    | Reviews                      | 284                    |
| Bench Warrants               | 90                     | Pre-trials                   | 171                    |
| PSI's Ordered                | 0                      | Enter DPA                    | 4                      |
| Recidivism                   | 45                     | Change of Plea/plea hearing  | 20                     |
| New Clients                  | 28                     | Order to Show Cause          | 2                      |
| Drug Court Failures          | 8                      | Unscheduled                  | 41                     |
| Drug Court Referrals         | 10                     | Status Hearing               | 50                     |
| Defer.Prosec.Agreements      | 46                     | Motion Hearing               | 2                      |
| Continued for Service        | 58                     | Trial by Stipulation         | 1                      |
| Initial Appearance           | 774                    | Warrants                     | 3                      |
| Sentencing                   | 49                     |                              |                        |

**Statistics**

|                        |     |                    |    |
|------------------------|-----|--------------------|----|
| Number of Probationers | 620 | Number of Parolees | 3  |
| Probation Releases     | 93  | Parole Releases    | 0  |
| Released Incomplete    | 30  | Released Complete  | 35 |
| PSI's Ordered          | 1   | PSI's Delivered    | 0  |

**Statistics Wellness Court**

|                            |    |                             |   |
|----------------------------|----|-----------------------------|---|
| Referrals (18 interviewed) | 13 | Tabled to come back in Nov. | 1 |
| Accepted into Program      | 12 | Terminated                  | 6 |
| Not Accepted into Program  | 0  | Graduates                   | 2 |

\*Note – One of the referrals was a No-Show.

| <b>Activity</b>                          | <b>Kuzco#1</b> | <b>Rebecca#2</b> | <b>Terri#3</b> | <b>Monthly Total</b> |
|--|----------------|------------------|----------------|----------------------|
| All Clients                              | 290            | 60               | 273            | <b>623</b>           |
| Active Clients                           | 194            | 42               | 182            | <b>418</b>           |
| Absconders                               | 96             | 18               | 91             | <b>205</b>           |
| Apprehension & Detention Requests        | 54             | 21               | 49             | <b>124</b>           |
| Released Probation Clients               | 41             | 12               | 30             | <b>93</b>            |
| Revocations                              | 14             | 12               | 23             | <b>49</b>            |
| Office Visits-RID's & Other              | 954            | 271              | 813            | <b>2038</b>          |
| Mail-Ins                                 | 2              | 3                | 2              | <b>7</b>             |
| Excused                                  | 31             | 2                | 26             | <b>59</b>            |
| Recidivism Clients                       | 60             | 5                | 53             | <b>118</b>           |
| Multiple Ordered Clients                 | 9              | 0                | 13             | <b>22</b>            |
| New Clients                              | 17             | 11               | 12             | <b>40</b>            |
| Statement of Facts                       | 14             | 6                | 35             | <b>55</b>            |
| Alternative to Revocation                | 28             | 18               | 56             | <b>102</b>           |
| Probation Extensions                     | 4              | 0                | 3              | <b>7</b>             |
| Arrested Clients                         | 114            | 26               | 99             | <b>239</b>           |
| Incident Reports –started stats in March | 94             | 23               | 93             | <b>210</b>           |
| Meetings                                 | 28             | 14               | 19             | <b>61</b>            |
| Trainings                                | 0              | 1                | 0              | <b>1</b>             |
| Jail Visits                              | 38             | 12               | 30             | <b>80</b>            |
| Court Appearances                        | 1380           | 1147             | 24             | <b>2551</b>          |

It should be mentioned we work closely with Federal and State authorities sharing information on criminal history, past pre-sentence investigations and current cases whenever the need exists. There is a free exchange when we deal with mutual clients in both systems. The majority of our investigative work with recommendations remains within the tribal system. Again, we have daily interaction with all the departments housed in the Law Enforcement Center almost weekly contact with the community resource facilities and maintain our bi-monthly contacts with our entire clientele. When and if the need arises we will maintain maximum supervision.

# **P**rosecutor's Office

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Toni Caldwell, Prosecutor

## **Purpose**

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of the Menominee Tribal law and customs and working cooperatively with other criminal justice agencies, in order to protect the Menominee Indian Tribe and its members and the community.

## **Duties and Responsibilities**

The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law, pursuant to Menominee Tribal Ordinance 79-14, the Interim Law and Order Code. Prosecutorial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims, include:

- Processing an estimated 3300 cases on adult and juvenile criminal and civil matters through the tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Maintaining both civil and criminal files to final disposition;
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeal process;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and 24-hour consultation.

## **Staffing**

Current staff is: Toni Caldwell, Tribal Prosecutor, Colleen Fenn, Assistant Tribal Prosecutor, Danica Zawieja, Domestic Violence/Sexual Assault Prosecutor, Carol Nunway-Tyler, Legal Secretary, Domestic Violence/Sexual Assault Advocate, and Carmella Waupoose, Data Entry Clerk. Two positions, the Domestic Violence/Sexual Assault Advocate and Legal Secretary are currently in the process of being filled.

## **Accomplishments**

We continue to focus on ways to improve the effectiveness and efficiency of the prosecutorial services to the tribe. This past year we accomplished this by:

- Working cooperatively with the Tribal Courts and Probation and Parole in the implementation of the case management/calendaring software called Justware.
- Moving forward in implementing Justware by continuing to analyze and input data into Justware.
- Updating our legal library, which includes providing each prosecutor with an ordinance manual.
- Providing on-going legal training of all attorneys.
- Barely maintaining our current caseload in light of several staff turnovers.
- Increasing consistent communication with Tribal/County entities regarding charging.
- Working with other agencies for special needs victims and defendants.
- Making progress towards developing a comprehensive charging manual.

## **Challenges**

Each of our staff continues to have a strenuous workload. Because special projects must be done with current staff, goals compete with regular work for prioritization and it is often difficult and frustratingly slow to make meaningful progress towards goals. To add to our workloads we have had several staff turnovers and this continues to hinder our efficiency.

We continue to find challenges in not having a comprehensive criminal code and will strive to address these areas of concern through the Enforcement and Protection Committee.

## **Statistical Data**

The following statistical data is an approximation of our totals for FY 2010. We prosecuted approximately 3,300 matters in the Menominee Tribal Court during this reporting period; this number includes criminal complaints, juvenile delinquency petitions, traffic matters, civil ordinance violations, extradition matters, child protection matters, conservation violations, mental health/alcohol commitments and related matters. The Prosecutor's Office made approximately 6,000 appearances in Tribal Court. The top crimes prosecuted by this office were; Battery,

Disorderly Conduct, Controlled Substances and Resisting or Obstructing Officers. Of those prosecuted, approximately 95% were tribal members.

### Future Goals

The Office of the Tribal Prosecutor will:

- Focus on maintaining the current workload by streamlining current processes and then in turn implementing written standardized internal policies and procedures to lessen the effects of unanticipated staff changes/declines in the future.
- Implement Justware in coordination with the Menominee Tribal Court and Probation and Parole in order to provide comprehensive accurate statistics to analyze crime prevention programs. This implementation would also include a file conversion plan for the Office of the Tribal Prosecutor.
- Provide training to law enforcement officers as requested or deemed appropriate.

## Parks and Recreation

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Duane Waukau, Director

The mission statement of the Menominee Tribal Recreation Department is to 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
- Matilda Peters Youth Center/ & Ravenna Fowler on Call
- No Seasonal Park Maintenance Worker

Total youth served for Fiscal Year 2010 was 7024

Total adults served for Fiscal Year 2010 was 1805

### Budget Allocation for F. Y. 2009/10:

|                                    |                    |
|------------------------------------|--------------------|
| Youth Center                       | \$168,383.00       |
| <u>Park Maintenance</u>            | <u>\$59,848.00</u> |
| Total Youth/Maintenance FY Budgets | \$228,231.00       |

The Youth Center is open from 6 a.m.-9 p.m. Monday thru Friday.

### Youth Center Activities include:

Air Hockey, Pool Table, Foosball, Darts, Pow-Wows, Dances, Movie nights, Car wash & Bake Sales. New Wii System and games Bumper Pool, Pool Table, Dart Machine, Ping Pong Table Gardening classes Diabetes classes Netaenawemakanok Monthly meetings Fitness training and aerobic classes

### Program Activities include:

Community Halloween Party, Terror on the Fox Haunted Trail Ride @ Grignon Horse Ranch benefiting Toys for Tots & St. Anthony's Food pantry, Nightly 7-9 pm Open Gym at the Menominee High School, Collaborative Christmas Breakfast with Santa in Keshena/Neopit/South Branch Centers, Valentines Dance, 3 on 3 Basketball tournament Easter Egg Hunt, Family Fun Day, T.C.J. Baseball Programs for ages 14-16 years old, Menominee American Legion Baseball Program for ages 16-18 years old, Youth Summer Olympics, WIAA Inter-tribal Basketball, Volleyball Leagues for Junior and Senior high school youth. The department provided ground preparations and transportation for Neopit & Keshena Little League Programs, Wisconsin Dells Noah's Ark, Milwaukee Brewers Game, Timber Rattlers game and Milwaukee Bucks game.

### Significant Accomplishments:

The Menominee Menikemekat Wikamek Youth Center was officially dedicated December 2009. New Activity and Fitness rooms were highlighted as a long time coming for needed expansion for Youth programming. This was a grant from the Department of Health & Human Services- Health Resources & Service Administration for 379,355.00. Jennifer Gauthier was very instrumental in writing for this successful grant. We are very grateful for her time and effort. We have three new program offices, New Arts and Crafts/Computer room, expanded Activity Room, and additions to the Fitness Rooms/Aerobic Area, Shower room and lighting upgrades. New programs that will have offices at the Menikemekat Wikamek Youth Center are the Menominee Tribal Clinic Healthy Heart

Project/Wellness, Nutrition programs and Johnson O'Malley. New Fitness equipment was provided from the Menominee Tribal Clinic Healthy Heart Wellness Nutrition/Diabetes and MITW Occupational Wellness programs.

On May 14, 2010 Solomon Trimble from the movie Twilight was here to sign autographs and participate with the youth for there Twilight dance theme. Several Youth programs collaborated to bring him here and for him to attend the Menominee Indian School District Middle and High Schools for Alcohol Drug free message for the youth.

CRC provided three job placements for Building Maintenance worker, Youth Center Aide and WIAA coach/Youth supervisor. We are very thankful to them for helping with our staff shortages to fill the needs of the Recreation/Maintenance departments.

The Menominee Park and Maintenance Department contracted an installation of New Swing set and Picnic tables for the Neopit Veterans Park Area. A new portable Outfield fence was purchased for the Neopit Little League program.

Wisconsin Inter-Tribal Leagues Menominee High School Boys Basketball was league and playoff champions Co-ed High School Volley ball placed second. Junior high Co-ed Volleyball finished 1<sup>st</sup> and 3<sup>rd</sup> in 2010

The Menominee Park Department provides upkeep and maintenance for twelve (12) fields and playground areas. Experienced problems to up keep parks due to tribal budget cuts with one CRC job placement for 8 week summer staff position.

| #  | Department/<br>Program/<br>Activity | Est.<br>Activity Cost | Grant/KT<br>Funded | Tribal<br>Funded | In Kind | Target Group          | Dates                                    | Location                      | Funding<br>Source | Partners                                   |
|----|-------------------------------------|-----------------------|--------------------|------------------|---------|-----------------------|--|-------------------------------|-------------------|--|
| 1  | Youth Center:<br>Activity Room      | \$ 12,671.00          | No                 | Yes              | No      | Grades K-6            | M-F3:00-9:00;<br>S&S 12:00-6:00          | Recreation<br>Center          | Tribal            | None                                       |
| 2  | Open Gym                            | \$ 300.00             | No                 | Yes              | Yes     | Grades 7-12           | M,W,Th.6:00-<br>9:00; Sun. 5:00-<br>7:00 | High School/<br>Tribal School | Tribal            | MISD                                       |
| 3  | Monthly Dances                      | \$ 500.00             | No                 | Yes              | No      | Grades K-6            | Holidays/Friday<br>s<br>6:00-11:00       | Recreation                    | Tribal            | None                                       |
| 4  | Monthly<br>Dances-<br>Holidays      | \$ 750.00             | No                 | Yes              | No      | Grades 7-12           | Holidays/Friday<br>s<br>6:00-11:00       | Recreation                    | Tribal            | None                                       |
| 5  | Halloween                           | \$ 500                | No                 | Yes              | No      | Ages 12-18            | October                                  | Recreation                    | Tribal            | None                                       |
| 6  | Family Fun Day                      | \$ 100                | No                 | Yes              | Yes     | Ages 2-18             | May                                      | KPS                           | Tribal            | All youth<br>Organization<br>s             |
| 7  | 3 on 3<br>Tournament                | \$ 300                | No                 | Yes              | Yes     | Ages 4 to 12          | March                                    | Communities                   | Tribal            | All youth<br>Organization<br>s             |
| 8  | Youth Olympics                      | \$ 500                | No                 | Yes              | Yes     | All Youth             | August                                   | Communities                   | Tribal            | JTPA & JOM                                 |
| 9  | Santa Visit                         | \$ 500                | No                 | Yes              | Yes     | Community             | December                                 | Communities                   | Tribal            | JOM &<br>Housing<br>Youth<br>Development   |
| 10 | Easter Egg Hunt                     | \$ 500                | No                 | Yes              | No      | All Youth             | April                                    | Fairgrounds                   | Tribal            | JOM Youth<br>Development                   |
| 11 | TCJ Baseball                        | \$ 1500               | No                 | Yes              | No      | Ages 14 to 16         | June-August                              | Communities                   | Tribal            | None                                       |
| 12 | Legion                              | \$ 2500               | No                 | Yes              | No      | Ages 16-18            | June-July                                | Recreation                    | Tribal            | None                                       |
| 13 | Little League                       | \$ 1800               | No                 | Yes              | No      | Ages 9 to 12          | May, June &<br>July                      | Varies                        | Tribal            | Neopit &<br>Keshena                        |
| 14 | Terror on the<br>Fox                | \$ 350                | No                 | Yes              | Yes     | Open                  | July                                     | Appleton                      | Tribal            | None                                       |
| 16 | WIAA                                | \$ 1250               | No                 | Yes              | No      | Ages 12 to 18         | September-Nov.                           | Middle/High                   | Tribal            | Middle and<br>High School<br>youth         |
| 17 | Haunted Trail<br>Ride               | \$ 500.00             |                    | Yes              |         | All family<br>members | October                                  | Middle Village                | Tribal            | Menominee<br>Chamber of<br>Commerce<br>JOM |

# Social Services

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Mary Husby, Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Staff of Menominee Tribal Social Services consists of the Director, Child Welfare Assistant, and three Social Workers. They are funded with BIA funds and Tribal funds. A fourth social worker for Kinship Care is funded by the Wisconsin Department of Children and Families and with Tribal funds. With Child Support, we share a full time attorney. Essentially, except for the Attorney, this has been our core staff since 1997.

In our Child Support unit, we have a Child Support Manager, seven Child Support Specialists, a Child Support Clerk, an Account Clerk, a receptionist, a Child Support Trainer and the Attorney who does child support work and Indian Child Welfare Act legal work. Child Support is funded from the Federal Child Support Enforcement Office in Washington, DC. Tribal funds are used to meet the 20% cash match requirements. The federal allocation is at 80% of the budget.

Some grants and contracts administered by Menominee Tribal Social Services include the BIA Administrative funds and BIA Child Welfare Assistance funds which are part of our 638 Contract with the BIA. Funds from the Wisconsin Department of Children and Families are also administered by the department for the Kinship Care Program. We also receive Child Welfare IV-B, Sub-part I 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.

**Narrative and Statistical Section:** In our 638 Contract with the BIA for Social Services, Indian Child Welfare Act funds are included as part of the Tribal Priority Allocation to the Tribe. \$53,752.00 was identified for use in our Indian Child Welfare Act program (ICWA).

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. However, other social workers also provided services to ICWA cases. The Social Services Attorney, funded with Tribal Funds, provided legal services to this department in Indian Child Welfare Act cases.

## **Program Accomplishments:**

**A. Social Services:** During fiscal year 2010 Tribal Social Services provided services to 170 new cases which is twenty-nine more cases than in FY-09. This total did not reflect the 58 cases which were carried over from FY-09 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 230 cases in FY-10, which was four less cases than the previous year.

The new case referrals for the year reflected one service only case, five child welfare assistance cases and 164 new Indian Child Welfare Act cases. There were thirty-one unduplicated cases for legal services which were provided by the attorney from our department. These services were provided to Indian Child Welfare Act cases and involved court appearances. We assisted four individuals in obtaining the necessary documents for enrollment. These cases involved individuals who had been adopted in the past and required assistance in securing information from closed adoption records. Two cases were enrolled in this Tribe. Two other cases were eligible for the Ancillary Roll. Case closures for the year totaled 139. We will carry 91 cases into the New Year.

Part of the work plan for FY-10 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 Social Services Attorney. Agreements in place include: An Adoption Agreement with the State of Wisconsin, Department of Children and Families, 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 contributed \$150,000 in FY-10 to Menominee County for the out-of-home placements. Another agreement, which was negotiated, concerned a Service Agreement with the Wisconsin



Department of Children and Families which allows us to access to the State's KIDS System for child support. The Agreement was negotiated for a cost of \$688 per year which was less than the previous year.. The final contract that was entered into by the Tribe and the Wisconsin Department of Children and Families Family Services concerned the Kinship Care program. This program provides financial benefits to eligible recipients caring for minor relatives. The Kinship Care program received funding for FY-10 for benefit payments in the amount of \$203,570 and \$18,976.28 for assessment costs. The Tribe supplements the program for any administrative costs in excess of \$18,976.28 for assessment costs. Due to a decrease in caseload, the Tribe returned (de-obligated) \$20,608 of the original benefits funding to the state in August, which could then be made available for other Tribes to use for Kinship Care payments. In FY-10 Kinship Care services were provided to 52 unduplicated families, which represented services to 90 unduplicated children. This was a reduction from FY-09 in which there were services to 63 unduplicated families and 105 unduplicated children. Over the last two years, the number of children and families served has been decreasing. This is partially due to the reduction in funding received for this program. It is uncertain as to the exact cause for this decline but it may be linked to the requirement for referrals to be made to child support for a determination of parental ability to support.

Another component in our work plan for the year was to provide family preservation and support services which would result in permanency outcomes for fifteen cases. During the year, there were seven adoptions and one guardianship case. We also facilitated the reunification of eight children with their parent(s) or relatives. Thus, permanency outcomes were achieved for sixteen children which slightly surpassed our objective.

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, operated this program funded with BIA Child Welfare Assistance Funds. Seven children were served in this program during the year representing 831 days of day care services which was a decrease from last year. Because of a reduction in BIA funding, we had to reduce the number of children served at any given time, from eight to five. In addition, per BIA requirements, children have to be enrolled in a federally recognized Indian Tribe or eligible for membership to be eligible for this program. They also have to reside on the Reservation. There are additional eligibility requirements for this program which are assessed at the time of referral to this program.

In FY-10 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 \$30,612 which was about \$4,500 less than the previous year. These funds were used to provide respite day care services to families affected by Domestic Abuse. Services were coordinated with Maehnowesekiyah's DV Shelter and the Tribe's Day Care Center. The project served nineteen children from 10/01/09 through 9/30/10 and will continue to be a resource for victims and their children in FY-10.

Another aspect to this program was to provide two training and educational awareness events to the community and agency staff regarding the dynamics of Domestic Violence, and its effects on children. A joint effort among Maehnowesekiyah, Tribal Day Care and Tribal Social Services resulted in thirty participants attending the first training event which was offered in October, 2009 at the Tribal Casino. The day long event included speakers from the Wellstone Institute and Marlin Mousseau, Lakota. A variety of topics were presented and a DVD, entitled "Listen to the Grandmothers," was shown. A second training event was offered in May. Staff from Maehnowesekiyah presented in a prepared question and answer forum with questions developed by the social worker from this department and Day Care Center teachers. The facilitator for the forum was our social worker. The scale developed for evaluation of the presentation had a range of 1-5 with 5 being the highest. The average score was 4.95.

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. Federal involvement by the FBI and US Attorney has been limited to those more serious cases which will be prosecuted in the Federal Courts.

This department also coordinates the monthly meetings of the federal Multi-Disciplinary Team (MDT). Efforts here are focused on investigation and prosecution of offenses against children. During FY-10, the MDT Protocols which define the roles and responsibilities for all involved agencies were approved and passed by the Tribal Legislature.

**Judgment Funds Program/Individual Indian Monies Program:**

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. Our department continues to manage this program and usually undergoes yearly audits performed by the Bureau of Indian Affairs. We developed Policies and Procedures for processing applications for minor and legal incompetents and continue to update this information as necessary.

Reviews are performed by this department every six months on all open files in compliance with BIA requirements. After an application is submitted by the parent and/or guardian and approved by Social Services, a distribution plan is devised and submitted to the BIA for their approval. Final release of funds is carried out through the Office of Trust Funds Management. During this past fiscal year, three applications were requested and two were approved. The average number of open cases during FY 2010 was 52 with 50 open cases carried over into FY2011.

**Per Capita Program:**

Social Services also has the responsibility for processing applications and rendering decisions regarding minors' and legal incompetents' per capita/stumpage payments placed in trust. During FY2010 there were 11 applications submitted regarding Legal Incompetent trust accounts and all of the applications were approved. One application was received and approved for a minors' trust account. In total, twelve applications for this program were approved. Information and assistance was also provided to guardians of legal incompetents who had questions.

**Social Services/Emergency Catastrophic:**

Menominee Tribal Social Services administers the Emergency/Catastrophic Program. This program is totally supported with Tribal Funds. Eligible recipients are enrolled Menominee Tribal members, spouses of enrolled tribal members or 1<sup>st</sup> generation Menominee Tribal descendants. Initially, \$9,033.42 was allocated for this program in FY-10. These funds were depleted by 09/20/10. An additional amount of \$3,675 was added to Emergency Catastrophic funds on 9/23/2010. Only \$325 of this additional amount was used by the end of FY-2010 because of the lateness into the fiscal year. 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 county/reservation assistance programs is required. Families determined to be eligible for assistance can be assisted once in the fiscal year. Due to limited funding, we prioritized services in FY-10 for medical related emergencies and those related to such catastrophes such as fires, etc. We had anticipated processing 150 applications for the year. A total of 82 applications for assistance were accepted. Ten applications were not approved. In FY-2011 because of funding limitations, we will have to again prioritize funding for medical related cases.

**Other Accomplishments:**

With the codification of the Indian Child Welfare Act into Wisconsin Statutes, which became law on 12/22/09 with the Governor's signature, efforts in CY-10 have focused on training. With tribal support, a three-year grant was submitted to the Federal Administration for Children and Families by the WI Department of Children and Families (DCF) to provide technical assistance and training to all entities involved in the Child Welfare System. This department participated in reviewing and refining the training curriculum which will be used. Pilot training of the curriculum will occur in FY-11 and further revisions may be required.

The other major project and one which will carryover into FY-11 is the State/Tribal Alternative Funding Workgroup which is now known as the Policy and Law Workgroup. This workgroup is made up of key DCF Administrative staff, along with DCF attorneys, Tribal attorneys and Tribal Social Service Directors. The Workgroup is examining issues involved in tribal child welfare practices as a result of WI being a P.L. 280 State. Most of the work in FY-10 involved researching Tribes' ability to license foster homes off reservation. More efforts will occur in this area in FY-11.

Last of all, this department has been involved in the work of the Menominee Tribal/Menominee County Human Services Planning Committee. The work, thus far, has focused on a plan to realign mental health and AODA services to reduce the cost of in-patient services. As part of the efforts, there is also an Appropriations Request to Congress to develop a Menominee Crisis Diversion Center. Further efforts on these initiatives will continue in FY-11.

**B. Indian Child Welfare:**

The Menominee Tribe designated \$53,752.00 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 65 Menominee children 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 113 of the 162 cases referred to the Tribe. In forty-nine cases, contact only occurred with the agencies involved as in most of those cases they were ineligible for services as they were descendants or not members of the Tribe. We met our objective for the year in this category. In one of the other objectives under our Indian Child Welfare Plan, we were to participate in 100 court proceedings during the year. In FY-10 we participated in 183 court hearings. This is the highest number of court interventions since the passage of ICWA in November, 1978. Although not funded by the BIA, we identified that Social Services' attorney would provide legal services to 40 unduplicated cases during the fiscal year. In reality, the attorney assisted the department in thirty-one cases.

In terms of trends, we had noted an increase in ICWA cases over the last several years. In FY-07 our case referrals numbered 124 and in FY-08 that number greatly increased to 165. Although the case numbers dropped in FY-09 to 141, the case numbers rose to 164 in FY-11. It is anticipated that these numbers will continue to increase especially with the codification of ICWA into WI Statutes and the state-wide training on requirements which will continue over the next three years.

### **Conclusion**

It has been a year filled with challenges. Cost containment was probably the most difficult area to manage as the need to continue providing services remained at a high level with case referrals maintaining at the highest rate since FY-08. Unbelievably, at the same time, we were faced with a reduction in work hours from June until the beginning of October.

In spite of this, great accomplishments were made on behalf of children and families. This is truly a testament to the loyalty, commitment and dedication of our social services staff. Our hope for the New Year is for better things for our families, children and Tribe.

## **S**outh Branch Community Center\*

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Patricia James, Community Member

The South Branch Community Center continues to be the Senior Meal Site for those who choose to come in and eat a nutritious meal. After their meal they can turn on the computers to browse the internet or play a game of solitaire. Fixing puzzles is a group activity which a few enjoy and there is also an area where they can gather together and sew. The elder sewing room is a relaxing place where they can create a number of different projects; with their expertise they can produce beautiful quilts, traditional outfits, or even lend a hand to help you mend or patch your favorite pair of jeans and if you need some assistance I'm sure that the elders are willing to give you a hand. Transportation is also available to provide any elder with a ride to get their shopping done, attend elder events, or to transport to other locations within or outside the reservation boundaries this is done by our tribal transportation department.

Highlights for the year include participation at a wide variety of community events such as Breakfast with Santa which (always a successful event), Winter Round House Session enjoyed by all, Language Tables participation successful, Aids Walk, Canning Classes, Easter Egg hunt, Community Center Spook House, Baby Showers, Weddings, Birthday Parties, a family reunion and a Tool Auction. Legislative and Forest Management meetings were also held within the year.

Monthly Community meetings are still being held periodically. Attendance is always encouraged.

The JOM Resource Center Monitor Clare Corn has been laid off.

The exercise room is also available to those who have memberships. If you would like to be a member contact a center for more information.

**\* NOTE: The South Branch Community Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

## **T**ax Commissioner's Office

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Wayne Wilber, Tax Commissioner

### **Description:**

The Tax Commissioner's department is responsible for the enforcement of the Tribal Ordinances, Permits, and Licenses as mandated through Legislative motion. The department collects payments of Tribal taxes exercised through Tribal Ordinances. Also, the department is responsible for monitoring the weekly ordering and distribution of cigarettes and tobacco products by all retail outlets on the Reservation and collection of the Tribal tax on these products. Additional responsibilities include applying for refunds from the State of Wisconsin on cigarettes/tobacco purchases and the Internal Revenue Service for gasoline usage by Tribal fleet vehicles. The collection of refunds and

applicable taxes are considered income-generating activities for the Tribe and ultimately contribute to providing services to Tribal members.

**Personnel:**

The personnel for the department consist of a full-time Tax Commissioner and a Full-time Administrative Assistant position which is shared with License and Permits Department. The department is funded 100% through Tribal Funds and the budget for fiscal year 2010 was set at \$96,866 by the Legislature.

**Services Provided:**

The Tax Commission provides services to our Tribal membership through assisting retail outlets on the Reservation with cigarette/tobacco purchases, contractors seeking permits and monitoring payments of applicable taxes on the Reservation. The main objective of the Tax Commission Department is to generate income for the Tribe through the collection of taxes and the filing of applicable refunds. The Tax Commission Department monitors and regulates the following Menominee Tribal Ordinances:

|                        |   |
|------------------------|---|
| Ordinance Number 79-04 | Cigarette and Tobacco Products            |
| Ordinance Number 80-13 | Rafting                                   |
| Ordinance Number 82-19 | Use Tax on Construction Materials         |
| Ordinance Number 82-22 | Construction Materials Purchased from MTE |
| Ordinance Number 83-03 | Fireworks                                 |
| Ordinance Number 94-15 | Hotel Room Tax                            |

There are no general limitations to our services, as they apply to any Tribal/Reservation action.

**Future Services:**

Continue to provide existing services and search for other avenues of taxation and cooperatively work with other applicable departments, committees and entities while continuing to represent the Tribe with its best interests in mind. Also, the department will continue to apply for any applicable refunds and operate under the premise of generating income for the Tribe, which ultimately assists with providing services to Tribal membership. In addition, our department will continue to enforce Tribal Ordinances as directed through Legislative motion and work under the direction of Tribal Administration.

**Statistics:**

Revenue Totals from Tax Commission Office- Fiscal Years 2001-2010:

| <u>Year</u> | <u>Total</u> |
|-------------|--------------|
| 2001        | \$324,155    |
| 2002        | \$347,829    |
| 2003        | \$451,135    |
| 2004        | \$373,672    |
| 2005        | \$367,265    |
| 2006        | \$363,098    |
| 2007        | \$306,754    |
| 2008        | \$661,159*   |
| 2009        | \$816,570*   |
| 2010        | \$1,103,770  |

# **T**own of Menominee Fire Department\*

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Patrick T. Roberts, Town of Menominee Fire Chief

The Town of Menominee Volunteer Fire Department provides emergency services to the Menominee County/Reservation, which covers 35 square miles with approximately 325 acres and over 4500 residents. The four Town Fire Departments provide first response to all structural fires, wild land fires, vehicle accidents, cold/swift water incidents, Assist in search and rescue, and any emergency calls that we can provide assistance within Menominee County/Reservation. We provide mutual aid to all surrounding communities when requested. We provide building inspections to all Town/County and Tribal buildings. We provide training for all firefighters required by the Wisconsin Fire Administration Code, Department of Commerce, Fire Department Safety and Health and Comm. 30. The Town of Menominee has allocated 60,000 dollars for the purchase of a used pumper that will carry more firefighters to the scene and it will provide the departments with better technology to fight fires. The

Town of Menominee currently has thirty-seven fire fighters who have responded to 238 calls throughout the Menominee Reservation. All Fire Fighters are required and will continue to update their training and knowledge of fire fighting operations.

The following is a list of training that the fire fighters have participated in for 2009/2010:Entry-level firefighter, wildland fire fighting, air pack usage, pumper operations, fire officer 101, incident command, drafting operations, vehicle extrication, CPR, rope rescue, confined space rescue, critical incident stress. All firefighters participated in numerous classes for a total of 844 training hours. Thank you.

**\* NOTE: The Town of Menominee Fire Department is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

## **T**ransit Services Shawn Klemens, Director

Menominee Department of Transit Services (DOTS) manages and provides direct transportation services for Menominee Regional Public Transit, Menominee Tribal Clinic, Menominee Aging Division, Menominee Tribal School, Menominee Indian Head Start, and Menominee County Human Services. In addition DOTS continues to assist Tribal departments not only with transportation needs/services but also with maintenance of their vehicles, and occasionally provide secure parking for Tribal vehicles as space permits.

### **Department of Transit Services Mission Statement:**

The Department of Transit Services strives to encourage the improvement, efficiency and use of the Department of Transit Services within the Reservation and County in order to enhance access of employment, health care, recreation, education and public services for the Menominee People.

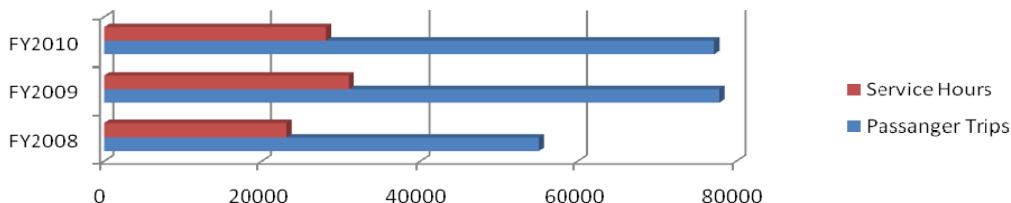
### **Staff:**

DOTS has a staff of 52 employees which consists of a Director of Transit Services, Transportation Coordinator, Mobility Manager, Programmer/Systems Analyst II, Programmer, Administrative Assistant, Receptionist/Clerical Assistant, 3 full time Dispatchers, 12 full time Drivers, 15 part time Drivers, 8 On-Call Drivers, 2 Travel Trainers, 2 Full Time Mechanics, 1 full time Mechanic assistant, 1 Part Time Housekeeper, 1 Part Time Facility Maintenance.

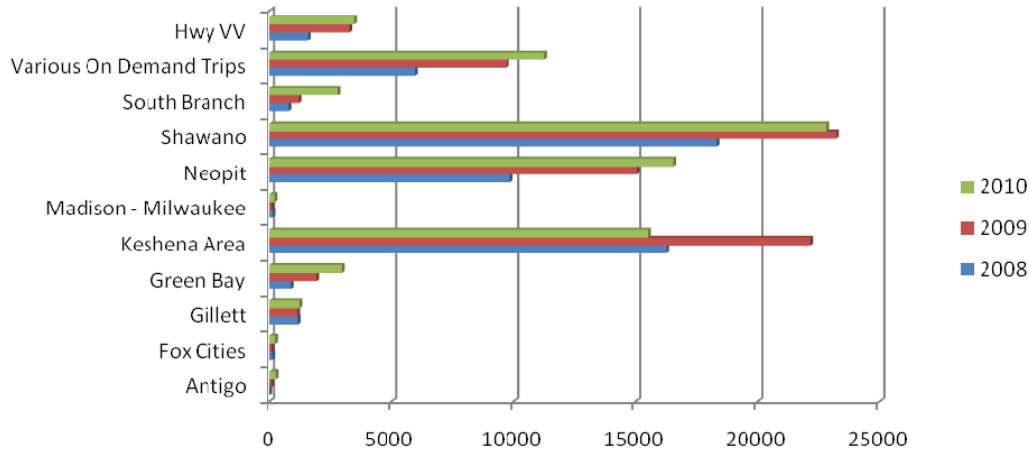
In Fiscal Year 2010 DOTS continued to coordinate transportation services for the Menominee Tribal Clinic, Menominee Aging and Menominee County Health and Human Services. DOTS finalized agreements with the Menominee Casino Bingo Hotel and Langlade County in FY2010. These agreements will extend our services into Langlade County and the City of Antigo as well as extend our hours of operation, effective January 03, 2011 hours of operation will be 5:00 am until 11:00 pm Monday to Thursday, 5:00 am until 2:00 am on Friday and 8:00 am to 2:00 am on Saturday.

Department of Transit Services one way trip data FY2006 through FY2010

| <b>Department of Transit Services:</b> | FY2006  | FY2007  | FY2008  | FY2009  | FY2010  |
|--|---------|---------|---------|---------|---------|
| Passenger trips                        | 50,818  | 53,570  | 69,257  | 77,899  | 77,249  |
| Mileage                                | 225,153 | 265,563 | 549,579 | 653,006 | 677,000 |
| Service Hours                          | 13,048  | 15,416  | 27,065  | 30,966  | 28,057  |



| <b>Elderly One Way Trips:</b> | FY2006 | FY2007 | FY2008 | FY2009 | FY2010 |
|-------------------------------|--------|--------|--------|--------|--------|
| Elderly Ambulatory            | 12,422 | 12,156 | 14,527 | 15,151 | 15,198 |
| Elderly Non-Ambulatory        | 252    | 608    | 1,094  | 1,178  | 1,589  |
| Handicapped Ambulatory        | 11     | 4      | 187    | 565    | 1,791  |
| Handicapped Non-Ambulatory    | 35     | 31     | 91     | 51     | 296    |



| <b>Menominee Tribal Clinic:</b> | FY2006 | FY2007 | FY2008   | FY2009  | FY2010  |
|---------------------------------|--------|--------|----------|---------|---------|
| Passenger trips                 | N/A    | 701    | 14,653   | 18,667  | 15,404  |
| Mileage                         | N/A    | N/A    | 301,530* | 377,856 | 354,411 |
| Service hours                   | N/A    | N/A    | 13,395*  | 16,623  | 13,263  |

| <b>Menominee Aging Division:</b> | FY2006 | FY2007 | FY2008  | FY2009 | FY2010 |
|----------------------------------|--------|--------|---------|--------|--------|
| Passenger trips                  | 5,767  | 5,274  | 4,646*  | 4,467  | 5,079  |
| Mileage                          | N/A    | N/A    | 63,226* | 82,659 | 76,607 |
| Service hours                    | N/A    | N/A    | 2,972*  | 3,726  | 3,942  |

| <b>Menominee County H&amp;HS:</b> | FY2006 | FY2007 | FY2008  | FY2009 | FY2010 |
|-----------------------------------|--------|--------|---------|--------|--------|
| Passenger trips                   | N/A    | 41     | 3,014   | 3,389  | 3,455  |
| Mileage                           | N/A    | N/A    | 71,242* | 81,160 | 74,945 |
| Service hours                     | N/A    | N/A    | 3,365*  | 3,683  | 2,961  |

| <b>College of Menominee Nation:</b> | FY2006 | FY2007 | FY2008 | FY2009 | FY2010  |
|-------------------------------------|--------|--------|--------|--------|---------|
| Passenger trips                     | N/A    | N/A    | N/A    | 1,288  | 4,775   |
| Mileage                             | N/A    | N/A    | N/A    | 64,659 | 164,745 |
| Service hours                       | N/A    | N/A    | N/A    | 2,334  | 6,238.5 |

\*01/01/2008 – 09/30/2008 – Mileage and Service hours tracking began on 01/01/08.

Other partners that transportation services are provided for include: the Menominee Tribal School, Menominee Indian Head Start, Menominee Indian School District, and Menominee Veterans.

**Equipment and Facility:**

Under our FY2009 ARRA Capital Grant we purchased six new buses and three new ADA minivans.

Construction is completed on the New Menominee Transportation Center which is located on the corner of Our Children’s Road and Go Around Road. Total construction cost came in at \$5,737,622.87, of that \$2,831,190.00 was ARRA stimulus funding, \$2,325,146.30 came from Wisconsin Department of Transportation Section 5311 Capital, and \$581,286.57 came from BIA Indian Reservation Roads (IRR) funds. No Tribal dollars were used for the construction of our new transit facility.

Our new facility has incorporated some green/renewable technologies which include, geothermal for heating and cooling of our offices, solar thermal for heating our garages, and photovoltaic/solar power which produces approximately 45% of our power consumption.

**Dispatching:**

We handle dispatching for Menominee Regional Public Transit, Tribal School, and Head Start, a total of 43 vehicles.

| <b>Calls Received by Dispatch</b> | FY2009 | FY2010 |
|-----------------------------------|--------|--------|
| Total calls offered               | 74,468 | 75,530 |
| Total calls answered              | 71,607 | 71,907 |
| Total calls abandoned             | 2,853  | 3,623  |
| Answer rate                       | 93.8%  | 95.3%  |

Dispatch hours of operation are currently from 5:00 AM until 7:30 PM, effective January 03, 2011 dispatch hours will be 5:00 am until 11:30 pm Monday to Thursday, 5:00 am until 2:30 am on Friday and 8:00 am to 2:30 am on Saturday.

**Vehicle Maintenance:**

We currently repair cars, light and medium sized trucks, transit buses, and school buses. We maintain our own fleet of 10 vans, 19 transit buses, and 15 school buses for the Department of Transit Services; we also service vehicles for various other tribal departments.

| <b>Work Orders</b>             | <b>FY2008</b> | <b>FY2009</b> | <b>FY2010</b> |
|--------------------------------|---------------|---------------|---------------|
| Department of Transit Services | 739           | 946           | 946           |
| Other Tribal Departments       | 87            | 127           | 139           |
| GSA Vehicles                   | 0             | 8             | 34            |
| Total Work Orders Completed    | 826           | 1,081         | 1,119         |

We are an authorized service center for GSA and are able to provide full service on any GSA vehicle. Vehicle maintenance hours are currently from 5:00 am until 6:30 pm, effective January 03, 2011 Maintenance hours will be 5:00 am until 11:00 pm Monday to Thursday, 5:00 am until 2:00 am on Friday and 8:00 am to 2:00 am on Saturday.

**FY2010 Funding:**

FY2010 DOTS had a total operating budget of \$1,677,901.91 of which DOTS has applied for and received three operating grants totaling \$949,637.00, the Tribal allocation of \$407,072.00 was used for cash match requirements on these grants. Transportation agreements with the Menominee Tribal Clinic, Menominee Aging Division, Menominee County Health and Human Services and the College of Menominee Nation totaled \$256,152.00 which was applied to the local match requirements for our grants. The balance comes from bus fares collected.

**Upcoming projects for FY 2011:**

Continue to work with legal and the Menominee Tribal Legislature on establishment of the Menominee Transit Commission which will allow us to access state funding, once we establish the Menominee Transit Commission we estimate that this will allow us to access an estimated \$150,000 to \$250,000 in State funding each year starting in FY2012.

Expand hours of operation effective January 03, 2011 hours of operation will be 5:00 am until 11:30 pm Monday to Thursday, 5:00 am until 2:30 am on Friday and 8:00 am to 2:30 am on Saturday.

By July 01, 2011 Implement fixed routes with fixed stops for our Shawano and Green Bay routes.

## **T**ribal School

Shannon Chapman, Principal/Administrator

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**The vision of Menominee Tribal School is to create a safe environment integrating Menominee values, while achieving academic excellence, in order to nurture individuals who positively impact their community.**

Menominee Tribal School (MTS) is accredited through the North Central Association (NCA). MTS serves students in kindergarten through 8<sup>th</sup> grade, with the total student enrollment for the 2010-2011 school year at 198. The Bureau of Indian Education (BIE) provides funding for Tribal School students who are either enrolled in a federally recognized tribe or have a combination of tribal blood quantum equal to ¼-blood degree of Indian descent.

MTS incorporates research-based materials and programs such as the Houghton Mifflin reading series and Saxon Math program. MTS follows the “BIE Reads” program which has a demonstrated success record in reading instruction for grades K-3. MTS provides instruction in Language Arts, Science, Social Studies, Menominee Language & Culture, Art, Physical Education, Technology, and Library Science as well. MTS provides after-school tutoring, hoop dancing, singing & drumming, student council, and various athletics as extra-curricular activities outside of the school day.

Menominee Tribal School has made Adequate Yearly Progress (AYP) since 2004-2005, meeting the achievement standards set forth by the No Child Left Behind (NCLB) federal mandate. Because Menominee Tribal School does

not have more than 50 students per grade level, the school uses what is called “Uniform Average.” The Uniform Average for the subject of Reading and Math for the last three years is as follows:

**Reading**

| Year      | % of Students: Proficient & Advanced |
|-----------|--------------------------------------|
| 2007-2008 | 59.03                                |
| 2008-2009 | 64.06                                |
| 2009-2010 | 65.38                                |

**Math**

| Year      | % of Students: Proficient & Advanced |
|-----------|--------------------------------------|
| 2007-2008 | 48.82                                |
| 2008-2009 | 47.66                                |
| 2009-2010 | 56.15                                |

The goals of Menominee Tribal School for the 2010-2011 school year are as follows:

1. To maintain daily attendance for students during the school year at 90% or above.
2. To continue to improve in the academic area of reading, writing, math, social studies, and science, per the Wisconsin Knowledge and Concepts exam (WKCE).
3. To continue to improve overall student behavior and promote MTS as an anti-bullying school.
4. To communicate what is happening at MTS to the families and community at-large.
5. To increase the number of parent involvement hours at the school.
6. To provide parent education for families to learn a variety of strategies to better prepare their children for the future.
7. To further integrate the Menominee language and culture into core areas of the curriculum.

Our mission is to: teach respect for diversity, promote opportunities for academic success, foster life-long learners, incorporate 21st century skills, integrate Menominee language & culture, and form school, family, and community partnerships.

# **T**rust Resources

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Chris Caldwell, Director

**Department Overview**

The Department of Trust Resources serves as a technical resource for the Menominee Tribal Legislature in making informed decisions on forest management and forest development issues. The other primary service performed by the Department is the administration of the Tribe’s Public Law 93-638 contracts for forest management and forest development, as well as the accompanying sub-contracts with the Tribe’s business entity, Menominee Tribal Enterprises.

The Department of Trust Resources mission is to facilitate and advocate for the Menominee Indian Tribe of Wisconsin in their efforts to manage, protect, and enhance the Menominee forest and its resources for all generations.

The Department carries out this mission in three broad areas:

- Monitor and report on the forest management activities of the Tribe;
- Facilitate and support open communication between all entities involved in the management, protection and enhancement of the Menominee forest;
- Advocate and support tribal member involvement in the management of tribal natural resources.

Trust Resources is staffed by a Director/ Compliance & Enforcement Officer (Chris Caldwell) an Administrative Assistant (Rochelle Tourtillott) and a Forest Monitoring Specialist (Douglas Cox). The office is located at the Hilary J. Waukau Sr. Forestry and Environmental Resources Center in Keshena, WI. The Department’s FY2010 projected budget was set at \$179,466 none of which were tribal funds. The Department ended FY2010 with a realized budget of \$144,020. The difference is mainly due to the 36-hour work week cost containment measure implemented by the



Tribe during the summer. Other savings were realized due to non-expensed budgeted items (i.e. benefits, contractual project, and travel).



## **FISCAL YEAR 2010 GOALS & HIGHLIGHTS**

The Department carried forward three primary goals from FY2009 into FY2010. The intent is to continue development of the Department. The goals included; 1) Finish Development of Department Operations Manual; 2) Implement and Monitor Department Operations Manual; and 3) Design/ Implement GPS Photo Plot Project. Along with these goals, a major goal of the Department was a continued effort to move the forest management plan revisions forward. Below you will find a description of the Department highlights during the fiscal year.

### *Legislative*

The majority of the work done in this area pertains to the Constitution, Trust and Management Agreement, Tribal Ordinances and the Management Plan of Menominee Enterprises, Inc. The work products that have come out of this area include:

- The Department worked on revising the MTL Compliance Plan, which guides the MTL in meeting their duties and responsibilities for the Menominee forest as defined in the Constitution and Bylaws of the Menominee Tribe.
- Provided draft assessment to Tribal Legislature and its Tribal Forestry Committee to increase compliance efforts with Tribal Ordinance 02-22 “*Stumpage Assessment on Tribal Forest*”.
- Proposed amendments to Tribal Ordinance 05-22 “Tribal Logging Limitations” and brought forward for discussion at MTL Tribal Forestry Committee meeting. Addressed issue in regards to late approval for silvicultural prescriptions as called for under the Ordinance. Revised Department procedures as part of the effort to correct the situation.
- Addressed the issue of updating Tribal Ordinance 81-09 Menominee Forest Fire Prevention. This effort looked at the role of the WI-DNR and their assistance with enforcement along with increased involvement by MITW Conservation.
- Addressed issues with Tribal Ordinance 81-08 Firewood. This mainly involved discussion on revisions to address the impact of firewood use and invasive species.
- Assisted the Tribe with discussions on 638 contract issues, trust and management agreement issues, tribal ordinance issues, and all other aspects related to the Menominee forest and trust responsibility.

### *Contractual*

The area of contract administration and compliance is one of the primary areas that the Department works in on a day-to-day basis. The Tribe currently holds two Public Law 93-638 Self-Determination contracts; one is for forest management and the other is for forest development. Both of these contracts and the programs contained therein are substantially sub-contracted to Menominee Tribal Enterprises for performance, in line with the requirements of the Tribe’s Constitution and Management Plan. Also included is the reimbursement agreement for the fire management projects and suppression reimbursements. The Department also develops proposals, and administers contracts awarded from the USDA Natural Resources Conservation Service (NRCS). These projects usually fall under forest development, but this year we were able to obtain project funding for prescribed fire projects as well.

The first part of FY2010 was spent trying to address the sub-contract issue between Menominee Indian Tribe of Wisconsin and Menominee Tribal Enterprises. The results were an approved revised sub-contract by MTL, but no response from MTE. This resulted in the March 2009 sub-contracts carrying through the entire FY2010. The Department conducted paper and field reviews on a variety of activities related to the scope of work contained in these contracts. Some examples of Department efforts include:

- Paper reviews to ensure costs are allowable, allocable and necessary for the efficient and effective performance of the contracted program per OMB Circular A-87, as codified at 2 CFR Part 225.
- Field reviews to verify work performed against applicable standards. This effort has been aided through the hiring of the Forest Monitoring Specialist position and through the development and implementation of a GPS-Camera project. However, the Department continues to work with MTE to improve the quality and clarity of reporting on its activities.
- Table 1 summarizes the funding awarded to the Tribe and reimbursed to MTE for services performed during FY2010. The table 1 summary is based on MITW financial reports as of 10/22/2010.

| PROGRAM/<br>\$ SOURCE | AVAILABLE<br>TO MTE    | MTE<br>REQUESTED       | \$ PAID<br>TO MTE        | UNPAID MTE<br>REQUESTS | AVAILABLE<br>BALANCE |
|-----------------------|------------------------|------------------------|--------------------------|------------------------|----------------------|
| <b>FOREST MGMNT.</b>  |                        |                        |                          |                        |                      |
| 638 Operations        | \$ 1,257,199.37        | \$ 1,589,783.27        | \$ (1,257,199.37)        | \$ 332,583.90          | \$ -                 |
| 638 EAB Planning      | \$ 10,000.00           | \$ -                   | \$ -                     | \$ -                   | \$ 10,000.00         |
| 638 Oak Wilt          | \$ 14,232.00           | \$ 9,020.48            | \$ (9,020.48)            | \$ -                   | \$ 5,211.52          |
| <b>FOREST DEV.</b>    |                        |                        |                          |                        |                      |
| 638 Operations        | \$ 370,379.83          | \$ 231,257.52          | \$ (176,915.02)          | \$ 54,342.50           | \$ 193,464.81        |
| NRCS Project          | \$ 23,782.00           | \$ 26,451.40           | \$ (23,782.00)           | \$ 2,669.40            | \$ -                 |
| NRCS Project          | \$ 960.00              | \$ 960.00              | \$ (960.00)              | \$ -                   | \$ -                 |
| NRCS Project          | \$ 6,602.05            | \$ 8,452.05            | \$ (6,602.05)            | \$ 1,850.00            | \$ -                 |
| NRCS Project          | \$ 44,973.35           | \$ 20,445.98           | \$ (20,445.98)           | \$ -                   | \$ 24,527.37         |
| NRCS Project          | \$ 1,767.09            | \$ 1,767.09            | \$ (1,767.09)            | \$ -                   | \$ -                 |
| NRCS Project          | \$ 37,612.19           | \$ -                   | \$ -                     | \$ -                   | \$ 37,612.19         |
| NRCS Project          | \$ 12,242.67           | \$ -                   | \$ -                     | \$ -                   | \$ 12,242.67         |
| <b>FIRE MGMNT.</b>    |                        |                        |                          |                        |                      |
| 638 Preparedness      | \$ 430,500.51          | \$ 330,296.20          | \$ (281,420.87)          | \$ 48,875.33           | \$ 149,079.64        |
| 638 Fire Equip.       | \$ 40,000.00           | \$ 24,864.50           | \$ (24,864.50)           | \$ -                   | \$ 15,135.50         |
| AGF Fuels Project     | \$ 37,660.34           | \$ 37,660.34           | \$ (37,660.34)           | \$ -                   | \$ -                 |
| AGF Training          | \$ 6,503.30            | \$ 6,503.30            | \$ (6,503.30)            | \$ -                   | \$ -                 |
| AGF Fuels Spec.       | \$ 7,032.22            | \$ 7,032.22            | \$ (7,032.22)            | \$ -                   | \$ -                 |
| AGF Fuels Project     | \$ 144,142.27          | \$ 63,591.73           | \$ (58,470.92)           | \$ 5,120.81            | \$ 85,671.35         |
| AGF Prevention        | \$ 1,029.57            | \$ -                   | \$ -                     | \$ -                   | \$ 1,029.57          |
| AGF Reimburse         | \$ 6,548.08            | \$ 3,249.49            | \$ (3,019.55)            | \$ 229.94              | \$ 3,528.53          |
| NRCS Project          | \$ 6,325.38            | \$ -                   | \$ -                     | \$ -                   | \$ 6,325.38          |
| NRCS Project          | \$ 4,158.38            | \$ -                   | \$ -                     | \$ -                   | \$ 4,158.38          |
| AGF Fuels Project     | \$ 69,000.00           | \$ -                   | \$ -                     | \$ -                   | \$ 69,000.00         |
| AGF Fuels Project     | \$ 45,000.00           | \$ -                   | \$ -                     | \$ -                   | \$ 45,000.00         |
| AGF Fuels Spec.       | \$ 78,000.00           | \$ 60,991.82           | \$ (50,383.65)           | \$ 10,608.17           | \$ 27,616.35         |
| AGF Training          | \$ 6,000.00            | \$ 1,604.18            | \$ (1,604.18)            | \$ -                   | \$ 4,395.82          |
| AGF Suppression       | \$ 82,050.46           | \$ 87,970.78           | \$ (82,050.46)           | \$ 5,920.32            | \$ -                 |
| AGF Support           | \$ 18,411.52           | \$ 13,411.52           | \$ (13,411.52)           | \$ -                   | \$ 5,000.00          |
| <b>TOTALS</b>         | <b>\$ 2,762,112.58</b> | <b>\$ 2,525,313.87</b> | <b>\$ (2,063,113.50)</b> | <b>\$ 462,200.37</b>   | <b>\$ 698,999.08</b> |

**Notes:** Unpaid MTE requests include shortfall of 638 funding under forest management, pending BIA reimbursements, and payable invoices that were not received as of the date of this report.

### **TRIBAL STRATEGIC PLAN – NATURAL RESOURCES SECTION GOALS & OBJECTIVES:**

The Department continues to base much of its activity on the goals and objectives of the Tribal Strategic Plan. Below is a more specific description of some highlights for the Department as it pursued goals and objectives in FY2010.

#### **GOAL 1: FOREST MANAGEMENT – IMPORVE ENVIRONMENTAL/ CULTURAL PROTECTION.**

##### **Objective 3: Identify sources of natural threats and develop invasive species management plan:**

An Invasive Species Management Plan (ISMP) was developed and approved in FY2009. In FY2010 the Department continued to provide support for collaborative implementation of the Menominee County/ Menominee Tribal ISMP. On-the-ground work is coordinated and performed by Menominee County, Menominee Indian Tribe of Wisconsin, and Menominee Tribal Enterprises Forestry staff. To assist these efforts, the Department worked with the entities

and developed two project proposals for Forest Pest Management funding from the USDA Forest Service: Oak wilt removal & gypsy moth spraying projects. The Department also assigned its summer high school and college interns to assist the organizations with invasive species projects (i.e. gypsy moth surveys, EAB surveys, oak wilt surveys, and phragmites removal).

## **GOAL 2: FOREST MANAGEMENT – IMPROVE PLANNING.**

**Objective 1 – Develop a more current and comprehensive Forest Management Plan:** The Forest Management Plan (FMP) revision effort by this Department has been ongoing for the last five years. An MTL motion required the Department to address the FMP as a priority during FY2010, and so there was a renewed effort to get questions answered by the elected officials, schedule meetings with elected officials and FMP workgroup representatives, request drafts from the FMP workgroup, obtain a 3<sup>rd</sup> party technical review, assemble a meeting between MTE and BIA technical staff to discuss the Annual Allowable Cut (AAC), hold a public comment period, provide updates and reports to the MTL, and in general keep the process moving. The currently approved FMP was set to expire in December 2005, but an extension was requested by MTE and MTL and approved by the BIA. This five-year extension is set to run out on December 31, 2010. At the end of FY2010 (September 30, 2010) the second to last public comment period meeting was held. The Department will continue to assist with and work on this objective in FY2011 until it is completed.

Associated with this objective was the identification of needed effort to develop a non-sustained yield land plan. Over the course of the fiscal year the request also included assistance with the development of written procedure for removal and addition of sustained yield and non-sustained yield lands. Community Development serves as the lead and this Department assists with the effort.

## **GOAL 3: FOREST MANAGEMENT – DEVELOP ECONOMIC OPPORTUNITIES.**

**Obj.3 – Increase funding sources to provide training and employment:** The Department worked with MTE Forest Development to obtain grants from the USDA Natural Resources Conservation Services (NRCS) that provided funding for projects contracted directly to Menominee Tribal members. The Department also worked with the MTE Fire Management program to obtain project funding to provide further experience for tribal crew members. Another part of this objective is more fully described under the next goal/ objective. Funding was obtained from a variety of sources to assist with these efforts.

Other efforts included funding provided to the MITW Conservation staff to attend a technical writing course for Forest Fire Investigation assistance.

## **GOAL 4: FOREST MANAGEMENT – INCREASE ENVIRONMENTAL EDUCATION FOR THE MENOMINEE COMMUNITY:**

**Objective 2 – Increase Internship opportunities:** The main focus for this objective is found in the Department's work with student interns. There is a two-fold outcome from this program; 1) more native students are exposed to the natural resources field as either an academic or professional option; and 2) management and protection programs on the reservation receive valuable assistance to accomplish their work. The Department hosted two summer high school interns (Wade Reiter & Denise Dodge) with assistance from the National Center for Cooperative Education (NCCE) office located in Haskell Kansas and with help from the First Nations Development Institute. The interns assisted on projects led by MITW Environmental Services, MITW Fish & Wildlife, Menominee County Forester, and MTE Forestry. Later in the year, funding was also provided by the BIA Midwest Regional Office for two college level interns (Dave Shawano & Alex Cox) who worked through late summer and would continue to the end of December. Their assistance was more related to forestry projects such as invasive species surveys (i.e. gypsy moth, oak wilt, and EAB), timber marking, and fire management project monitoring. They also helped with Menominee County/ Menominee Tribal Enterprises collaborative effort to address phragmites removal. An emphasis will be placed on providing more internship opportunities in natural resources management in the future.



**DEPARTMENT GOALS AND OBJECTIVES FOR FY2011:**

The Department will continue to increase its ability to provide reliable, timely and consistent information to support tribal governmental decisions in regards to forest management on the Menominee forest. This requires that the Department not only be well structured internally, but also externally as it interacts with a variety of elected tribal officials, tribal management and protection personnel, federal representatives, and the landowners themselves. Our department looks forward to providing more informational services in FY2011 so please review the Department’s website through FY2011 for updates.

**Utilities**

David Corn, Director

The Menominee Tribal Utility Department provides water and wastewater to people who live in Neopit, Middle Village and Keshena. We provide water services only to Zoar, Trailer Court and Redwing. We also provide septic service to all people residing within the reservation boundaries. Electrical service is provided to the Middle Village area only.

**Mission Statement:**

The Menominee Tribal Utility Department shall manage and maintain all utility systems of the Menominee Indian Tribe of Wisconsin as defined by the Tribal Ordinance #96-28. The Department shall abide by the policies 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, Administrator and the Menominee Community Development Committee.

**The number of Customers we service is as follows:**

Middle Village

|                             |    |
|-----------------------------|----|
| Residential Sewer and Water | 76 |
| Commercial Sewer and Water  | 5  |
| Electric                    | 86 |

Keshena

|                             |     |
|-----------------------------|-----|
| Residential Sewer and Water | 314 |
| Commercial Sewer and Water  | 62  |

Trailer Courts

|       |    |
|-------|----|
| Water | 17 |
|-------|----|

Redwing

|       |    |
|-------|----|
| Water | 21 |
|-------|----|

Neopit

|                             |     |
|-----------------------------|-----|
| Residential Sewer and Water | 210 |
| Commercial Sewer and Water  | 19  |

Zoar

|       |    |
|-------|----|
| Water | 23 |
|-------|----|

**Administration:**

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

**Improvements:**

The Neopit water and wastewater project (5 million dollars) is underway. We have two new lift stations that were installed and operating. The new water tower is up and should be online in the spring of 2011. The force main and lagoon improvements have also begun. The completion date is June of 2011.

The new well house is out for bids. We have (3) three wells drilled and completed. The entire project will be complete in 2011.

# **U** **niversity of Wisconsin Cooperative Extension\***

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Donna Hora-Schwobe, UWEX Department Head/Family Programs

The purpose of the University of Wisconsin Extension is to teach, learn, lead and serve, connecting people with the University and engaging with them in transforming lives and communities. The vision is become a thriving, well-known and sought-out education al resource that reflects the rich diversity of the state. Needs and subsequent programming are based on identification of local needs by the community through partnerships (Menominee and County and Menominee Tribe of Wisconsin) and collaborations with agencies and residents. UWEX Program areas include Department Head/Family Living Programs (Donna Hora-Schwobe), Nutrition Education (Alice Kessen/Kyla Hischke) and Community Resource Community Development/Youth (Karen Vermillion).

The UWEX office served approximately 3080 Menominee residents last year. Approximately 2685 of these residents were tribal members.

**Family Living Programs:**

- **The Wisconsin Nutrition Education Program (WNEP)** made 1,309 contacts this last year with 1,266 (97%) being Native American. The programs major audience was youth ages 4 years old through High School (971 youth). The major focus was prevention education in the areas of nutrition, and physical activity. Education included programs in choosing healthy foods, hand washing, some basic cooking skills, and the importance of physical activity. Prevention education was identified in collaboration with other agencies and schools due to the high rates of diabetes, and heart disease. The majority of teachers use WNEP concepts throughout the year in other subjects to provide a consistent message that is reinforced and repetitive. A second major audience is parents with children (338 parents). These educational programs are in collaboration with the WIC program, Tribal Food Distribution, TANF and Maehnowesekiyah. Educational topics were based upon the expressed needs of the parents, using commodities and WIC products to their fullest, resource management, usage of the new WIC food package, gardening, food preservation, food safety, dietary quality, and cooking skills.
  - Member of **Boys and Girls Club** of American Board of Director, served as interim Director for four months, member of the hiring committee for Director, Assisted in planning and executing “After School Lights Out” celebration with approximately 70 community members attending. Assisted new Director with organizing the open house, with approximately 80 people attending. Provided education to new director and staff in regards to team building, communication and FISH (10 adults). Through Extension funding was able to hire two summer college interns to assist the Boys and Girls Club in establishing a strong

foundation for education, scheduling and planning/executing major events, including the annual pow-wow in which over 200 community members attended.

- **Maehnowesekiyah:** Thirty six inpatient Native Americans participated in educational programs focusing on life skills, building resources, resume/interview skills and assertiveness training.
- **Junior Achievement:** 72 students at the Middle School and Tribal School learned about their community, explored careers, and how education affects wages and what your future may look like through hands on games, activities, and discussion.
- **Reality Check:** Participated in a hands-on life reality activity for teens at Menominee Indian High School. Approximately 180 students went through the hands-on life booths such as; buying groceries, cars, housing, clothes, etc. This was in collaboration with the Gear Up Program and many other agencies.

### **Community Resource Development and Youth Resource Educator**

- **Plan Commission:** Participated fully on the “Plan Commission” for the development of the “County/Town of Menominee comprehensive Plan 2030. A total of 49 Board members and community members participated in the process. Serves on the Advisory Member of the Plan Commission whose work is plan implementation. Thirty-five people participated.
- **Community Action Board (CAB):** Menominee Tribe is one of three Wisconsin tribes participating in a research project with the Department of Family Medicine, University of Wisconsin-Madison School of Medicine and Public Health (270 participants). This research includes a component that looks at food availability factors and encourages the consumption of more fruits and vegetables. Core member of the CAB which held meetings in Menominee through a project at the University Wisconsin called “Healthy Children, Strong Families” which looks at environmental supports and barriers that help or hinder people from making healthy nutritional and physical activity choices and how they may decrease diabetes and cardiovascular disease. Restoration of community gardens is integral to reaching this objective. Member of CAB Garden Subcommittee. This collaborative developed and assisted with implementation of community gardens (97 participants). Provided a wide-range of services/resources to community to include planning and planting gardens, tending gardens, compost, raised beds and plans, seeds, and plants. Presented spring (6) and fall (4) garden workshop series, with a total of 410 community members attending (400 Native American). Pursuing grant to fund orchard development. Investigating entrepreneurial (and other) ventures as outgrowth of the work of the Garden Collaborative, grounded in community need/interest. Ongoing assistance to Menominee Indian Housing Department with their garden initiatives. Secured a Johnson O’Malley worker (tribal member, student) for summer work. Taught student/trained student. In early stages of collaborative work with Will Allan of *Growing Power*.
  - **Other Tribal/County Collaborative Efforts:** Menominee Invasive Species (IS) Collaborative. (85 Native American, 20 white). Invasive Species Management Plan Committee (ISMP), (80 white, 40 Native American).
  - **Summer 2010 Intern:** Provided UWEX summer 2010 intern, a Menominee Indian Tribal Member, with riparian field experience as relates to research report for college class. Assisted intern with business plan development for entrepreneurial venture developed by inter, proposed to Tribal Legislature.
  - **Educational/Facilitative /Participatory Efforts:** Assisted County with preparation, planning and response to current and future budgetary challenges through a series of facilitated participatory decision-making session (42). Provided Riverine Early Detectors (Project RED) monitoring training workshop.
  - **“Pematesenon”** (formerly the AODA Cadre) – Community stakeholders collaborative, working toward prevention/elimination of drug/alcohol-related issues (11 Native American, 4 White)
  - **Housing:** Met with Board, secured and trained Johnson O’Malley workers for garden. (10 Native Americans).
  - **Land Conservation Committee:** monthly meetings with five members (total 12 Native Americans).

\* NOTE: The University of Wisconsin Cooperative Extension is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.

# **Veterans Center, Menominee Tribe/County\***

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Wendell Askenette, Veterans Service Officer

The Menominee Tribal/County Veterans Center provided a variety of services to Veterans who reside in the area. Some of the statistics do not reflect with accuracy the area the individual served by telephone or the internet originates from. They ask specific questions about the application process or about any of the many areas within the VA system. We answer their questions the best we can. The VSO is required to provide assistance to those veterans who seek you out for assistance. Our office currently is exploring ways to track online help calls for the sake of an accurate record that would justify needs that we may have in the future.

The following are some of the needs that I addressed during the three months that I have been in this position, for myself and the veteran clients:

1. Registered for a 45 day VSO online training for accreditation. Almost completed.
2. Attended the Menominee Tribal Legislature Vets Ad Hoc Committee meeting. We asked to assist in developing the Post-Traumatic Stress Disorder Ordinance.
3. Attended the semiannual CVSO Conference in Port Washington.
4. Attended a CVSO Training for Wisconsin Tribal CVSO Officers in Baraboo, WI.
5. Made a home visit to a deceased veteran's spouse to assist in filling out a form for home care.
6. Requested a meeting with the Oneida Tribal Veteran Services Office and was granted an in depth tour and given demonstration on their internal computer system and protocol. It was an excellent experience.

**\* NOTE: The Tribe/County Veterans Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

# **Woodland Boys & Girls Club\***

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Wendy K. Boehm, Director

The mission of the Woodland Boys & Girls Club is our reason for being: To inspire and enable all young people, especially those who need us most, to reach their full potential as productive, responsible, caring citizens.

Largely due to increased support from MITW, Woodland Boys & Girls Club has been able to hire qualified staff and utilize screened volunteers to deliver a quality experience for the youth of Menominee County. Currently the Club operates with one full time staff member and four part time staff as well as local volunteers.

The Woodland Boys & Girls Club's program plan incorporates a "youth development strategy" into everything we do. A "youth development strategy" by design instills a sense of competence, leadership, usefulness, and belonging in a child. National statistics show that when this strategy is implemented, youth are able to attain their goals, succeed in school, and become productive members in their community.

Membership to the Boys & Girls Club requires only a completed, signed annual membership form for any child age 7-18. A \$5 membership fee is requested of each applicant however if this is cost prohibitive, allowances are made.

Program plans implemented in the 2009/2010 funding year have included Project Learn; incorporating a high-yield learning component into EVERY Club activity, Smart Moves; developing resistance and refusal skills in youth when making lifestyle choices, Targeted Outreach; youth gang prevention through community involvement and Power Hour; after school homework help and literacy initiative. Within these curriculums we provide activities such as cooking class, beginner sewing, Birthday Club, Youth of the Month, Traditional Tuesdays, a youth Pow wow, school supply giveaway and internet safety instruction.

All these activities followed a successful grand "reopening" held in May of 2010 after many community members volunteered time and talent to restore and renovate the WBGBC building. Our sincere thanks and gratitude go out to our neighbors at MTE, CMN, and the WBGBC Board of Directors as well as the many individual volunteers who gave unselfishly to the effort.

From October 1<sup>st</sup> 2009 to September 30, 2010 the WBGBC has served over 200 youth directly at the Club. Current registered membership is 145 with a monthly average of 305 visits by those youth. Average daily attendance is skewed (due to the months the Club was closed for renovation) however the September average attendance is 23

youth per day. Community Club events have been successful with attendance averaging 80-100 for the Annual Woodland Pow wow, the Grand Reopening and Neopit Community cleanup day.

The Woodland Boys & Girls Club has benefitted from collaborations with the Menominee Tribal Police, College of the Menominee Nation, Menominee Middle School, Menominee Tribal School, Johnson O'Malley Program, Youth Development, Keshena Recreation Dept., St. Anthony's Church, and MTE.

Plans for the 2010/2011 funding year include Goals for Graduation; an initiative to help & encourage youth to plan for higher education, T.R.A.I.L. for youth diabetes prevention, 2011 Youth Mentoring initiative, Triple Play; initiative geared toward healthy living as well as Targeted Outreach, Smart Moves, Power Hour and Project Learn. Within these initiatives we will continue with character and leadership development programs such as Youth of the Month, Torch Club; youth leadership for ages 11-13, Birthday Club, cooking classes, annual WBGK Pow wow and various educational activities.

We plan to increase our membership which will again consist of a completed, signed annual membership form and a \$5 membership fee for youth ages 7-18. Again, no child will be denied membership due to inability to pay the fee.

**\* NOTE: The Woodland Boys and Girls Club is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

## **Y**outh Development & Outreach

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Darwin Dick, Director

During FY2010, Youth Development & Outreach (YD&O) was comprised of a Juvenile Court Counselor, Youth Advocate, Community Coordinator, Adolescent Health Educator, Director, and early intervention/prevention programs, which continued to challenge, educate, empower, and inspire our community.

YD&O continually collaborated with the Netaenowemakenak ("All My Relatives") Coalition, Menominee Language & Culture Commission, Conservation Department, Menominee Historic Preservation Department, etc. in regards to meetings, sponsorships, and partnerships for numerous alcohol and drug free events/activities aimed at promoting a safe and stable community (youth and families). YD&O Director also continued to advocate, maintain communication, and establish a rapport with local, state, and federal government officials/agencies to ensure the success of departmental goals/objectives/programs.

In addition, YD&O served a total of 3,688 duplicated youth (total includes families) directly and in collaboration with the Netaenowemakenak ("All My Relatives") Coalition during FY 2010 through successful internal/external collaborative activities/efforts that promoted safe and stable lifestyles.

YD&O also continued to work and include the Menominee Indian Tribe of WI (MITW) Strategic Plan within it's programming for FY10. Through the mission statements of both YD&O and MITW, it is strived that YD&O continue to promote and protect the well-being of MITW residents by focusing on youth ages 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 two strategic plan areas by the YD&O staff and their respective projects:

### **FY10 YD&O Program Areas**

- (1):** Build Healthy Individuals & Families—Stabilize and Reunify Families
- (2):** Reduce Instances of Juvenile Delinquency—Increase Youth/Family Knowledge Base
- (3):** Continue Collaboration, Partnerships/Sponsorships, Meetings, etc.

### **FY10 YD&O Strategic Plan Areas**

- (1):** Promote Interdependence
- (2):** Form Partnerships with Community Educational Institutions



## **FY10 YD&O Programs/Projects that Fulfilled the 3 YD&O Programming Areas and the 2 Strategic Plan Areas**

### ***Margo Reiter, Juvenile Court Counselor Specific Responsibilities:***

**Alcohol Education (Alternate Routes)** - Was provided to youth and interested parents who were either self referred or referred through the Menominee Tribal Courts. Educational sessions were held monthly as a weekend retreat which covered topics relating to the creation of their own personal mission statement, suicide prevention and AODA issues; however, depending upon special circumstances, one-on-one sessions also occurred for those youth in need of more personal assistance which may have included the participation in Equine Therapy. Youth who completed and did not re-offend over a period of time were eligible for various quarterly incentives. This was followed up by case management to further support youth who needed to complete community service and anniversary dates for incentives.

**Community Service-** Community Service was done at various community-wide events/activities, departments, organizations, agencies, etc. Community service youth were specifically placed within the community that would offer them a cultural component.

During FY10, YD&O served 46 youth through a combination of Alcohol Education (Alternate Routes) and Community Service programming assisting with the Alliance for Wisconsin Youth Group activities which included the Thrills on Killer Hill/Haunted Trail, Haunted Hay Ride, "Twilight" Dance, Teen Night "Fear Factor" and the Youth Lacrosse Ceremonial Healing Game.

### ***Dyan Nickey, Youth Advocate Specific Responsibilities:***

**Truancy Education (My Decisions)** – Was provided to youth and interested parents who were either self referred or referred through the Menominee Tribal Courts. Youth/Parents attended sessions of instruction on the importance of education as well as the My Decisions Program. The My Decisions Program involved at least 10 hours of web based activities that took them through what it takes to live on your own in terms of a lifestyle choice. The program allowed youth to determine their occupation, living expenses, perform virtual shopping (to purchase that big screen television) and how much education they would need to attain this type of lifestyle. Most youth within our community did not see past the reservation boundaries and with this program it allowed our young adults to have a bigger world view through the web.

During FY10, YD&O served at least 20 youth using the Truancy Education and Reduction Program.

**Alliance for Wisconsin Youth Group-** Was provided to a core group of at least 10 youth who wanted to make a difference in their lives by making the right healthy choices. They signed a promise committing themselves to living healthy lives by making the choice to be drug and alcohol free. These youth were expected to be respectful, participate, and follow through on "community service" activities/projects. They were also expected to attend re-occurring meetings with the Youth Advocate to coordinate community service projects within the community or to support other organizations with activities that promoted drug and alcohol free events/activities. It was expected that these youth retain good school attendance and be a positive role model in order to receive the participant incentives (such as teen dances, pizza parties, bowling parties, movie nights, recognition banquets, etc ...)

During FY10, the Alliance for Wisconsin Youth Group assisted with the Lumber Jack Breakfast, Haunted Hay Ride, Youth Alliance Meetings, Thrills on Killer Hill/Haunted Trail, Holiday Charity Project, Incentive Trips, Homecoming Planning/Parade, Little League Fishing Derby, Winter Fun Fest, Winter Round House, Valentines Day Dance, Recreation Fundraiser, Youth Awareness Day, "Twilight" Dance, Teen Night Planning Meeting, Open Water Fishing Derby & Sturgeon Awareness Day, Summer Nights Youth Alliance Dance, Teen Night "Fear Factor" Planning Meeting and Event, and Youth Lacrosse Ceremonial Healing Game.

**Youth Advocacy/Reunification/Mentoring Services**—was provided for at least 20 youth and their families to strengthen relationships among parents, siblings, courts, social services, school and peers. Reunification services were provided to those youth who were currently removed from the home or at risk of being removed from the home and for those parents who needed strengthening in an effort to get their children back into the home. Case files were maintained for each youth/family in an effort to monitor progress to each time limited goal that the youth/family developed. Basic activities were provided to all families; however, specific activities were tailored to meet each individual youth and family needs.

Youth advocacy activities include but were not limited to the following: home visits for youth/family meetings, court appearances for various tribal ordinance violations, and school visits for mediation between peers/school officials.

Specific components included client assistance with transportation, skill building, communication enhancement (parent/teen encounter), self-concept enhancement, supportive services for families facing impediments and reunification, conflict management, crisis intervention, etc. Also included were interest inventories, school and home relationship enhancement, mentor/youth/family relationship enhancement, mentoring, etc.

***Michael Waupoose, Community Coordinator Specific Responsibilities:***

**Native Aspirations**—Enhanced prevention/intervention tactics aimed at dealing with Historical and Intergenerational Trauma as it pertained to healing and Youth Suicide Prevention, Bullying Prevention, Violence Prevention, and ATODA Prevention.

Native Aspirations intent was to create awareness and support of additional and current community based prevention/intervention community events and activities while at the same time helping to reduce the incidents of youth suicide, bullying and violence.

During FY10, Native Aspirations assisted with various community events that emphasized the importance of healing, inter-dependence, generosity, mastery and belonging. Events such as the Cal Ripken Badges for Baseball Camp, Culture Camp, Menominee Pow-wow, YDO Youth Lacrosse Ceremonial Game, Youth G.O.N.A. (Gathering of Native Americans), Sturgeon Celebration, Teen Night “Fear Factor”, and the National Night Out Against Crime helped to create such awareness.

***Nina White, Adolescent Health Educator Specific Responsibilities***

**Adolescent Health**—Incorporated health education for youth to make informed decisions regarding pregnancy prevention, basic life skills necessary for youth support and care, educational/career goals, etc. Included were Adolescent Parent Self-Sufficiency, Adolescent Pregnancy Prevention, and CHOICES for Girls components within prevention/intervention events and activities, etc.

Adolescent Parent Self-Sufficiency incorporated components such as balancing a checkbook, filling out job applications, naming local aid programs/agencies for assistance, naming sources where they can get sound financial/career advice, etc. In addition, the "My Decision's", which is an online curriculum for youth, was used for in-depth budgeting and credit components and will include such things as costs of having children, a car, a house, and food.

Adolescent Pregnancy Prevention provided information on STD's, Pregnancy Education, Assistance and Support during possible pregnancies, advocating for safe and responsible relationships and sexual encounters, resources pertaining to how to emotionally, physically, mentally, and spiritually take care of on self during such issues as pregnancy, STD's, and relationships.

Choices was intended for girls and allowed girls to stay focused and become aware of the wide variety of career paths and inspiring educational options available to them through hands-on activities, on-site field trips to area college campuses, etc. This program was intended to allow young girls to realize their greatest potential in terms of education and career to help promote them living their dream and fulfilling their future goals and aspirations.

***Restorative Justice Coordinator Specific Responsibilities:***

**Balanced & Restorative Justice**—intended for court or self-referred youth facing impediments related to Truancy specific issues. The Program to be used for this endeavor is Teen Court. The program will focus on the Competency Development, Accountability, and Community Safety of participants involved.

***Darwin Dick, Director and Dyan Nickey, Youth Advocate Specific Responsibilities:***

**Positive Indian Parenting**— Was an effort/curriculum promoting better Native American parents (young/old, agency referred, self-referred, etc.) through the use of traditional parenting skills. Curriculum included sessions such as: Traditional Parenting, Lessons of the Storyteller, Lessons of the Cradleboard, Harmony in Child Rearing, Traditional Behavior Management, Lessons of Mother Nature, Praise in Traditional Parenting, and Choices in Parenting Today.

During FY10, YD&O in collaboration with Maehnowesekiyah Wellness Center and other respective agencies served a total of 33 parents (18 fathers and 15 mothers) in the Positive Indian Parenting Curriculum.

### **All YD&O Staff Specific Responsibilities**

**Prevention/Intervention**—Included events/activities that targeted ATODA, Suicide, Bullying, and Violence Prevention including Historical/Intergenerational Awareness that occurred during/after school and/or during the Summer Months and in Collaboration with the Netaenawemakanak (“All My Relatives”) Coalition including the Menominee Language & Culture Commission, Conservation, and the Menominee Historic Preservation Department.

Events/Activities that were assisted with, sponsored, and/or Co-Sponsored by YD&O through collaborative efforts included one Halloween Dance (est. 150), two Discovery Dating Events (28), one Back To School Celebration (est. 375), one Breakfast with Santa Event (612), Toys For Tots Initiative (685), one Winter Fun Fest/Youth Fishing Derby Event (143), one Youth Awareness Day Event (minimum 500), 1 Prom Spa Day event (12), one 3 on 3 Basket Ball Tournament (70), one Badges For Baseball Program (approx. 41), one Youth-Gathering of Native Americans Event (66), one Menominee of Influence Event (30), one Youth Alliance Open Water Fishing Derby & Sturgeon Awareness Day Event (60), one Youth Alliance Dance (30), one Career Fair (100), one Youth Fear Factor Event (24), one National Night Out Against Crime Event (200), one Youth Olympics Event (209), one Youth Lacrosse Ceremonial Healing Game (25), and one Family Night (156).

**Please Note:** Participation totals under this Prevention/Intervention section are written in parenthesis after each individual event/activity and also reflect duplicated youth served.

In conclusion, for fiscal year 2010, the programs/projects listed above (in which YD&O engaged in) have produced the following measurable results for the MITW community:

- Approximately \$498,824 total dollars for services
- 3,688 total duplicated youth served (includes family participants) through out the year
- Approximately 900+ total families served (Toys for Tots 685 families)
- 32+ total events/activities/projects/programs with existing partners (via the Netaenawemakanak (“All My Relatives”) Coalition).

### **FY 2010 Funding Sources**

|  |  |
|--|--|
| TYP (OJJDP)—October 2008 to December 2013    | DHFS (WI)—October 1998 to September 2010       |
| PSSF (ACF)—Began 1998 to September 2010      | MITW—Began 1998 to September 2010              |
| JADG (OJJDP)—October 2009 to September 2012  | WNATN (GLITC)—Began May 2010 to September 2010 |
| NA 2 (SAMSHA)—October 2008 to September 2010 | Toys for Tots Initiative—Fundraising Account   |
| NA 3 (SAMSHA)—October 2009 to September 2010 |  |

### **Current YD&O Department Staff and Contact Information**

Youth Development & Outreach  
W3236 Wolf River Drive  
P.O. Box 910  
Keshena, WI 54135  
Telephone: (715) 799-5137

Margo Reiter, Juvenile Court Counselor  
Dyan Nickey, Youth Advocate  
Michael Waupoose, Community Coordinator

Nina White, Adolescent Health Educator  
(Currently Vacant), Restorative Justice Coordinator  
Darwin Dick, YD&O Director

### **FY 2011 Expected Funding Sources**

|  |  |
|--|--|
| TYP (OJJDP)—October 2008 to December 2013    | DHFS (WI)—October 1998 to September 2011     |
| PSSF (ACF)—Began 1998 to September 2011      | MITW—Began 1998 to September 2011            |
| JADG (OJJDP)—October 2009 to September 2012  | Toys for Tots Initiative—Fundraising Account |
| NA 3 (SAMSHA)—October 2009 to September 2011 |  |

The Overall Goal for FY11 is to continue strengthening current projects and services to MITW youth and families as the ones mentioned above while working to incorporate new projects and services. YD&O will...

**FY11 Program Areas**

1. Continue to build healthy individuals and families—stabilize and reunify families;
2. Continue to reduce instances of juvenile delinquency—increase youth/family knowledge;
3. Continue collaboration, partnerships/sponsorships, meetings, etc.

**FY11 Strategic Plan Areas**

4. Form partnerships with community educational institutions;
5. Promote and ensure community and individual responsibility toward healthy lifestyles; and
6. Reduce the affects of substance abuse for the well-being of the community.

## Appendix A

# Financial Report

Kathy Kaquatosh, Financial Manager

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN<br/>GENERAL FUNDS<br/>BALANCE SHEET<br/>September 30, 2010</b> |                   |
|---|-------------------|
| <b>ASSETS</b>   |                   |
| Cash and Investments  | 10,068,360        |
| Accounts Receivable   | 1,825,364         |
| <b>TOTAL ASSETS</b>   | <b>11,893,724</b> |
| <b>LIABILITIES AND FUND EQUITY</b>  |                   |
| <b>Liabilities:</b>   |                   |
| Accounts Payable  | 2,017             |
| <b>TOTAL LIABILITIES</b>  | <b>2,017</b>      |
| <b>FUND BALANCE</b>   |                   |
| Reserved  | 2,533,841         |
| Unreserved  | 9,357,866         |
| <b>TOTAL LIABILITIES &amp; FUND BALANCE</b>   | <b>11,893,724</b> |

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN<br/>GENERAL FUNDS<br/>DETAIL BALANCE SHEET<br/>September 30, 2010</b> |                   |
|--|-------------------|
| <b>ASSETS</b>  |                   |
| General Checking   | 233,403           |
| <b>Investments:</b>  |                   |
| Reserve - Operations   | 9,341,968         |
| Trani Estate   | 474,956           |
| Tobin Estate   | 18,033            |
| <b>TOTAL</b>   | <b>10,068,360</b> |
| <b>ACCOUNTS RECEIVABLE</b>   |                   |
| Individuals  | 91,298            |
| Interest Receivable  | 190,543           |
| Menominee Casino/Bingo/Hotel   | 87,000            |
| Menominee/Kenosha Gaming Authority   | 537,500           |
| Tribal Departments   | 919,023           |
| <b>TOTAL</b>   | <b>1,825,364</b>  |
| <b>ACCOUNTS PAYABLE</b>  |                   |
| Tribal Programs  | 2,017             |

Appendix A: Financial Report

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Annual Report 2010

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b>                   |                    |                            |                                   |
|--|--------------------|----------------------------|-----------------------------------|
| <b>FY 2010 KENOSHA GAMING AUTHORITY BUDGET - ORD. #09-22</b> |                    |                            |                                   |
| <b>REVENUE</b>   |                    |                            |                                   |
| PERIOD COVERED:<br>October 2009 - September 2010             | APPROVED<br>BUDGET | YEAR<br>TO-DATE<br>REVENUE | BUDGET<br>BALANCE<br>Over (Under) |
| Reserves   | 65,000             | 65,000                     | -                                 |
| <b>TOTAL REVENUE</b>   | <b>65,000</b>      | <b>65,000</b>              | <b>-</b>                          |

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b>                   |                    |                             |                                   |
|--|--------------------|-----------------------------|-----------------------------------|
| <b>FY 2010 KENOSHA GAMING AUTHORITY BUDGET - ORD. #09-22</b> |                    |                             |                                   |
| <b>EXPENSE</b>   |                    |                             |                                   |
| PERIOD COVERED:<br>October 2009 - September 2010             | APPROVED<br>BUDGET | YEAR<br>TO-DATE<br>EXPENSES | BUDGET<br>BALANCE<br>(Over) Under |
| Option to Purchase   | 65,000             | 65,000                      | -                                 |
| <b>TOTAL EXPENSES</b>  | <b>65,000</b>      | <b>65,000</b>               | <b>-</b>                          |
| <b>PROFIT/(LOSS)</b>   |                    | <b>-</b>                    |                                   |

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b>                   |                    |                            |                                   |
|--|--------------------|----------------------------|-----------------------------------|
| <b>FY 2010 KENOSHA GAMING AUTHORITY BUDGET - ORD. #10-05</b> |                    |                            |                                   |
| <b>REVENUE</b>   |                    |                            |                                   |
| PERIOD COVERED:<br>October 2009 - September 2010             | APPROVED<br>BUDGET | YEAR<br>TO-DATE<br>REVENUE | BUDGET<br>BALANCE<br>Over (Under) |
| Reserves   | 1,280,000          | 933,743                    | 346,257                           |
| <b>TOTAL REVENUE</b>   | <b>1,280,000</b>   | <b>933,743</b>             | <b>346,257</b>                    |

| <b>MENOMINEE INDIAN TRIBE OF WISCONSIN</b>                   |                    |                             |                                   |
|--|--------------------|-----------------------------|-----------------------------------|
| <b>FY 2010 KENOSHA GAMING AUTHORITY BUDGET - ORD. #10-05</b> |                    |                             |                                   |
| <b>EXPENSE</b>   |                    |                             |                                   |
| PERIOD COVERED:<br>October 2009 - September 2010             | APPROVED<br>BUDGET | YEAR<br>TO-DATE<br>EXPENSES | BUDGET<br>BALANCE<br>(Over) Under |
| Option to Purchase   | 855,000            | 682,500                     | 172,500                           |
| Dept. of Interior Litigation                                 | 297,000            | 199,491                     | 97,509                            |
| Outside Counsel  | 27,000             | 22,424                      | 4,576                             |
| In-House Counsel   | 8,000              | -                           | 8,000                             |
| Government Relations   | 33,000             | 2,870                       | 30,130                            |
| Public Relations   | 10,000             | 9,967                       | 33                                |
| Contingency  | 50,000             | 16,491                      | 33,509                            |
| <b>TOTAL EXPENSES</b>  | <b>1,280,000</b>   | <b>933,743</b>              | <b>346,257</b>                    |
| <b>PROFIT/(LOSS)</b>   |                    | <b>-</b>                    |                                   |

**ENOMINEE INDIAN TRIBE OF WISCONSIN  
FY 2010 TRIBAL BUDGET ORDINANCE # 09-16  
REVENUE**

| <b>PERIOD COVERED<br/>October - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>CURRENT<br/>MONTH<br/>REVENUE</b> | <b>YEAR<br/>TO-DATE<br/>REVENUE</b> | <b>BUDGET<br/>BALANCE<br/>Over (Under)</b> | <b>PER CENT<br/>RECEIVED</b> |
|--|----------------------------|--------------------------------------|-------------------------------------|--|------------------------------|
| Aging/CBRF   | 352,824                    | 123,586                              | 538,857                             | 186,033                                    | 152.73%                      |
| Community Development                              | 91,051                     | 1,182                                | 38,256                              | (52,795)                                   | 42.02%                       |
| Consolidated Gaming/Hotel                          | 9,400,000                  | 700,000                              | 6,395,000                           | (3,005,000)                                | 68.03%                       |
| Casino - Found Money                               |                            | 12,000                               | 15,925                              | 15,925                                     |                              |
| Court Fines and Fees                               | 156,393                    | 22,520                               | 162,340                             | 5,947                                      | 103.80%                      |
| Enrollment   | 5,065                      | 478                                  | 5,128                               | 63   | 101.24%                      |
| Environmental Services                             | 18,036                     | -                                    | 565                                 | (17,471)                                   | 3.13%                        |
| Gaming Commission                                  | 18,300                     | 2,395                                | 16,088                              | (2,212)                                    | 87.91%                       |
| Interest Income                                    | 10,000                     | (544)                                | 17,477                              | 7,477                                      | 174.77%                      |
| Law Enforcement                                    | 13,000                     | 992                                  | 15,211                              | 2,211                                      | 117.01%                      |
| License and Permits                                | 164,980                    | 15,262                               | 171,527                             | 6,547                                      | 103.97%                      |
| Menominee Fuel Station                             | 47,091                     | -                                    | -                                   | (47,091)                                   | 0.00%                        |
| Menominee Nation News                              | 42,296                     | 10,368                               | 57,088                              | 14,792                                     | 134.97%                      |
| Other Miscellaneous Income:                        |                            |                                      |                                     |  |                              |
| Finance  | 15,600                     | 1,665                                | 19,708                              | 4,108                                      | 126.33%                      |
| Historic Preservation                              | 3,000                      | 211                                  | 1,038                               | (1,962)                                    | 34.60%                       |
| Library  | 395                        | 330                                  | 1,188                               | 793  | 300.76%                      |
| Property Management                                | 10,200                     | -                                    | -                                   | (10,200)                                   | 0.00%                        |
| Recreation   | 1,000                      | -                                    | 695                                 | (305)                                      | 69.50%                       |
| Other  |                            | 1,939                                | 1,939                               | 1,939                                      |                              |
| Tax Commissioner:                                  |                            |                                      |                                     | -  |                              |
| Cigarette Tax                                      | 604,528                    | 408,238                              | 875,698                             | 271,170                                    | 144.86%                      |
| Construction Tax                                   | 93,577                     | 43,205                               | 131,708                             | 38,131                                     | 140.75%                      |
| Fireworks  | 450                        | -                                    | 360                                 | (90)                                       | 80.00%                       |
| Gas Tax  | 18,750                     | 23,485                               | 23,485                              | 4,735                                      | 125.25%                      |
| Hotel Room Tax                                     | 72,975                     | 13,162                               | 73,703                              | 728  | 101.00%                      |
| Other Tobacco Tax                                  | 13,200                     | 19,535                               | 9,809                               | (3,391)                                    | 74.31%                       |
| <b>SUB-TOTAL</b>                                   | <b>11,152,711</b>          | <b>1,400,009</b>                     | <b>8,572,793</b>                    | <b>(2,579,918)</b>                         | <b>76.87%</b>                |
| Carry Forward                                      | 254,946                    | 15,495                               | 92,098                              |  | 36.12%                       |
| Transfers from Reserve                             | 836,241                    | 401,007                              | 746,057                             | (90,184)                                   | 89.22%                       |
| <b>TOTAL REVENUE</b>                               | <b>12,243,898</b>          | <b>1,816,511</b>                     | <b>9,410,948</b>                    | <b>(2,670,102)</b>                         | <b>76.86%</b>                |

**MENOMINEE INDIAN TRIBE OF WISCONSIN  
FY 2010 TRIBAL BUDGET ORDINANCE # 09-16  
EXPENSE**

| <b>PERIOD COVERED</b><br><b>October - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>CURRENT<br/>MONTH<br/>EXPENSES</b> | <b>YEAR<br/>TO-DATE<br/>EXPENSES</b> | <b>BUDGET<br/>BALANCE<br/>(Over)<br/>Under</b> | <b>PER<br/>CENT<br/>USED</b> |
|--|----------------------------|---------------------------------------|--------------------------------------|--|------------------------------|
| Act 161  | 50,000                     | 50,000                                | 50,000                               | -  | 100.00%                      |
| Aging - Elder Services (Non-CBRF)                        | 476,839                    | 16,327                                | 263,971                              | 212,868  | 55.36%                       |
| Burial Assistance Insurance                              | 196,698                    | 30,314                                | 226,832                              | (30,134)                                       | 115.32%                      |
| Business Center  | 113,119                    | 6,404                                 | 81,401                               | 31,718   | 71.96%                       |
| CBRF (Community Based Residential Facility)              | 579,686                    | 45,647                                | 464,873                              | 114,813  | 80.19%                       |
| Chicago Community Center                                 | 10,000                     | -                                     | 2,000                                | 8,000  | 20.00%                       |
| Child Support  | 168,974                    | 13,171                                | 152,130                              | 16,844   | 90.03%                       |
| College of Menominee Nation                              | 246,003                    | 61,501                                | 246,003                              | -  | 100.00%                      |
| Community Development                                    | 489,600                    | 78,234                                | 463,785                              | 25,815   | 94.73%                       |
| Community Funding Requests                               | 13,680                     | 5,969                                 | 13,347                               | 333  | 97.57%                       |
| Conservation Supplement                                  | 416,964                    | 67,464                                | 318,672                              | 98,292   | 76.43%                       |
| Contingency  | 26,480                     | 300                                   | 17,770                               | 8,710  | 67.11%                       |
| Courthouse Maintenance                                   | 68,088                     | 1,906                                 | 46,505                               | 21,583   | 68.30%                       |
| Courts Professional Fees                                 | 63,407                     | 15,353                                | 46,215                               | 17,192   | 72.89%                       |
| Courts Supplement  | 409,579                    | 73,518                                | 172,472                              | 237,107  | 42.11%                       |
| Early Childcare Services (Day Care)                      | 456,900                    | 42,565                                | 232,381                              | 224,519  | 50.86%                       |
| East West University                                     | 29,223                     | -                                     | 29,223                               | -  | 100.00%                      |
| Education Summit   | 5,000                      | (34)                                  | 1,989                                | 3,011  | 39.78%                       |
| Election Commission                                      | 70,188                     | 5,325                                 | 64,331                               | 5,857  | 91.66%                       |
| Enrollment Supplement                                    | 93,804                     | 10,305                                | 53,208                               | 40,596   | 56.72%                       |
| Environmental Services Supplement                        | 145,982                    | 19,721                                | 107,119                              | 38,863   | 73.38%                       |



**FY 2010 TRIBAL BUDGET ORDINANCE # 09-16  
EXPENSE**

| <b>PERIOD COVERED</b><br><b>October - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>CURRENT<br/>MONTH<br/>EXPENSES</b> | <b>YEAR<br/>TO-DATE<br/>EXPENSES</b> | <b>BUDGET<br/>BALANCE<br/>(Over)<br/>Under</b> | <b>PER<br/>CENT<br/>USED</b> |
|--|----------------------------|---------------------------------------|--------------------------------------|--|------------------------------|
| Fire Protection  | 75,924                     | -                                     | 75,913                               | 11   | 99.99%                       |
| Food Distribution  | 114,940                    | 19,361                                | 106,300                              | 8,640  | 92.48%                       |
| Gaming Commission  | 530,702                    | 40,517                                | 465,397                              | 65,305   | 87.69%                       |
| Grant Match Funds  | 72,960                     | -                                     | 365                                  | 72,595   | 0.50%                        |
| Head Start Supplement                                    | 464,750                    | (31,973)                              | 343,374                              | 121,376  | 73.88%                       |
| Historic Preservation - \$400,182                        |                            | -                                     |                                      |  |                              |
| Operations   | 154,930                    | 21,359                                | 139,398                              | 15,532   | 89.97%                       |
| Museum Construction Match                                | 245,252                    | 15,489                                | 87,770                               | 157,482  | 35.79%                       |
| Insurance/MRBG/Property Deductible                       | 40,501                     | 1,683                                 | 17,054                               | 23,447   | 42.11%                       |
| Johnson O'Malley   | 57,821                     | 4,387                                 | 34,144                               | 23,677   | 59.05%                       |
| Language & Culture Comm.                                 | 99,493                     | 12,636                                | 74,347                               | 25,146   | 74.73%                       |
| Law Enforcement  | 1,631,780                  | 306,394                               | 1,528,043                            | 103,737  | 93.64%                       |
| Law Enforcement Emergency Transports                     | 18,240                     | (308)                                 | 17,932                               | 308  | 98.31%                       |
| Legal Services   | 470,363                    | 58,797                                | 348,187                              | 122,176  | 74.03%                       |
| Library  | 150,005                    | 12,349                                | 145,934                              | 4,071  | 97.29%                       |
| License & Permits  | 125,315                    | 11,234                                | 116,831                              | 8,484  | 93.23%                       |
| Maehnowesekiyah  | 461,322                    | 42,280                                | 386,035                              | 75,287   | 83.68%                       |
| Menominee Indian Economic Development Authority (MIEDA)  | 272,096                    | 5,882                                 | 57,085                               | 215,011  | 20.98%                       |
| Menominee Nation News                                    | 278,815                    | 20,996                                | 231,492                              | 47,323   | 83.03%                       |
| Neopit Boxing Club                                       | 5,000                      | 1,250                                 | 4,333                                | 667  | 86.66%                       |
| Neopit Community Center                                  | 10,000                     | -                                     | 10,000                               | -  | 100.00%                      |
| Operation Tribal Government                              | 914,155                    | 67,953                                | 729,519                              | 184,636  | 79.80%                       |

**FY 2010 TRIBAL BUDGET ORDINANCE # 09-16  
EXPENSE**

| <b>PERIOD COVERED</b><br><b>October - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>CURRENT<br/>MONTH<br/>EXPENSES</b> | <b>YEAR<br/>TO-DATE<br/>EXPENSES</b> | <b>BUDGET<br/>BALANCE<br/>(Over)<br/>Under</b> | <b>PER<br/>CENT<br/>USED</b> |
|--|----------------------------|---------------------------------------|--------------------------------------|--|------------------------------|
| Pow Wow - Menominee Nation Annual                        | 132,312                    | (28,672)                              | 30,305                               | 102,007  | 22.90%                       |
| Probation Supplement                                     | 164,192                    | 5,385                                 | 112,150                              | 52,042   | 68.30%                       |
| Prosecutor Supplement                                    | 216,185                    | 17,507                                | 85,639                               | 130,546  | 39.61%                       |
| Recreation - Center Activities                           | 101,794                    | 503                                   | 95,088                               | 6,706  | 93.41%                       |
| Recreation - Expansion                                   | 4,694                      | -                                     | 2,339                                | 2,355  | 49.83%                       |
| Recreation - Park Maintenance                            | 59,848                     | 11,276                                | 37,038                               | 22,810   | 61.89%                       |
| Social Services  | 340,104                    | 55,869                                | 244,926                              | 95,178   | 72.02%                       |
| South Branch Community Center                            | 10,000                     | 2,500                                 | 10,000                               | -  | 100.00%                      |
| Tax Commissioner   | 96,866                     | 10,033                                | 91,381                               | 5,485  | 94.34%                       |
| Transportation   | 407,072                    | 38,964                                | 393,511                              | 13,561   | 96.67%                       |
| U. W. Extension  | 13,680                     | -                                     | 13,680                               | -  | 100.00%                      |
| Veterans of Menominee Pow Wow                            | 7,296                      | -                                     | 7,296                                | -  | 100.00%                      |
| Veterans Service Officer                                 | 26,444                     | -                                     | 26,444                               | -  | 100.00%                      |
| Woodland Youth Boys & Girls Club                         | 128,283                    | -                                     | 128,283                              | -  | 100.00%                      |
| Youth Development & Outreach                             | 110,550                    | 4,547                                 | 66,077                               | 44,473   | 59.77%                       |
| Zoar Ceremonial  | 10,000                     | 552                                   | 7,468                                | 2,532  | 74.68%                       |
| Zoar Fire Station  | 90,000                     | 85,643                                | 85,643                               | -  | 95.16%                       |
| <b>TOTAL EXPENSES</b>                                    | <b>12,243,898</b>          | <b>1,358,383</b>                      | <b>9,410,948</b>                     | <b>2,832,950</b>                               | <b>76.86%</b>                |
| <b>PROFIT/(LOSS)</b>                                     |                            | <b>458,128</b>                        | -                                    |  |                              |

**MENOMINEE INDIAN TRIBE OF WISCONSIN  
FY 2010 RESTRICTED USE BUDGET - ORDINANCE #09-17  
REVENUE**

| <b>PERIOD COVERED:<br/>October 2009 - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>YEAR<br/>TO-DATE<br/>REVENUE</b> | <b>BUDGET<br/>BALANCE<br/>Over (Under)</b> |
|--|----------------------------|-------------------------------------|--|
| Judgment Funds:  |                            |                                     |  |
| Alternative & Additional Projects                        | 53,325                     | 47,426                              | 5,899                                      |
| Courthouse Expansion                                     | 33,517                     | 18,717                              | 14,800                                     |
| Utilities Capital Improvement                            | 178,418                    | 178,418                             | -  |
| Compact Credits:   |                            |                                     |  |
| Tribal School  | 100,000                    | 100,000                             | -  |
| County Agreement (Act 161)                               | 100,000                    | 100,000                             | -  |
| Trani Estate Funds                                       | 504,010                    | 499,208                             | 4,802                                      |
| <b>SUB-TOTAL</b>   | <b>969,270</b>             | <b>943,769</b>                      | <b>25,501</b>                              |
| Carry Forward  | 12,000                     | 11,750                              | 250  |
| Casino Found Monies (FY 2009)                            | 13,393                     | 13,393                              | 0  |
| Transfer from Reserve                                    | 355,557                    | 322,348                             | 33,209                                     |
| <b>TOTAL REVENUE</b>                                     | <b>1,350,220</b>           | <b>1,291,260</b>                    | <b>58,960</b>                              |

**MENOMINEE INDIAN TRIBE OF WISCONSIN  
FY 2010 RESTRICTED USE BUDGET - ORDINANCE #09-17  
EXPENSE**

| <b>PERIOD COVERED:<br/>October 2009 - September 2010</b> | <b>APPROVED<br/>BUDGET</b> | <b>YEAR<br/>TO-DATE<br/>EXPENSES</b> | <b>BUDGET<br/>BALANCE<br/>(Over) Under</b> |
|--|----------------------------|--------------------------------------|--|
| Act 161  | 100,000                    | 100,000                              | -  |
| Courthouse Maintenance                                   | 33,517                     | 18,717                               | 14,800                                     |
| Education Supplement (Grants)                            | 214,249                    | 209,447                              | 4,802                                      |
| Elderly Activities                                       | 6,697                      | -                                    | 6,697                                      |
| Land Acquisition   | 645,318                    | 612,109                              | 33,209                                     |
| Recreation - Center Activities                           | 53,325                     | 35,676                               | 17,649                                     |
| Recreation - Mold Abatement                              | 12,000                     | 11,750                               | 250  |
| Tribal School  | 100,000                    | 98,204                               | 1,796                                      |
| Tribal Utilities   | 178,418                    | 178,418                              | -  |
| Youth Activities   | 6,697                      | -                                    | 6,697                                      |
| <b>TOTAL EXPENSES</b>                                    | <b>1,350,220</b>           | <b>1,264,321</b>                     | <b>85,899</b>                              |
| <b>PROFIT/(LOSS)</b>                                     |                            | <b>26,939</b>                        |  |

| <b>MITW Budget Expenses Activity September 30, 2010</b> | <b>Act 161</b> | <b>Aging - Elder Services</b> | <b>Burial Assistance Fund</b> | <b>Business Center</b> | <b>CBRF</b>    | <b>Chicago Community Center</b> | <b>Child Support Supplement</b> | <b>College Of Menominee Nation</b> |
|---|----------------|-------------------------------|-------------------------------|------------------------|----------------|---------------------------------|---------------------------------|------------------------------------|
| Salaries  |                | 87,325                        |                               | 50,724                 | 272,687        |                                 |                                 |                                    |
| Fringe Benefits   |                | 27,288                        |                               | 7,327                  | 90,231         |                                 |                                 |                                    |
| Cell Phone & Telephone                                  |                | 6,719                         |                               | 317                    | 2,739          |                                 |                                 |                                    |
| Construction  |                |                               |                               |                        |                |                                 |                                 |                                    |
| Contractual   | 150,000        | 11,238                        |                               | 1,868                  | 3,403          |                                 |                                 |                                    |
| Direct Assistance                                       |                | 12,163                        | 226,832                       |                        |                |                                 |                                 |                                    |
| Equipment   |                |                               |                               |                        |                |                                 |                                 |                                    |
| Fees (Jury, Membership, Witness)/License                |                | 108                           |                               |                        | 1,439          |                                 |                                 |                                    |
| Grants And Grant Match                                  |                | 60,595                        |                               | 14,114                 |                | 2,000                           | 152,130                         | 246,003                            |
| Indirect Cost   |                | 16,911                        |                               | 5,459                  | 37,718         |                                 |                                 |                                    |
| Insurance   |                | 2,907                         |                               | 392                    | 1,184          |                                 |                                 |                                    |
| Land Acquisition  |                |                               |                               |                        |                |                                 |                                 |                                    |
| Legislature/Committee Meetings                          |                |                               |                               |                        |                |                                 |                                 |                                    |
| Maintenance   |                | 1,999                         |                               | 3                      | 7,047          |                                 |                                 |                                    |
| Miscellaneous   |                |                               |                               |                        | 257            |                                 |                                 |                                    |
| Option To Purchase                                      |                |                               |                               |                        |                |                                 |                                 |                                    |
| Program Activities                                      |                | 7,132                         |                               |                        | 604            |                                 |                                 |                                    |
| Renovation  |                |                               |                               |                        |                |                                 |                                 |                                    |
| Rent/Lease (Space, Equipment, Vehicle)                  |                | 525                           |                               |                        |                |                                 |                                 |                                    |
| Supplies (Ofc/Prog/Postage/Copies /Other)               |                | 3,353                         |                               | 738                    | 36,221         |                                 |                                 |                                    |
| Travel (Mileage, Meetings And Training)                 |                | 1,875                         |                               | 199                    | 203            |                                 |                                 |                                    |
| Utilities (Electricity, Heating Fuel, Sewer/Water)      |                | 15,128                        |                               | 260                    | 10,616         |                                 |                                 |                                    |
| Vehicle Cost  |                | 8,705                         |                               |                        | 524            |                                 |                                 |                                    |
| <b>Total</b>  | <b>150,000</b> | <b>263,971</b>                | <b>226,832</b>                | <b>81,401</b>          | <b>464,873</b> | <b>2,000</b>                    | <b>152,130</b>                  | <b>246,003</b>                     |

| <b>MITW Budget Expenses Activity<br/>September 30, 2010</b> | <b>Community Development Supplement</b> | <b>Community Funding Requests</b> | <b>Conservation Supplement</b> | <b>Contingency</b> | <b>Courthouse Maintenance</b> | <b>Courts Professional Fees</b> | <b>Courts Supplement</b> | <b>Early Childcare Services (Day Care)</b> |
|---|---|-----------------------------------|--------------------------------|--------------------|-------------------------------|---------------------------------|--------------------------|--|
| Salaries  | 101,877                                 | 1,250                             | 188,366                        |                    | 16,581                        |                                 | 105,155                  | 141,436                                    |
| Fringe Benefits   | 31,634                                  | 111                               | 51,993                         |                    | 3,008                         |                                 | 22,103                   | 56,200                                     |
| Cell Phone & Telephone                                      | 1,525                                   |                                   | 2,172                          |                    | 1,350                         |                                 | 441                      |  |
| Construction  |   |                                   |                                |                    |                               |                                 |                          |  |
| Contractual   | 272,439                                 |                                   | 7,800                          |                    | 1,542                         | 42,465                          | 21,901                   |  |
| Direct Assistance   |   | 10,892                            |                                | 1,415              |                               |                                 |                          |  |
| Equipment   |   |                                   |                                |                    |                               |                                 |                          |  |
| Fees (Jury, Membership, Witness)/License                    |   |                                   |                                | 2,000              |                               |                                 | 7,096                    |  |
| Grants And Grant Match                                      | 20,106                                  |                                   |                                |                    |                               |                                 |                          | 23,235                                     |
| Indirect Cost   | 14,615                                  | 1,083                             | 25,557                         |                    | 5,292                         | 3,750                           | 13,994                   | 11,510                                     |
| Insurance   | 3,736                                   |                                   | 1,742                          |                    | 2,399                         |                                 |                          |  |
| Land Acquisition  |   |                                   |                                |                    |                               |                                 |                          |  |
| Legislature/Committee Meetings                              |   |                                   |                                |                    |                               |                                 |                          |  |
| Maintenance   | 830                                     |                                   |                                |                    | 7,816                         |                                 |                          |  |
| Miscellaneous   |   |                                   |                                |                    |                               |                                 |                          |  |
| Option To Purchase  |   |                                   |                                |                    |                               |                                 |                          |  |
| Program Activities  |   |                                   | 2,570                          | 10,080             |                               |                                 |                          |  |
| Renovation  |   |                                   |                                |                    |                               |                                 |                          |  |
| Rent/Lease (Space, Equipment, Vehicle)                      | 8,304                                   |                                   | 18,704                         |                    |                               |                                 | 774                      |  |
| Supplies (Ofc/Prog/Postage/Copies /Other)                   | 2,602                                   |                                   | 11,188                         |                    | 994                           |                                 | 2,329                    |  |
| Travel (Mileage, Meetings And Training)                     |   | 11                                | 4,062                          | 4,275              |                               |                                 | -1,321                   |  |
| Utilities (Electricity, Heating Fuel, Sewer/Water)          | 1,841                                   |                                   | 720                            |                    | 26,240                        |                                 |                          |  |
| Vehicle Cost  | 4,276                                   |                                   | 3,798                          |                    |                               |                                 |                          |  |
| <b>Total</b>  | <b>463,785</b>                          | <b>13,347</b>                     | <b>318,672</b>                 | <b>17,770</b>      | <b>65,222</b>                 | <b>46,215</b>                   | <b>172,472</b>           | <b>232,381</b>                             |

| <b>MITW Budget Expenses Activity September 30, 2010</b> | <b>East-West University</b> | <b>Education Summit</b> | <b>Education Supplement (Grants)</b> | <b>Election Commission</b> | <b>Enrollment Supplement</b> | <b>Environmental Services – Supplemental</b> | <b>Fire Protection</b> | <b>Food Distribution</b> |
|---|-----------------------------|-------------------------|--------------------------------------|----------------------------|------------------------------|--|------------------------|--------------------------|
| Salaries  |                             |                         |                                      | 34,299                     | 34,190                       | 50,751                                       |                        |                          |
| Fringe Benefits   |                             |                         |                                      | 5,081                      | 4,546                        | 16,870                                       |                        |                          |
| Cell Phone & Telephone                                  |                             |                         |                                      | 664                        | 1,929                        | 2,030  |                        |                          |
| Construction  |                             |                         |                                      |                            |                              |  |                        |                          |
| Contractual   |                             |                         |                                      | 7,106                      | 216                          |  | 75,913                 |                          |
| Direct Assistance                                       |                             |                         |                                      |                            |                              |  |                        |                          |
| Equipment   |                             |                         |                                      |                            |                              |  |                        |                          |
| Fees (Jury, Membership, Witness)/License                |                             |                         |                                      |                            |                              |  |                        |                          |
| Grants And Grant Match                                  | 29,223                      |                         |                                      |                            |                              | 19,972                                       |                        | 106,300                  |
| Indirect Cost   |                             | 161                     | 16,994                               | 5,220                      | 4,337                        | 9,236  |                        |                          |
| Insurance   |                             |                         |                                      |                            |                              | 1,181  |                        |                          |
| Land Acquisition  |                             |                         |                                      |                            |                              |  |                        |                          |
| Legislature/Committee Meetings                          |                             |                         |                                      |                            |                              |  |                        |                          |
| Maintenance   |                             |                         |                                      |                            |                              | 252  |                        |                          |
| Miscellaneous   |                             |                         |                                      |                            |                              |  |                        |                          |
| Option To Purchase                                      |                             |                         |                                      |                            |                              |  |                        |                          |
| Program Activities                                      |                             |                         | 192,453                              |                            |                              | 1,468  |                        |                          |
| Renovation  |                             |                         |                                      |                            |                              |  |                        |                          |
| Rent/Lease (Space, Equipment, Vehicle)                  |                             |                         |                                      |                            | 4,243                        | 3,237  |                        |                          |
| Supplies (Ofc/Prog/Postage/Copies /Other)               |                             |                         |                                      | 11,219                     | 3,657                        | 617  |                        |                          |
| Travel (Mileage, Meetings And Training)                 |                             | 1,828                   |                                      | 742                        | 90                           |  |                        |                          |
| Utilities (Electricity, Heating Fuel, Sewer/Water)      |                             |                         |                                      |                            |                              |  |                        |                          |
| Vehicle Cost  |                             |                         |                                      |                            |                              | 1,505  |                        |                          |
| <b>Total</b>  | <b>29,223</b>               | <b>1,989</b>            | <b>209,447</b>                       | <b>64,331</b>              | <b>53,208</b>                | <b>107,119</b>                               | <b>75,913</b>          | <b>106,300</b>           |

| <b>MITW Budget Expenses Activity September 30, 2010</b> | <b>Gaming Commission</b> | <b>Grant Match Funds</b> | <b>Head Start Supplement</b> | <b>Historic Preservation Operations</b> | <b>Historic Preservation Museum Construction</b> | <b>Insurance MRBG/Property Deductible</b> | <b>Johnson O'Malley</b> | <b>Kenosha Project</b> |
|---|--------------------------|--------------------------|------------------------------|---|--|---|-------------------------|------------------------|
| Salaries  | 300,112                  |                          | 60,795                       | 77,605                                  |  |   | 21,519                  |                        |
| Fringe Benefits   | 107,347                  |                          | 51,689                       | 33,871                                  |  |   | 4,758                   |                        |
| Cell Phone & Telephone                                  | 4,389                    |                          | 1,692                        | 1,567                                   |  |   | 665                     |                        |
| Construction  |                          |                          |                              |   | 87,770   |   |                         |                        |
| Contractual   | 1,620                    |                          | 54,763                       | 3,673                                   |  |   |                         | 316,163                |
| Direct Assistance                                       |                          |                          |                              |   |  |   |                         |                        |
| Equipment   |                          |                          |                              |   |  |   |                         |                        |
| Fees (Jury, Membership, Witness)/License                | 6,229                    |                          |                              |   |  |   |                         |                        |
| Grants And Grant Match                                  |                          | 365                      | 16,994                       |   |  |   |                         |                        |
| Indirect Cost   | 37,760                   |                          | 143,504                      | 11,310                                  |  | 1,384                                     | 2,870                   |                        |
| Insurance   | 277                      |                          | 110                          | 1,039                                   |  | 15,670                                    |                         |                        |
| Land Acquisition  |                          |                          |                              |   |  |   |                         |                        |
| Legislature/Committee Meetings                          |                          |                          |                              |   |  |   |                         |                        |
| Maintenance   |                          |                          | 1,145                        | 1,301                                   |  |   |                         |                        |
| Miscellaneous   |                          |                          |                              |   |  |   |                         |                        |
| Option To Purchase                                      |                          |                          |                              |   |  |   |                         | 682,500                |
| Program Activities                                      |                          |                          | 623                          |   |  |   |                         |                        |
| Renovation  |                          |                          |                              |   |  |   |                         |                        |
| Rent/Lease (Space, Equipment, Vehicle)                  | 1,176                    |                          | 4,293                        |   |  |   | 3,514                   |                        |
| Supplies (Ofc/Prog/Postage/Copies /Other)               | 5,954                    |                          | 3,799                        | 882                                     |  |   | 296                     |                        |
| Travel (Mileage, Meetings And Training)                 | 533                      |                          | 686                          |   |  |   | 522                     | 80                     |
| Utilities (Electricity, Heating Fuel, Sewer/Water)      |                          |                          | 3,281                        | 7,818                                   |  |   |                         |                        |
| Vehicle Cost  |                          |                          |                              | 332                                     |  |   |                         |                        |
| <b>Total</b>  | <b>465,397</b>           | <b>365</b>               | <b>343,374</b>               | <b>139,398</b>                          | <b>87,770</b>                                    | <b>17,054</b>                             | <b>34,144</b>           | <b>998,743</b>         |

| <b>MITW Budget<br/>Expenses Activity<br/>September 30, 2010</b> | <b>Land Acquisition</b> | <b>Language &amp; Culture<br/>Commission</b> | <b>Law Enforcement<br/>Supplement</b> | <b>Law Enforcement<br/>Emergency<br/>Transports</b> | <b>Legal Services</b> | <b>Library</b> | <b>License &amp; Permits</b> | <b>Maehnowesekiyah</b> |
|---|-------------------------|--|---------------------------------------|---|-----------------------|----------------|------------------------------|------------------------|
| Salaries  |                         | 45,959                                       | 757,633                               | 12,861  | 219,144               | 63,312         | 63,118                       | 208,266                |
| Fringe Benefits   |                         | 6,319  | 210,907                               | 3,616   | 56,818                | 25,962         | 27,614                       | 103,077                |
| Cell Phone & Telephone  |                         | 1,300  | 9,624                                 |   | 4,451                 | 2,935          | 1,820                        |                        |
| Construction  |                         |  |                                       |   |                       |                |                              |                        |
| Contractual   |                         | 3,900  | 244,350                               |   | 4,883                 | 1,618          |                              |                        |
| Direct Assistance   |                         |  |                                       |   |                       |                |                              |                        |
| Equipment   |                         |  |                                       |   | 5,130                 |                |                              |                        |
| Fees (Jury, Membership,<br>Witness)/License                     |                         |  | 263                                   |   | 3,459                 |                |                              | 3,218                  |
| Grants And Grant Match  |                         |  | 12,504                                |   |                       |                |                              | 24,432                 |
| Indirect Cost   |                         | 5,764  | 136,114                               | 1,455   | 27,834                | 12,709         | 8,907                        | 29,339                 |
| Insurance   |                         | 249  | 23,177                                |   |                       |                |                              |                        |
| Land Acquisition  | 612,109                 |  |                                       |   |                       |                |                              |                        |
| Legislature/Committee<br>Meetings                               |                         |  |                                       |   |                       |                |                              |                        |
| Maintenance   |                         |  | 27,233                                |   | 160                   |                |                              | 528                    |
| Miscellaneous   |                         |  | 4,741                                 |   |                       |                |                              |                        |
| Option To Purchase  |                         |  |                                       |   |                       |                |                              |                        |
| Program Activities  |                         | 700  | 7,617                                 |   |                       |                |                              |                        |
| Renovation  |                         |  |                                       |   |                       |                |                              |                        |
| Rent/Lease (Space,<br>Equipment, Vehicle)                       |                         |  | 1,811                                 |   | 9,420                 | 37,512         | 5,297                        |                        |
| Supplies<br>(Ofc/Prog/Postage/Copies<br>/Other)                 |                         | 6,070  | 87,498                                |   | 14,606                | 1,886          | 10,063                       | 16,189                 |
| Travel (Mileage, Meetings<br>And Training)                      |                         | 1,404  | 1,055                                 |   | 2,282                 |                | 12                           |                        |
| Utilities (Electricity,<br>Heating Fuel,<br>Sewer/Water)        |                         | 2,682  |                                       |   |                       |                |                              |                        |
| Vehicle Cost  |                         |  | 3,516                                 |   |                       |                |                              | 986                    |
| <b>Total</b>  | <b>612,109</b>          | <b>74,347</b>                                | <b>1,528,043</b>                      | <b>17,932</b>                                       | <b>348,187</b>        | <b>145,934</b> | <b>116,831</b>               | <b>386,035</b>         |



| <b>MITW Budget Expenses Activity<br/>September 30, 2010</b> | <b>Menominee Indian Economic Dev. (MIEDA)</b> | <b>Menominee Nation News</b> | <b>Neopit Boxing Club</b> | <b>Neopit Community Center</b> | <b>Operation Tribal Government (Chairman)</b> | <b>Pow-Wow</b> | <b>Probation - Supplement</b> | <b>Prosecutor - Supplement</b> |
|---|---|------------------------------|---------------------------|--------------------------------|---|----------------|-------------------------------|--------------------------------|
| Salaries  | 337   | 136,916                      |                           |                                | 237,469                                       | 1,050          | 63,896                        | 56,704                         |
| Fringe Benefits   | 35  | 39,341                       |                           |                                | 69,414  | 126            | 31,118                        | 11,810                         |
| Cell Phone & Telephone                                      |   | 381                          |                           |                                | 4,163   |                | 1,976                         | 3,154                          |
| Construction  |   |                              |                           |                                |   |                |                               |                                |
| Contractual   | 51,600  | 15,987                       |                           |                                | 105,337                                       | 22,587         | 4,265                         |                                |
| Direct Assistance   |   |                              |                           |                                | 8,481   |                |                               |                                |
| Equipment   |   |                              |                           |                                |   |                |                               |                                |
| Fees (Jury, Membership, Witness)/License                    |   |                              |                           |                                | 22,295  |                |                               | 1,027                          |
| Grants And Grant Match                                      |   |                              | 4,333                     | 10,000                         |   |                |                               |                                |
| Indirect Cost   | 4,632   | 18,782                       |                           |                                | 59,191  | 661            | 9,099                         | 6,948                          |
| Insurance   |   |                              |                           |                                | 271   |                |                               | 37                             |
| Land Acquisition  |   |                              |                           |                                |   |                |                               |                                |
| Legislature/Committee Meetings                              |   |                              |                           |                                | 78,971  |                |                               |                                |
| Maintenance   |   |                              |                           |                                | 3,116   | 663            |                               |                                |
| Miscellaneous   |   |                              |                           |                                | 9,230   |                |                               |                                |
| Option To Purchase  |   |                              |                           |                                |   |                |                               |                                |
| Program Activities  |   |                              |                           |                                |   |                |                               |                                |
| Renovation  |   |                              |                           |                                |   |                |                               |                                |
| Rent/Lease (Space, Equipment, Vehicle)                      |   | 9,503                        |                           |                                | 43,310  |                |                               |                                |
| Supplies (Ofc/Prog/Postage/Copies /Other)                   |   | 9,045                        |                           |                                | 34,957  | 2,404          | 1,796                         | 4,896                          |
| Travel (Mileage, Meetings And Training)                     | 481   | 1,537                        |                           |                                | 48,496  | 2,814          |                               | 1,063                          |
| Utilities (Electricity, Heating Fuel, Sewer/Water)          |   |                              |                           |                                | 3,509   |                |                               |                                |
| Vehicle Cost  |   |                              |                           |                                | 1,309   |                |                               |                                |
| <b>Total</b>  | <b>57,085</b>                                 | <b>231,492</b>               | <b>4,333</b>              | <b>10,000</b>                  | <b>729,519</b>                                | <b>30,305</b>  | <b>112,150</b>                | <b>85,639</b>                  |

| <b>MITW Budget<br/>Expenses Activity<br/>September 30, 2010</b> | <b>Recreation<br/>Center</b> | <b>Recreation<br/>Expansion</b> | <b>Recreation Mold<br/>Abatement</b> | <b>Recreation Park<br/>Maintenance</b> | <b>Social Services</b> | <b>South Branch<br/>Community<br/>Center</b> | <b>Tax<br/>Commissioner</b> | <b>Transportation</b> | <b>Tribal School</b> |
|---|------------------------------|---------------------------------|--------------------------------------|--|------------------------|--|-----------------------------|-----------------------|----------------------|
| Salaries  | 51,926                       |                                 |                                      | 18,704                                 | 151,339                |  | 63,450                      |                       | 60,830               |
| Fringe Benefits   | 17,469                       |                                 |                                      | 7,170                                  | 44,690                 |  | 12,808                      |                       | 23,151               |
| Cell Phone & Telephone  | 1,821                        |                                 |                                      |  | 416                    |  | 1,074                       |                       |                      |
| Construction  |                              | 2,339                           | 11,750                               |  |                        |  |                             |                       |                      |
| Contractual   | 7,085                        |                                 |                                      |  |                        |  |                             |                       |                      |
| Direct Assistance   | 847                          |                                 |                                      |  | 10,633                 |  |                             |                       |                      |
| Equipment   |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Fees (Jury, Membership,<br>Witness)/License                     |                              |                                 |                                      |  | 13                     |  |                             |                       |                      |
| Grants And Grant Match  |                              |                                 |                                      |  | 8,565                  | 10,000                                       |                             | 393,511               |                      |
| Indirect Cost   | 10,107                       |                                 |                                      | 3,005                                  | 19,177                 |  | 7,414                       |                       | 7,968                |
| Insurance   | 2,143                        |                                 |                                      |  |                        |  |                             |                       |                      |
| Land Acquisition  |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Legislature/Committee<br>Meetings                               |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Maintenance   |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Miscellaneous   |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Option To Purchase  |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Program Activities  | 12,572                       |                                 |                                      |  |                        |  |                             |                       |                      |
| Renovation  |                              |                                 |                                      |  |                        |  |                             |                       |                      |
| Rent/Lease (Space,<br>Equipment, Vehicle)                       | 15,101                       |                                 |                                      | 963                                    | 4,746                  |  | 3,120                       |                       |                      |
| Supplies<br>(Ofc/Prog/Postage/Copies<br>/Other)                 | 7,671                        |                                 |                                      | 2,712                                  | 1,745                  |  | 1,617                       |                       | 6,255                |
| Travel (Mileage, Meetings<br>And Training)                      | 877                          |                                 |                                      |  | 3,602                  |  | 1,898                       |                       |                      |
| Utilities (Electricity,<br>Heating Fuel,<br>Sewer/Water)        |                              |                                 |                                      | 4,484                                  |                        |  |                             |                       |                      |
| Vehicle Cost  | 3,145                        |                                 |                                      |  |                        |  |                             |                       |                      |
| <b>Total</b>  | <b>130,764</b>               | <b>2,339</b>                    | <b>11,750</b>                        | <b>37,038</b>                          | <b>244,926</b>         | <b>10,000</b>                                | <b>91,381</b>               | <b>393,511</b>        | <b>98,204</b>        |

| <b>MITW Budget Expenses Activity September 30, 2010</b> | <b>Tribal Utilities</b> | <b>UW Extension</b> | <b>Veterans Pow Wow</b> | <b>Veterans Service Officer</b> | <b>Woodland Boys &amp; Girls Club</b> | <b>Youth Development &amp; Outreach</b> | <b>Zoar Ceremonial</b> | <b>Zoar Fire Station</b> | <b>Total</b>      |
|---|-------------------------|---------------------|-------------------------|---------------------------------|---------------------------------------|---|------------------------|--------------------------|-------------------|
| Salaries  |                         |                     |                         |                                 |                                       | 27,431                                  |                        |                          | <b>3,785,017</b>  |
| Fringe Benefits   |                         |                     |                         |                                 |                                       | 7,823                                   |                        |                          | <b>1,213,325</b>  |
| Cell Phone & Telephone                                  |                         |                     |                         |                                 |                                       | 180                                     |                        |                          | <b>61,494</b>     |
| Construction  | 178,418                 |                     |                         |                                 |                                       |   |                        |                          | <b>280,277</b>    |
| Contractual   |                         |                     |                         |                                 |                                       |   |                        |                          | <b>1,433,722</b>  |
| Direct Assistance                                       |                         |                     |                         |                                 |                                       |   |                        |                          | <b>271,263</b>    |
| Equipment   |                         |                     |                         |                                 |                                       |   |                        |                          | <b>5,130</b>      |
| Fees (Jury, Membership, Witness)/License                |                         |                     |                         |                                 |                                       |   |                        |                          | <b>47,147</b>     |
| Grants And Grant Match                                  |                         | 13,680              | 7,296                   | 26,444                          | 128,283                               | 22,510                                  |                        |                          | <b>1,352,595</b>  |
| Indirect Cost   |                         |                     |                         |                                 |                                       | 3,450                                   | 605                    |                          | <b>741,826</b>    |
| Insurance   |                         |                     |                         |                                 |                                       |   | 310                    |                          | <b>56,824</b>     |
| Land Acquisition  |                         |                     |                         |                                 |                                       |   |                        |                          | <b>612,109</b>    |
| Legislature/ Committee Meetings                         |                         |                     |                         |                                 |                                       |   |                        |                          | <b>78,971</b>     |
| Maintenance   |                         |                     |                         |                                 |                                       |   |                        |                          | <b>52,093</b>     |
| Miscellaneous   |                         |                     |                         |                                 |                                       | 2,116                                   |                        |                          | <b>16,344</b>     |
| Option To Purchase                                      |                         |                     |                         |                                 |                                       |   |                        |                          | <b>682,500</b>    |
| Program Activities                                      |                         |                     |                         |                                 |                                       |   | 3,366                  |                          | <b>239,185</b>    |
| Renovation  |                         |                     |                         |                                 |                                       | 3                                       |                        | 85,643                   | <b>85,646</b>     |
| Rent/Lease (Space, Equipment, Vehicle)                  |                         |                     |                         |                                 |                                       | 1,044                                   |                        |                          | <b>176,597</b>    |
| Supplies (Ofc/Prog/ Postage/Copies/ Other)              |                         |                     |                         |                                 |                                       | 1,520                                   | 170                    |                          | <b>294,949</b>    |
| Travel (Mileage, Meetings And Training)                 |                         |                     |                         |                                 |                                       |   |                        |                          | <b>79,306</b>     |
| Utilities (Electricity, Heating Fuel, Sewer/Water)      |                         |                     |                         |                                 |                                       |   | 3,017                  |                          | <b>79,596</b>     |
| Vehicle Cost  |                         |                     |                         |                                 |                                       |   |                        |                          | <b>28,096</b>     |
| <b>Total</b>  | <b>178,418</b>          | <b>13,680</b>       | <b>7,296</b>            | <b>26,444</b>                   | <b>128,283</b>                        | <b>66,077</b>                           | <b>7,468</b>           | <b>85,643</b>            | <b>11,674,012</b> |

**MENOMINEE INDIAN TRIBE OF WISCONSIN  
TRIBAL FUNDS - BUDGET HISTORY**

| <b>FISCAL YEAR</b> | <b>REVENUE</b>     | <b>EXPENSES</b>    | <b>PROFIT (LOSS)</b> |
|--------------------|--------------------|--------------------|----------------------|
| <b>2010</b>        | <b>9,410,948</b>   | <b>9,410,948</b>   | <b>0</b>             |
| 2009               | 12,229,843         | 10,858,459         | 1,371,384            |
| 2008               | 11,335,825         | 10,090,713         | 1,245,112            |
| 2007               | 12,729,182         | 9,240,351          | 3,488,831            |
| 2006               | 10,968,906         | 8,813,080          | 2,155,826            |
| 2005               | 11,035,741         | 8,294,766          | 2,740,975            |
| 2004               | 9,820,103          | 7,908,265          | 1,911,838            |
| 2003               | 8,762,288          | 7,125,921          | 1,636,367            |
| 2002               | 9,359,462          | 9,977,427          | (617,965)            |
| 2001               | 9,535,552          | 11,053,114         | (1,517,562)          |
| 2000               | 9,502,099          | 12,329,544         | (2,827,445)          |
| 1999               | 11,180,155         | 13,428,430         | (2,248,275)          |
| 1998               | 12,430,874         | 12,347,440         | 83,434               |
| 1997               | 10,244,130         | 10,610,474         | (366,344)            |
| 1996               | 9,978,515          | 9,421,198          | 557,317              |
| 1995               | 9,782,977          | 10,163,071         | (380,094)            |
| 1994               | 7,507,457          | 10,182,939         | (2,675,482)          |
| 1993               | 8,139,433          | 7,270,051          | 869,382              |
| 1992               | 8,756,138          | 7,439,171          | 1,316,967            |
| 1991               | 9,707,907          | 4,489,471          | 5,218,436            |
| <b>TOTAL</b>       | <b>178,224,681</b> | <b>169,505,661</b> | <b>8,719,020</b>     |

**FY 2020 Total Expense By Department, Funding Source And Service Provided  
September 30, 2010**

| <b>Community Development Committee: Departments</b>        | <b>Federal</b>      | <b>Wisconsin</b>    | <b>Tribal</b>       | <b>Other</b>        | <b>Grand Total</b>   |
|--|---------------------|---------------------|---------------------|---------------------|----------------------|
| Business Center  | 27,939.98           | -                   | 81,400.93           | 13,853.68           | <b>123,194.59</b>    |
| Community Development                                      | 1,958,986.69        | 50,471.72           | 463,784.98          | 740,792.44          | <b>3,214,035.83</b>  |
| Community Development: ARRA                                | 1,810,348.58        | -                   | -                   | -                   | <b>1,810,348.58</b>  |
| Economic Development                                       | -                   | -                   | 57,085.31           | -                   | <b>57,085.31</b>     |
| Fire Protection  | 14,184.00           | -                   | 75,913.00           | -                   | <b>90,097.00</b>     |
| Loan Fund  | 59,702.00           | -                   | -                   | 187,057.40          | <b>246,759.40</b>    |
| Pow-Wow  | -                   | -                   | 30,304.51           | 91,205.00           | <b>121,509.51</b>    |
| Transportation   | 600,187.72          | 3,018,706.99        | 393,510.55          | 5,037,849.95        | <b>9,050,255.21</b>  |
| Transportation: ARRA                                       | -                   | 3,447,874.16        | -                   | -                   | <b>3,447,874.16</b>  |
| Utilities  | -                   | -                   | 178,418.00          | 573,829.68          | <b>752,247.68</b>    |
| <b>Total: Community Development depts.. &amp; services</b> | <b>4,471,348.97</b> | <b>6,517,052.87</b> | <b>1,280,417.28</b> | <b>6,644,588.15</b> | <b>18,913,407.27</b> |

| <b>Enforcement &amp; Resource Protection Committee: Departments</b> | <b>Federal</b>      | <b>Wisconsin</b>  | <b>Tribal</b>       | <b>Other</b>      | <b>Grand Total</b>  |
|---|---------------------|-------------------|---------------------|-------------------|---------------------|
| Conservation  | 438,487.12          | -                 | 318,672.40          | 4,907.50          | <b>762,067.02</b>   |
| Election  | -                   | -                 | 64,331.20           | -                 | <b>64,331.20</b>    |
| Environmental Services  | 343,661.33          | 33,562.94         | 107,118.53          | 30,803.19         | <b>515,145.99</b>   |
| Environmental Services: ARRA  | -                   | 85,583.71         | -                   | -                 | <b>85,583.71</b>    |
| Gaming Commission   | -                   | -                 | 465,396.73          | -                 | <b>465,396.73</b>   |
| Judiciary   | 484,326.00          | -                 | 218,687.38          | -                 | <b>703,013.38</b>   |
| Law Enforcement   | 1,927,151.56        | 104,446.08        | 1,545,974.45        | 79,489.94         | <b>3,657,062.03</b> |
| Law Enforcement: ARRA   | 199,500.70          | 20,307.60         | -                   | -                 | <b>219,808.30</b>   |
| License & Permits   | -                   | -                 | 116,831.15          | -                 | <b>116,831.15</b>   |
| Probation   | 110,420.00          | -                 | 112,149.89          | -                 | <b>222,569.89</b>   |
| Prosecutor  | 235,352.72          | -                 | 85,639.01           | -                 | <b>320,991.73</b>   |
| Tax Commissioner  | -                   | -                 | 91,381.41           | -                 | <b>91,381.41</b>    |
| <b>Total for Enforce Resource Protection depts. &amp; services</b>  | <b>3,738,899.43</b> | <b>243,900.33</b> | <b>3,126,182.15</b> | <b>115,200.63</b> | <b>7,224,182.54</b> |

| <b>Housing Committee: Departments And Services</b> | <b>Federal</b>      | <b>Wisconsin</b> | <b>Tribal</b> | <b>Other</b>        | <b>Grand Total</b>  |
|--|---------------------|------------------|---------------|---------------------|---------------------|
| Home Improvement Program                           | 89,374.21           | 7,689.01         | -             | -                   | <b>97,063.22</b>    |
| Tribal Housing Authority                           | 2,569,796.81        | 38,056.03        | -             | 2,006,919.61        | <b>4,614,772.45</b> |
| Tribal Housing Authority: ARRA                     | 1,978,116.73        | -                | -             | -                   | <b>1,978,116.73</b> |
| Wolf River   | 42,791.00           | -                | -             | 288,598.89          | <b>331,389.89</b>   |
| <b>Total For Housing Dept. And Services</b>        | <b>4,680,078.75</b> | <b>45,745.04</b> | <b>-</b>      | <b>2,295,518.50</b> | <b>7,021,342.29</b> |

**FY 2010 Total Expense By Department, Funding Source And Service Provided (continued)**  
**September 30, 2010**

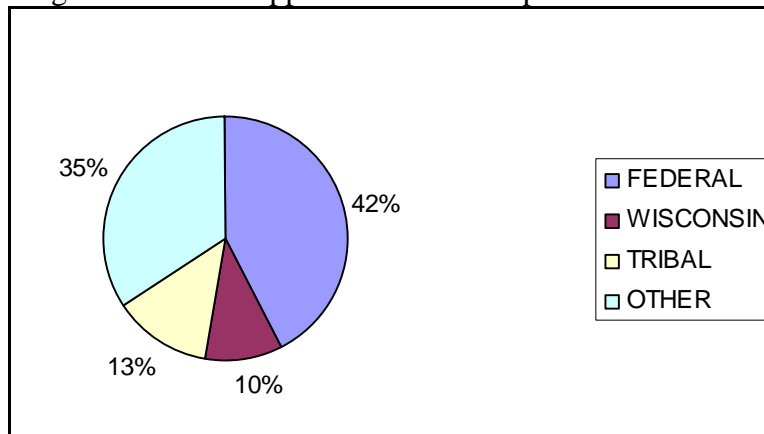
| <b>Governmental Affairs<br/>Committee: Department And<br/>Services</b> | <b>Federal</b>    | <b>Wisconsin</b>  | <b>Tribal</b>       | <b>Other</b>         | <b>Grand<br/>Total</b> |
|--|-------------------|-------------------|---------------------|----------------------|------------------------|
| Tribal Attorney  | -                 | -                 | 348,186.57          | -                    | <b>348,186.57</b>      |
| Chairperson  | -                 | -                 | 2,358,139.84        | 89,765.61            | <b>2,447,905.45</b>    |
| Enrollment   | 58,548.00         | -                 | 480,022.93          | 1,028.14             | <b>539,599.07</b>      |
| Finance  | -                 | -                 | -                   | 1,300,354.96         | <b>1,300,354.96</b>    |
| Internal Audit   | -                 | -                 | -                   | 295,235.88           | <b>295,235.88</b>      |
| Insurance  | -                 | 200,074.00        | 243,885.80          | 12,809,784.27        | <b>13,253,744.07</b>   |
| Maintenance  | 156,277.75        | -                 | 65,221.94           | 650,378.96           | <b>871,878.65</b>      |
| Maintenance: ARRA  | 70,946.00         | -                 | -                   | -                    | <b>70,946.00</b>       |
| Management Information Serv.   | -                 | -                 | -                   | 1,003,951.91         | <b>1,003,951.91</b>    |
| Program Attorney   | -                 | -                 | -                   | -                    | -                      |
| Property Management  | -                 | -                 | -                   | 272,077.89           | <b>272,077.89</b>      |
| Tribal Administration  | 403,605.78        | -                 | 365.00              | 710,833.15           | <b>1,114,803.93</b>    |
| <b>Total for Governmental Affairs<br/>depts. &amp; services</b>        | <b>689,377.53</b> | <b>200,074.00</b> | <b>3,495,822.08</b> | <b>17,133,410.77</b> | <b>21,518,684.38</b>   |

| <b>Labor, Education &amp; Training<br/>Committee: Departments &amp;<br/>Services</b> | <b>Federal</b>       | <b>Wisconsin</b>  | <b>Tribal</b>       | <b>Other</b>      | <b>Grand<br/>Total</b> |
|--|----------------------|-------------------|---------------------|-------------------|------------------------|
| College Menominee Nation   | -                    | -                 | 246,003.00          | -                 | <b>246,003.00</b>      |
| Child Support  | 640,170.78           | -                 | 152,089.88          | -                 | <b>792,260.66</b>      |
| Early Childhood Daycare  | 198,285.06           | 86,009.33         | 232,381.16          | 344,601.59        | <b>861,277.14</b>      |
| Early Childhood Daycare: ARRA  | 115,074.70           | -                 | -                   | -                 | <b>115,074.70</b>      |
| Education  | 474,675.44           | -                 | 211,436.49          | 84.44             | <b>686,196.37</b>      |
| Head Start   | 1,820,887.47         | 301,211.57        | 343,374.00          | 483.17            | <b>2,465,956.21</b>    |
| Head Start: ARRA   | 62,940.93            | -                 | -                   | -                 | <b>62,940.93</b>       |
| Historic Preservation  | 197,316.97           | -                 | 227,167.69          | 44,672.08         | <b>469,156.74</b>      |
| Human Resources  | -                    | -                 | -                   | 410,312.29        | <b>410,312.29</b>      |
| Johnson O'Malley   | 112,356.00           | -                 | 34,144.22           | 4,951.57          | <b>151,451.79</b>      |
| Job Training   | 1,352,902.85         | -                 | -                   | 24,676.86         | <b>1,377,579.71</b>    |
| Job Training: ARRA   | 1,606,064.24         | -                 | -                   | -                 | <b>1,606,064.24</b>    |
| Language & Culture   | 9,058.59             | -                 | 74,346.57           | 17,032.57         | <b>100,437.73</b>      |
| Library  | 5,000.00             | -                 | 145,934.11          | 18,787.63         | <b>169,721.74</b>      |
| East - West University   | -                    | -                 | 29,223.00           | -                 | <b>29,223.00</b>       |
| Tribal News  | -                    | -                 | 231,491.95          | -                 | <b>231,491.95</b>      |
| Trust Resource   | 2,096,178.50         | -                 | -                   | 8,636.90          | <b>2,104,815.40</b>    |
| Tribal School  | 3,333,785.72         | 90,433.89         | 98,204.33           | 52,308.20         | <b>3,574,732.14</b>    |
| Tribal School: ARRA  | 340,800.00           | -                 | -                   | -                 | <b>340,800.00</b>      |
| U W Extension  | -                    | -                 | 13,680.00           | -                 | <b>13,680.00</b>       |
| <b>Total Labor, Education &amp;<br/>Training depts. &amp; services</b>               | <b>12,365,497.25</b> | <b>477,654.79</b> | <b>2,039,476.40</b> | <b>926,547.30</b> | <b>15,809,175.74</b>   |

**FY 2010 Total Expense By Department, Funding Source And Service Provided (continued)  
September 30, 2010**

| <b>Health And Family Services Committee: Departments &amp; Services</b> | <b>Federal</b>       | <b>Wisconsin</b>    | <b>Tribal</b>       | <b>Other</b>        | <b>Grand Total</b>   |
|---|----------------------|---------------------|---------------------|---------------------|----------------------|
| Act 161   |                      |                     | 150,000.00          |                     | <b>150,000.00</b>    |
| Aging Division  | 5,178.07             | 79,247.07           | 28,844.25           | 161,021.85          | <b>1,544,291.24</b>  |
| Aging Division: ARRA  | -                    | -                   | -                   | 6,486.00            | <b>6,486.00</b>      |
| Boxing Club   |                      |                     | 4,333.00            |                     | <b>4,333.00</b>      |
| Chicago Community Center  | -                    | -                   | 2,000.00            | -                   | <b>2,000.00</b>      |
| Clinic  | 10,773,085.55        | 489,546.38          | -                   | 4,181,169.79        | <b>15,443,801.72</b> |
| Clinic: ARRA  | 234,342.67           | -                   | -                   | 36,460.16           | <b>270,802.83</b>    |
| Community Funding Requests  |                      |                     | 13,346.74           |                     | <b>13,346.74</b>     |
| Food Distribution   | 376,570.20           | 1,569.00            | 106,300.47          | 3,356.89            | <b>487,796.56</b>    |
| Food Distribution: ARRA   | 25,950.00            | 1,209.10            | -                   | -                   | <b>27,159.10</b>     |
| Family Preservation   | 161,539.24           | 108,475.15          | 66,077.49           | 30,080.73           | <b>366,172.61</b>    |
| Maehnowesekiyah   | 1,001,215.12         | 448,287.24          | 386,034.50          | 377,289.66          | <b>2,212,826.52</b>  |
| Maehnowesekiyah: ARRA   | 263,652.15           | -                   | -                   | -                   | <b>263,652.15</b>    |
| Neopit Community Center   | -                    | -                   | 10,000.00           | -                   | <b>10,000.00</b>     |
| Recreation  | -                    | -                   | 181,891.20          | -                   | <b>181,891.20</b>    |
| So Branch Community Center  | -                    | -                   | 10,000.00           | -                   | <b>10,000.00</b>     |
| Social Services   | 324,430.45           | 189,538.54          | 244,965.58          | 374.02              | <b>759,308.59</b>    |
| Veterans Pow Wow  |                      |                     | 7,296.00            |                     | <b>7,296.00</b>      |
| Veterans Service Officer  | -                    | -                   | 26,444.00           | -                   | <b>26,444.00</b>     |
| Woodland Youth  | -                    | -                   | 128,283.00          | -                   | <b>128,283.00</b>    |
| Zoar Ceremonial   | -                    | -                   | 7,467.66            | -                   | <b>7,467.66</b>      |
| Zoar Fire Station   |                      |                     | 85,642.72           |                     | <b>85,642.72</b>     |
| <b>Total For Health And Family Depts. &amp; Services</b>                | <b>13,335,963.45</b> | <b>1,717,872.48</b> | <b>2,158,926.61</b> | <b>4,796,239.10</b> | <b>22,009,001.64</b> |

Funding Sources that support the Tribe's departments and services:



| <b>FY 2010 Total Expense By Department, Funding Source And Service Provided<br/>September 30, 2010</b> |                      |                     |                      |                      |                      |
|--|----------------------|---------------------|----------------------|----------------------|----------------------|
| <b>Legislative Committees</b>  | <b>Federal</b>       | <b>Wisconsin</b>    | <b>Tribal</b>        | <b>Other</b>         | <b>Grand Total</b>   |
| Community Development  | 4,471,348.97         | 6,517,052.87        | 1,280,417.28         | 6,644,588.15         | 18,913,407.27        |
| Enforce Resource Protection  | 3,738,899.43         | 243,900.33          | 3,126,182.15         | 115,200.63           | 7,224,182.54         |
| Governmental Affairs   | 689,377.53           | 200,074.00          | 3,495,822.08         | 17,133,410.77        | 21,518,684.38        |
| Health & Family  | 13,335,963.45        | 1,717,872.48        | 2,158,926.61         | 4,796,239.10         | 22,009,001.64        |
| Housing  | 4,680,078.75         | 45,745.04           | -                    | 2,295,518.50         | 7,021,342.29         |
| Labor, Educ. & Training  | 12,365,497.25        | 477,654.79          | 2,039,476.40         | 926,547.30           | 15,809,175.74        |
| <b>Grand Total</b>   | <b>39,281,165.38</b> | <b>9,202,299.51</b> | <b>12,100,824.52</b> | <b>31,911,504.45</b> | <b>92,495,793.86</b> |
|  |                      |                     |                      |                      |                      |
| Bi-Weekly Average  | 1,510,814.05         | 353,934.60          | 465,416.33           | 1,227,365.56         | 3,557,530.53         |
| Monthly Average  | 3,273,430.45         | 766,858.29          | 1,008,402.04         | 2,659,292.04         | 7,707,982.82         |
| <b>By Percent</b>  | <b>42%</b>           | <b>10%</b>          | <b>13%</b>           | <b>35%</b>           | <b>100%</b>          |

## FY 2010 INDIRECT COST

**Indirect Cost** – Cost incurred for a common or joint purpose that benefits more than one contract objective.

Indirect cost Departments are support services for each contract/grant and Tribal budget, Departments in IDC include: Administration, Finance, Human Resources, (IT) Information Technology, Insurance, Internal Audit, Maintenance, Property Management & Acquisition, and Tribal Government (25% Chairman's Salary).

The Tribe is required to have these support services in order to obtain contract/grants from federal and state governments. The following table is a consolidated budget report for FY2010 Indirect Cost depts.

| <b>Department</b>                 | <b>Approved Budget</b> | <b>Year-To-Date Expenses</b> | <b>Budget Balance (Over)/Under</b> |
|-----------------------------------|------------------------|------------------------------|------------------------------------|
| Administration                    | 836,952                | 710,833                      | 126,119                            |
| Finance                           | 1,412,647              | 1,300,355                    | 112,292                            |
| Human Resource                    | 495,022                | 410,312                      | 84,710                             |
| (IT) Information Technology       | 1,223,761              | 1,003,952                    | 219,809                            |
| Insurance                         | 400,036                | 247,931                      | 152,105                            |
| Internal Audit                    | 317,330                | 295,236                      | 22,094                             |
| Maintenance                       | 391,619                | 318,427                      | 73,192                             |
| Property Management & Acquisition | 194,040                | 178,884                      | 15,156                             |
| Tribal Government                 | 34,981                 | 26,964                       | 8,017                              |
| <b>Total</b>                      | <b>5,306,388</b>       | <b>4,492,894</b>             | <b>813,494</b>                     |



| <b>MITW Indirect Cost Expenses By Activity September 30,2010</b> | <b>Administration</b> | <b>Finance</b>   | <b>Human Resource</b> | <b>Information Technology</b> | <b>Insurance</b> |
|--|-----------------------|------------------|-----------------------|-------------------------------|------------------|
| Salaries   | 68,662                | 834,530          | 43,666                | 63,764                        | 101,706          |
| Fringe Benefits  | 154,065               | 329,900          | 87,764                | 159,739                       | 36,661           |
| Advertising  | 184                   |                  | 1,603                 |                               | 106              |
| Building Maintenance   |                       |                  |                       |                               |                  |
| Cell Phones/Pagers   |                       |                  |                       | 2,802                         |                  |
| Computer Upgrading   |                       |                  |                       | 109,082                       |                  |
| Contractual Services   | 5,884                 | 18,686           | 33,112                |                               |                  |
| Dues & Membership  |                       |                  | 746                   |                               |                  |
| Employee Recognition   |                       |                  |                       |                               | 10,806           |
| Equipment Lease  |                       | 1,049            | 2,205                 |                               |                  |
| Equipment Maintenance  | 577                   |                  |                       |                               |                  |
| Insurance  |                       |                  |                       | 12                            | 56,527           |
| License & Permits  |                       |                  |                       | 65,203                        |                  |
| Meeting & Related  | 1,514                 |                  |                       |                               | 6,141            |
| Mileage  | 1,061                 |                  | 48                    | 793                           | 491              |
| Minor Equipment  |                       |                  |                       |                               |                  |
| Office Supplies  | 18,029                | 29,951           | 4,345                 | 1,957                         | 9,866            |
| Other Expense  |                       |                  |                       |                               |                  |
| Photocopies  | 11,029                |                  | 3,074                 | 1                             | 1,075            |
| Postage  | 1,287                 | 3,801            | 1,719                 | 30                            | 565              |
| Program Supplies   | 399                   |                  | 4,560                 | 3,760                         | 1,937            |
| Space Rent   | 39,473                | 71,598           | 23,288                | 36,341                        | 16,142           |
| Telephone  | 6,585                 | 10,840           | 4,182                 | 145,936                       | 3,897            |
| Training & Related   | 1,784                 |                  |                       | 10,741                        | 2,011            |
| Utilities  |                       |                  |                       |                               |                  |
| Vehicle Cost   | 300                   |                  |                       | 3,791                         |                  |
| Vehicle Fuel   |                       |                  |                       |                               |                  |
| Vehicle Lease  |                       |                  |                       |                               |                  |
| Vehicles   |                       |                  |                       |                               |                  |
| <b>Total Expenses</b>  | <b>710,833</b>        | <b>1,300,355</b> | <b>410,312</b>        | <b>1,003,952</b>              | <b>247,931</b>   |

| <b>MITW Indirect Cost Expenses By Activity September 30,2010</b> | <b>Internal Audit</b> | <b>Maintenance</b> | <b>Property Management &amp; Acquisition</b> | <b>Tribal Government</b> | <b>Total</b>     |
|--|-----------------------|--------------------|--|--------------------------|------------------|
| Salaries   | 4,810                 | 178,856            | 120,627                                      | 24,941                   | <b>2,531,562</b> |
| Fringe Benefits  | 43,251                | 84,246             | 28,869                                       | 2,023                    | <b>926,518</b>   |
| Advertising  |                       |                    | 4,266  |                          | <b>6,159</b>     |
| Building Maintenance   |                       | 997                |  |                          | <b>997</b>       |
| Cell Phones/Pagers   |                       | 1,951              |  |                          | <b>4,753</b>     |
| Computer Upgrading   |                       | 2,000              |  |                          | <b>111,082</b>   |
| Contractual Services   | 145,885               | 1,415              |  |                          | <b>204,982</b>   |
| Dues & Membership  | 200                   |                    |  |                          | <b>946</b>       |
| Employee Recognition   |                       |                    |  |                          | <b>10,806</b>    |
| Equipment Lease  |                       |                    |  |                          | <b>3,254</b>     |
| Equipment Maintenance  |                       | 2,449              | 331  |                          | <b>3,357</b>     |
| Insurance  |                       | 3,289              | 566  |                          | <b>60,394</b>    |
| License & Permits  |                       | 62                 | 47   |                          | <b>65,312</b>    |
| Meeting & Related  |                       |                    |  |                          | <b>7,655</b>     |
| Mileage  | 258                   |                    |  |                          | <b>2,651</b>     |
| Minor Equipment  |                       | 4,811              |  |                          | <b>4,811</b>     |
| Office Supplies  | 2,064                 | 2,401              | 4,295  |                          | <b>72,908</b>    |
| Other Expense  |                       |                    |  |                          | -                |
| Photocopies  | 17                    |                    | 128  |                          | <b>15,324</b>    |
| Postage  | 79                    | 51                 | 155  |                          | <b>7,687</b>     |
| Program Supplies   |                       | 938                | 1,470  |                          | <b>13,064</b>    |
| Space Rent   | 4,762                 | 10,994             | 12,251                                       |                          | <b>214,849</b>   |
| Telephone  | 1,428                 | 4,065              | 1,256  |                          | <b>178,189</b>   |
| Training & Related   | 2,482                 |                    | 3,365  |                          | <b>20,383</b>    |
| Utilities  |                       | 7,883              | 178  |                          | <b>8,061</b>     |
| Vehicle Cost   |                       | 875                |  |                          | <b>4,966</b>     |
| Vehicle Fuel   |                       | 3,142              | 1,080  |                          | <b>4,222</b>     |
| Vehicle Lease  |                       | 8,002              |  |                          | <b>8,002</b>     |
| Vehicles   |                       |                    |  |                          | -                |
| <b>Total Expenses</b>  | <b>295,236</b>        | <b>318,427</b>     | <b>178,884</b>                               | <b>26,964</b>            | <b>4,492,894</b> |

**Indirect Cost Pool Positions**

| <b>Administration</b>                                   | <b>Human Resource</b>               | <b>Internal Audit</b>          |
|---|-------------------------------------|--------------------------------|
| 1 Administrative Manager                                | 1 Data Technician                   | 1 Director                     |
| 3 Administrative Officer                                | 1 Employee Relations Technician     | 1 Staff Auditor                |
| 1 Budget Specialist                                     | 1 Employee Relations/Training Coor. |                                |
| 1 Grant Writer  | 1 Human Resource Manager            | <b>Maintenance</b>             |
| 1 Grant Writer Aide                                     | 1 Secretary/Receptionist            | 1 Heating/Cooling Service Tech |
| 1 Program Assistant                                     | 1 Training/Compensation Manager     | 1 Inventory Clerk (50%)        |
| 1 Secretary   |                                     | 1 Maintenance Manager          |
| 1 Senior Grant Writer                                   | <b>(IT) Information Technology</b>  | 1 Maintenance Worker           |
|   | 1 Administrative Support Specialist | 1 Office Manager               |
| <b>Finance</b>  | 1 Applications Dev. Manager         | 1 Receptionist (50%)           |
| 1 Accounting Supervisor/Monitor                         | 1 It Director                       |                                |
| 3 Accounting Technician                                 | 1 Network Administrator             | <b>Procurement</b>             |
| 3 Accounting Technicians, Sr                            | 1 Network Engineer                  | Procurement/Property           |
| 1 Accounts Payable Coor.                                | 3 Pc Technician Iii                 | 1 Management Dir               |
| 2 Accounts Payable Technicians                          | 1 Programmer/Analyst                | 2 Purchasing/Inventory Officer |
| 1 Accounts Receivable Coor.<br>Accounts Rec. Tech/Cent. | 1 Technology Trainer                |                                |
| 1 Cashier   | 1 Technical Services Supervisor     | <b>Tribal Government</b>       |
| 2 Accounts Receivable Technician                        | 1 Web Architect                     | 1 Chairman (25%)               |
| 1 Finance Manager                                       |                                     |                                |
| 1 Fiscal Monitor  | <b>Insurance</b>                    |                                |
| 1 Payroll Specialist                                    | 1 Benefits Coordinator              |                                |
| 1 Receptionist/Account. Clerk                           | 1 Benefits Technician               |                                |
| 1 System Support Specialist/Acct                        | 1 Employee Advocate                 |                                |
| 1 System Support Tech/Account.                          | 1 Insurance Manager (Acting)        |                                |
|   | 1 Wellness Coordinator              |                                |

| <b>Menominee Indian Tribe Of Wisconsin<br/>Indirect Cost Rates</b> |             |                            |                        |                                |                          |                           |
|--|-------------|----------------------------|------------------------|--------------------------------|--------------------------|---------------------------|
| <b>FY</b>  | <b>Base</b> | <b>I/C Pool<br/>Budget</b> | <b>Carry-<br/>Over</b> | <b>Adjusted<br/>I/C Budget</b> | <b>Proposed<br/>Rate</b> | <b>Approved<br/>Rates</b> |
| 2010   | 58,209,773  | 5,206,955                  | (68,110)               | 5,138,845                      | 8.83%                    | 8.83%                     |
| 2009   | 46,931,756  | 5,178,726                  | (156,290)              | 5,022,436                      | 10.70%                   | 10.70%                    |
| 2008   | 44,705,400  | 5,918,621                  | (127,863)              | 5,790,758                      | 12.95%                   | 12.95%                    |
| 2007   | 40,182,868  | 5,645,546                  | (34,721)               | 5,610,825                      | 13.96%                   | 13.96%                    |
| 2006   | 39,237,530  | 5,362,995                  | (127,349)              | 5,235,646                      | 13.34%                   | 13.34%                    |
| 2005   | 39,967,175  | 4,871,658                  | (13,796)               | 4,857,862                      | 12.15%                   | 12.15%                    |
| 2004   | 36,940,055  | 4,179,722                  | (15,823)               | 4,163,899                      | 11.29%                   | 11.27%                    |
| BIA Rate   |             |                            |                        |                                |                          | 11.32%                    |
| 2003   | 34,680,534  | 3,700,825                  | (3,470)                | 3,697,355                      | 10.66%                   | 10.66%                    |
| BIA Rate   |             |                            |                        |                                |                          | 10.87%                    |
| 2002   | 37,113,734  | 3,499,974                  | (32,437)               | 3,532,411                      | 9.5%                     | 9.5%                      |
| 2001   | 36,043,562  | 3,722,754                  | 114,427                | 3,608,327                      | 10.0%                    | 10%                       |
| 2000   | 35,559,451  | 3,939,064                  | 69,221                 | 3,869,843                      | 10.88%                   | 10.88%                    |
| 1999   | 32,920,074  | 3,308,403                  | 82,503                 | 3,225,900                      | 9.80%                    | 9.80%                     |
| 1998   | 26,934,182  | 2,827,484                  | 226,463                | 2,601,021                      | 9.66%                    | 9.66%                     |
| 1997   | 18,805,146  | 2,697,710                  | 76,509                 | 2,621,201                      | 13.94%                   | 13.94%                    |
| 1996   | 16,371,442  | 2,627,870                  | 184,904                | 2,442,966                      | 14.92%                   | 14.99%                    |
| 1995   | 15,891,519  | 2,533,932                  | 337,732                | 2,196,200                      | 13.82%                   | 13.80%                    |
| 1994   | 14,303,335  | 2,083,276                  | 262,926                | 1,820,350                      | 12.73%                   | 12.73%                    |
| 1993   | 14,393,882  | 1,909,400                  | 236,206                | 1,673,194                      | 11.62%                   | 11.62%                    |
| 1992   | 16,287,954  | 1,599,408                  | 175,174                | 1,424,234                      | 8.74%                    | 8.75%                     |
| 1991   | 11,482,721  | 1,218,532                  | 67,224                 | 1,151,308                      | 10.03%                   | 10.00%                    |
| 1990   | 8,205,491   | 958,545                    | -                      | 958,545                        | 11.68%                   | 11.70%                    |
| 1989   | 8,197,550   | 900,319                    | -                      | 900,319                        | 10.98%                   | 11.00%                    |
| 1988   | 6,241,457   | 636,609                    | 32,136                 | 604,473                        | 9.68%                    | 9.70%                     |
| 1987   | 5,007,832   | 549,048                    | 64,971                 | 484,077                        | 9.67%                    | 9.70%                     |
| 1986   | 4,474,291   | 570,289                    | 57,577                 | 512,712                        | 11.46%                   | 11.50%                    |
| 1985   | 3,593,275   | 544,334                    | 69,138                 | 475,196                        | 13.22%                   | 13.20%                    |
| 1984   | 3,821,159   | 494,498                    | 85,757                 | 408,741                        | 10.70%                   | 10.70%                    |
| 1983   | 2,912,186   | 409,903                    | 45,808                 | 364,095                        | 12.50%                   | 12.50%                    |
| 1982   | 2,597,754   | 358,919                    | 74,799                 | 284,120                        | 10.94%                   | 10.90%                    |
| 1981   | 3,245,919   | 413,050                    | 30,000                 | 383,050                        | 11.80%                   | 11.80%                    |
| 1980   | 3,296,018   | 354,398                    | -                      | 354,398                        | 10.75%                   | 10.80%                    |

## Appendix B

### Investments

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Jeremy C. Weso, Administrative Manager, Acting Insurance Director and Member of the Investment Committee

#### Overview

The Investment Committee of the Tribe was created pursuant to the Investment Plan Authorization ordinance, Menominee Tribal Ordinance No. 96-10. The committee consists of the following five members: Kathy Kaquatosh, Finance Manager; Vacant, Insurance Manager; Thomas Litzow, Loan Fund Director; Sharon Giese, Accounts Receivable Manager; and Jeremy C. Weso, Administrative Manager. These five individuals collectively provide (a) guidance and direction to the Finance Manager and Insurance Director in the establishment and monitoring of various investments of the Tribe, (b) general oversight on investments, and (c) recommendations to the Legislature on how funds individually or collectively should be invested. In addition, the committee makes recommendations to the Legislature on changes to the overall investment policy for the Tribe.

#### Frequently Asked Questions

- What is the investment mix? The investment mix, or asset mix, is the percentage of a fund that is invested in each of the three major classes of assets: (1) cash and equivalents (e.g. cash, savings, certificates of deposit, money market, etc.), (2) fixed income instruments (e.g. bonds, debenture, notes) and, (3) equity instruments (common stock or ordinary shares). The investment mix varies by fund and largely depends upon the desired growth, amount of risk the Tribe is willing to take, and liquidity needs (ease of conversion into cash) of the fund being invested.
- How many funds make up the Tribe's investment portfolio? Generally, there are about ten (10) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Trani Estate fund; (3) Healthcare Endowment fund; (4) Education Endowment fund; (5) Burial Benefit fund; (6) Minors and Legal Incompetent fund; (7) Alternative judgment fund; (8) Utilities judgment fund; (9) Courthouse Improvement judgment fund; and (10) Aging fund.
- What happens to interest earnings on each fund? Interest earned on each fund is applied to the fund for reinvestment or disbursement in accordance with appropriation legislation adopted by the Legislature.
- Can interest earned on a fund be applied elsewhere? Generally, no. If the fund's use is subject to federal or tribal restriction, the fund and any interest earned from the fund must be used solely for the purposes for which it was intended or reinvested back into the fund.
- Which funds are subject to federal or tribal restrictions on their use? The Healthcare Endowment fund, Education Endowment Fund, and Burial Benefit fund are subject to federal restrictions that require the principal balances to be preserved and their use restricted. Additionally, the Alternative Judgment fund, Courthouse Improvement fund, and Utilities Judgment fund are subject to federal restriction on their use, but these funds are intended to be completely expended. The Trani Estate, Aging fund, and Minors and Legal Incompetents fund are subject to tribal restrictions on their use, and may be expended partially or completely at the Legislature's discretion.
- Can anyone access investment funds? No. The Investment Committee or a committee of the Legislature may only make a recommendation to the Legislature on how funds are accessed or expended, but only the Legislature can give final approval. No one individual can access, transfer, or expend a fund without the express approval of the Legislature.
- Does the Tribe have other funds that are invested and not subject to oversight by the Investment Committee? Yes. Those funds include those funds transferred and deposited into the self-funded employee health, dental, and workers compensation fund. These funds are typically collected, monitored and maintained by other banks and third-party administrators who, in turn, provide data to the Tribe's officials as needed or requested.
- How often does the Investment Committee meet? The Investment Committee meets two to four times a year along with the bank's wealth management group directly responsible for investing the Tribe's various funds.
- What bank manages our investment portfolio? Heartland Bank holds the Tribe's investment portfolio.

- What is the Tribe's Investment Policy? Appearing in the table below is a copy of the Tribe's current investment policy. The Tribe will be revising this policy in FY2010 with the help of Heartland Bank's wealth management group.

| <b>Menominee Indian Tribe of Wisconsin<br/>Investment Policy</b>   |                      |
|--|----------------------|
| <b>PURPOSE</b>   |                      |
| <p>This investment policy is set forth so that there is a clear understanding of the investment guidelines and objectives of the Menominee Indian Tribe between the Legislature, Budget Committee and the Investment Committee established by Ordinance 96-10. The Menominee Indian Tribe seeks to achieve as high a level of total return as is consistent with prudent investment management, preservation of purchasing power and ready marketability of its investment portfolio. It is our mission to optimize our resources for the economic and cultural benefit of our tribal members. Commitment and determination are required in order to achieve our objective. The Menominee Tribe of Wisconsin has been able to create economic opportunity for our people while protecting and renewing our forests. It is our goal to grow our current investment pool in a prudent manner so that not only will we receive a portion of the benefits today, but well into the future. The Tribe seeks to achieve its investment objectives by investing primarily in a diversified portfolio of fixed income and equity securities. The Menominee Indian Tribe recognizes that separate pools of capital with different investment objectives require different asset allocation strategies to meet their various objectives. Thus, the Tribe has set broad based, asset allocation strategies with various risk tolerances in order to offer investment parameters suitable to meet each pool of capital's objectives. The broad based strategies include investment parameters that are appropriate for accounts with various objectives that may be Short-Term (0-3 years), Intermediate-Term (4-8 years) and Long-Term (8 years and up) in nature. The Tribe recognizes that for accounts with a long-term objective, preservation and growth of purchasing power is a significant risk. In order to achieve the higher returns necessary to preserve and grow purchasing power, the Tribe is willing to invest a majority of those account's assets predominately in equities and accept somewhat more aggressive risk tolerance than a pure fixed income portfolio.</p> |                      |
| <b>DELEGATION OF AUTHORITY</b>   |                      |
| <p>Authority to manage the MITW's investment program is derived from the Menominee Tribal Legislature and Tribal Ordinances, Resolutions, and Motions. Responsibility for the operation of the investment program for the <i>General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds</i> is hereby delegated to the Finance Director who shall have operational duties for managing those investments. The responsibility for the operations of the investment program for the <i>Settlement Funds, Trust and Agency Funds, and Incompetents and Minors Trust</i> is hereby delegated to the Insurance Director who shall have operational duties for managing those Investments. The operational responsibility for the Capital Project Funds shall be shared between the Finance Director and Insurance Director. These individuals shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. No person may engage in an investment transaction except as provided under the terms of this policy. These individuals shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.</p>   |                      |
| <b>SETTLEMENT FUNDS, TRUST &amp; AGENCY FUNDS AND INCOMPETENT &amp; MINOR TRUST</b>  |                      |
| <i><b>Burial, Education and Healthcare Accounts</b></i>  |                      |
| <p>These accounts are expected to be perpetual/very long-term in nature (+20 years) and thus are able to benefit from the historical ability of stocks to out-perform bonds over long periods of time. These funds will be considered long-term in nature.</p>   |                      |
| Asset Class  | Range of Allocations |
| Cash/Money Markets   | 0-20%                |
| Fixed Income/Bonds   | 35-55%               |
| Equity/Stocks  | 45-70%               |

***Courthouse, Utility and Elderly Accounts***

These funds will be targeted for distribution with an eventual termination to cover the financing needs for each of the accounts specific needs. These funds will be considered to be short-term in nature.

| Asset Class        | Range of Allocations |
|--------------------|----------------------|
| Cash/Money Markets | 10-100%              |
| Fixed Income/Bonds | 0-90%                |
| Equity/Stocks      | 0%                   |

***Reserve, Trani Estate, and Alternative Accounts***

There is no "FINAL" determination for the end use of the funds in each of these accounts. While these accounts shall pursue growth of capital through investments in equities, due to the potential need to extract funds at an unknown date, the accounts shall pursue an intermediate-term approach. These funds will be considered intermediate-term in nature.

| Asset Class        | Range of Allocations |
|--------------------|----------------------|
| Cash/Money Markets | 5-25%                |
| Fixed Income/Bonds | 40-60%               |
| Equity/Stocks      | 25-45%               |

***Minors and Incompetents Account***

Similar to the longer-term approach used for Education, Burial and Healthcare accounts, and the investment objective for this account increases its utilization of the higher growth potential of investments in equities in similar increments.

| Asset Class        | Range of Allocations |
|--------------------|----------------------|
| Cash/Money Markets | 0-25%                |
| Fixed Income/Bonds | 50-70%               |
| Equity/Stocks      | 20-40%               |

**MANAGEMENT FEES**

Management fees will be charged to the appropriate fund.

**EARNINGS**

All earning are reinvested in accordance with the Policy.

**GENERAL FUNDS, SPECIAL REVENUE, DEBT SERVICE AND ENTERPRISE FUNDS**

See attachment – "CASH MANAGEMENT POLICY"

**REPORTING**

The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

**APPROVAL OF INVESTMENT POLICY**

The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually***.

**FY2010 Performance.** The following table provides a brief summary of each fund's performance in FY2010.

| <b>HEARTLAND FINANCIAL USA, INC.</b><br>FOR PERIOD ENDING 9/30/10 |                     |                   |                   |                     |                     |                     |                   |                  |                  |                      |
|---|---------------------|-------------------|-------------------|---------------------|---------------------|---------------------|-------------------|------------------|------------------|----------------------|
| 10/01/09 MARKET VALUE   | RESERVE             | TRANI             | ALTERNATIVE       | BURIAL              | EDUCATION           | HEALTH CARE         | UTILITIES         | ELDERLY          | COURTHOUSE       | MINOR & INCOMPETENTS |
| <b>Income</b>   | <b>8,891,345.08</b> | <b>915,415.65</b> | <b>181,054.52</b> | <b>2,094,778.87</b> | <b>4,127,710.08</b> | <b>2,207,225.04</b> | <b>671,272.36</b> | <b>14,529.41</b> | <b>33,499.93</b> | <b>2,062,261.86</b>  |
| Interest  | 80,487.03           | 1,078.58          | 332.29            | 11,201.60           | 22,114.25           | 11,648.67           | 1,130.82          | 4.23             | 12.22            | 1,942.25             |
| Dividend  | 139,834.23          | 21,756.99         | 2,382.38          | 39,646.30           | 79,628.07           | 41,507.72           | 17,280.23         | 132.39           | 866.79           | 36,290.20            |
| Other Income  |                     |                   |                   |                     |                     |                     | 230.41            |                  | 12.47            | 6,287.69             |
| Contributions   |                     |                   |                   |                     |                     |                     |                   |                  |                  | 93,550.00            |
| <b>Disbursements</b>  |                     |                   |                   |                     |                     |                     |                   |                  |                  |                      |
| Transferred to Tribe/Programs/Beneficiary                         | (2,305,441.62)      | (489,713.49)      | (97,540.61)       | (33,449.95)         | -                   | (70,384.42)         | (127,497.00)      | (14,230.42)      | (9,557.19)       | -313,231.09          |
| Management Fees   | (37,272.99)         | (4,052.71)        | (1,497.94)        | (10,147.86)         | (19,610.14)         | (10,461.75)         | (3,079.47)        | (524.68)         | (1,340.08)       | -38,593.16           |
| Non-Cash Activity   | 1,453.55            | 240.34            | 13.16             | 434.12              | 720.24              | 374.45              | (73.65)           |                  |                  | 608.46               |
| Realized Gains/(Losses)   | (161,691.49)        | 62,135.14         | (5,261.99)        | 144,379.45          | 248,459.01          | 167,477.70          | 10,955.32         | 89.07            | 312.41           | 92,639.63            |
| Unrealized Appreciation/(Depreciation)                            | 618,367.90          | (114.52)          | 12,145.20         | 56,009.74           | 153,901.36          | 41,505.46           | 10,214.98         |                  | 666.85           | 17,198.63            |
| <b>9/30/10 Market Value</b>                                       | <b>7,227,081.69</b> | <b>506,745.98</b> | <b>91,627.01</b>  | <b>2,302,852.27</b> | <b>4,612,922.87</b> | <b>2,388,892.87</b> | <b>580,434.00</b> | <b>(0.00)</b>    | <b>24,473.40</b> | <b>1,958,954.47</b>  |
| Cash & Equiv  | 1,379,002.22        | 27,634.86         | 3,840.64          | 251,778.11          | 508,755.13          | 247,981.69          | 48,320.53         |                  | 2,621.94         |                      |
| Fixed Income  | 3,691,165.44        | 321,736.40        | 27,442.85         | 677,009.84          | 1,357,681.07        | 710,714.75          | 532,113.47        |                  |                  | 1,958,954.47         |
| Equities  | 2,156,914.03        | 157,374.72        | 60,343.52         | 1,374,064.32        | 2,746,486.67        | 1,430,196.43        |                   |                  | 21,851.46        |                      |
|   | <b>7,227,081.69</b> | <b>506,745.98</b> | <b>91,627.01</b>  | <b>2,302,852.27</b> | <b>4,612,922.87</b> | <b>2,388,892.87</b> | <b>580,434.00</b> | <b>0.00</b>      | <b>24,473.40</b> | <b>1,958,954.47</b>  |



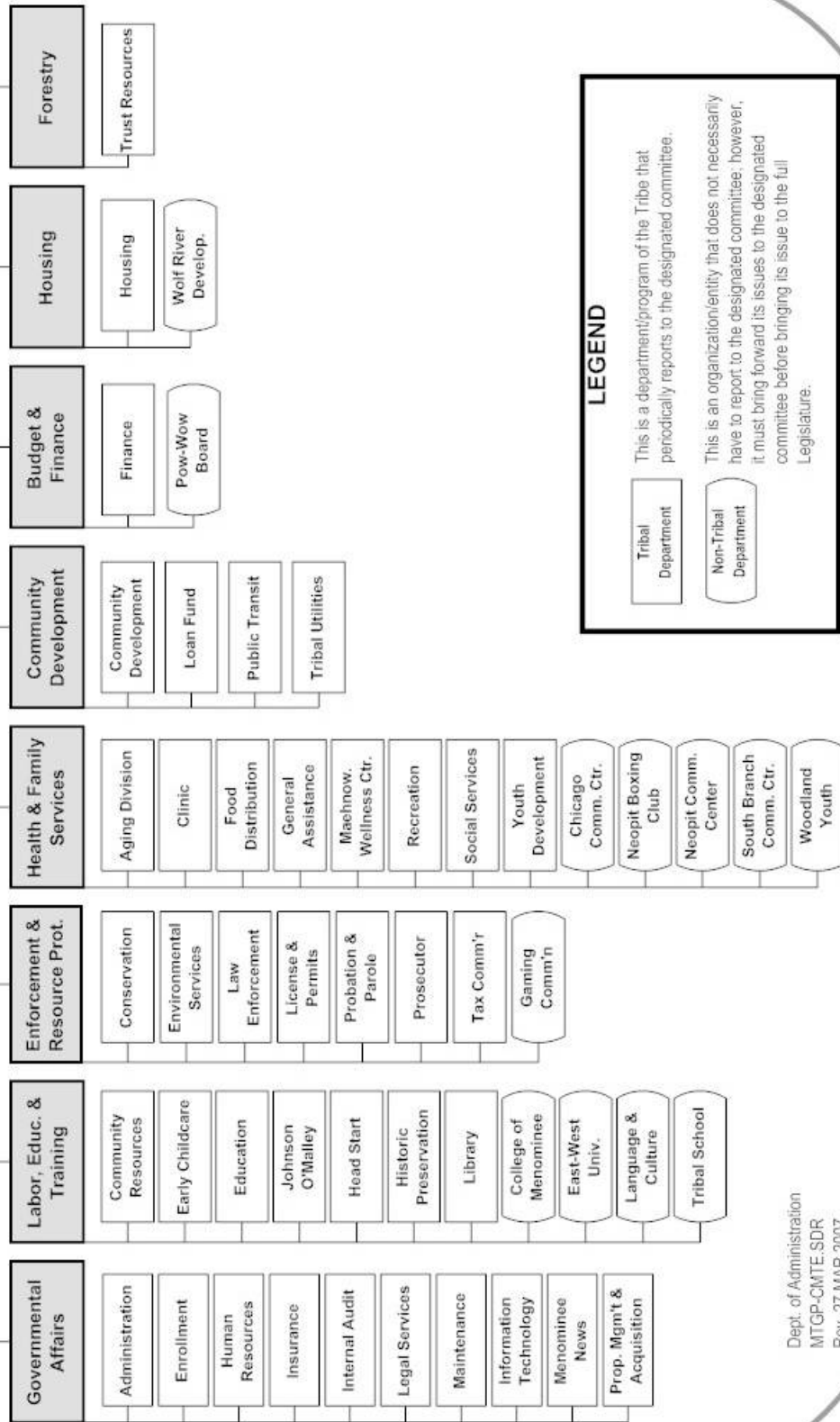
# Appendix C: Committee Flowchart

## MITW-Committee Flowchart

Adopted Under the Tribal Government Plan (Ord. No. 95-04)



Menominee Tribal Legislature

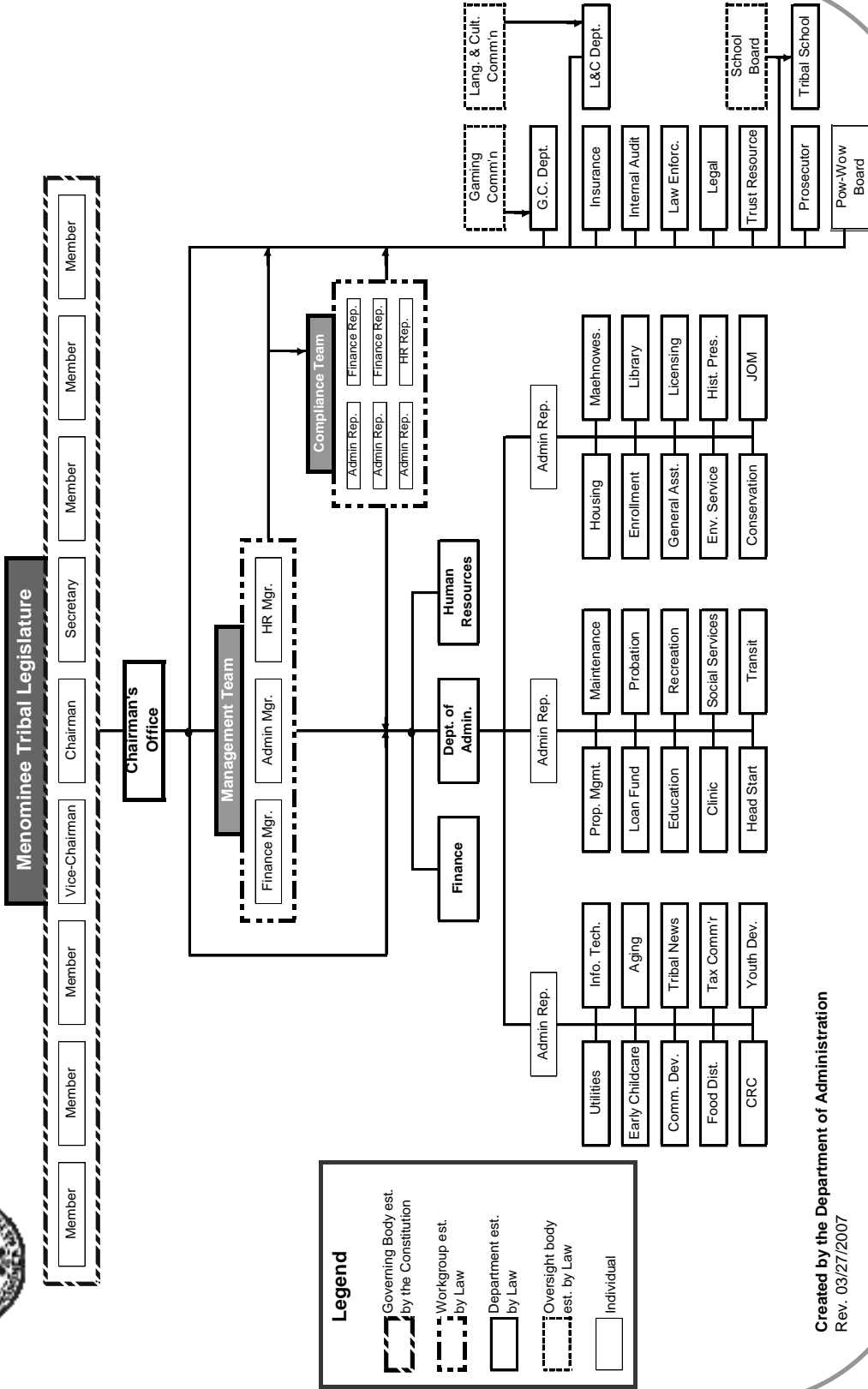


Dept. of Administration  
MITGP-CMTE.SDR  
Rev. 27 MAR 2007

# Appendix D: Administrative Flowchart

## MITW-Administrative Flowchart

Established Pursuant to the Government Plan (MITW Ordinance No. 95-04)



Created by the Department of Administration  
Rev. 03/27/2007





# *Omaeqnomenewak*

## Mission

**The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.**

## Vision

**We envision the Omaeqnomenewak (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.**

## Value

**As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture**

***People of the Wild Rice***

