Menominee Indian Tribe of Wisconsin

Annual Report 2014

Inside This Year's Annual Report

- General Council Meeting Agenda
- Important Dates To Remember in 2015
- Message From the Tribal Chairwoman
- Legislative Directory
- Legislative Committees
- Taskforces, Boards & Community Committees
- Individual Reports
- Committee Flowchart
- Administrative Flowchart
- Financial Report
- Investment Report
- Mission, Vision, and Value Statements

Annual General Council Meeting Agenda

Saturday, January 17, 2015 at 9:00 a.m., at the Menominee Convention Center
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. **Grant Entry/Presentation of Colors**
2. **Flag Song**
3. **Posting of Colors**
4. **Menominee Prayer**
5. **Call to Order-Roll Call**
6. **Election of Chairman for the meeting**
7. **Appointment of Sergeant-at-Arms**
8. **Appointment of Tellers**
9. **State of the Menominee Nation –Chairwoman**
10. **Actions Taken per Motions of Annual General Council dated January 18, 2014**
11. **Legislative Committee Reports:**
    - Budget and Finance
      - Financial Reports
    - Community Development
    - Enforcement and Resource Protection
    - Governmental Affairs
    - Health and Family Services
    - Housing
    - Labor, Education and Training

12. **Other Business**
13. **Retire the Colors**
14. **Travel Song/Adjournment**

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

*** Important Dates to Remember in 2015 ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 17, 2015
Main Tribal Elections	Neopit	Wednesday, January 14, 2015
	Keshena	Thursday, January 15, 2015
Annual Swearing-In Ceremony		Monday, February 9, 2015
Menominee Indian High School Graduation		Friday, May 22, 2015
Menominee Veterans Pow-wow		Friday-Sunday, May 15-17, 2015
Memorial Day Parade		Monday, May 25, 2015
Menominee Nation Contest Pow-wow		First weekend in August
Primary Tribal Elections	Neopit	Wednesday, November 11, 2015
	Keshena	Thursday, November 12, 2015
Main Tribal Elections	Neopit	Wednesday, January 13, 2016
	Keshena	Thursday, January 14, 2016

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Monday Dec. 22, 2014	Native American Day	Tuesday May 13, 2015
Christmas Eve	Tuesday Dec. 24, 2014	Memorial Day	Monday May 25, 2015
Christmas Day	Wednesday Dec. 25, 2014	Independence Day	Friday July 4, 2015
New Year's Eve	Tuesday Dec. 31, 2014		
New Year's Day	Wednesday Jan. 1, 2015	Labor Day	Monday Sept. 7, 2015
Martin Luther King Jr.	Monday Jan. 19, 2015	Veterans Day	Tuesday Nov. 11, 2015
Presidents Day	Monday Feb. 16, 2015	Thanksgiving Day	Thursday Nov. 26, 2015
Good Friday	Friday April 3, 2015	Day After Thanksgiving	Friday November 27, 2015

MENOMINEE INDIAN TRIBE OF WISCONSIN

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

Posoh My Fellow Menominee:

On behalf of the Menominee Tribal Legislature, I am pleased to submit the Menominee Indian Tribe of Wisconsin's Annual Report for Fiscal Year 2014.

This year, the goals of the Menominee Tribal Legislature have focused on transparency, accountability and collaboration. You will find those goals highlighted throughout this report as our programs summarize their many accomplishments this past year. 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 part of our efforts at transparency – we have included budget information for each of our departments. This will give all tribal members greater visibility into the sources of funds and total dollars available to departments. At the end of Fiscal Year 2014, due to the diligence of our program directors – total expenditures of tribal funds were under budget by $1.7 million dollars.

Our work at improving collaboration has resulted in some changes to our Government Plan. Departments with similar functions are being combined where possible to streamline services for tribal members and to save money.

The Menominee Casino Resort began work on a beautiful new casino in Keshena. The new facility brings a whole new entertainment experience to our customers and is something the entire Tribe can be proud of. As I write this letter, we are closer than we have ever been to achieving our goal of an off-reservation casino in Kenosha and anxiously await an approval by Wisconsin's Governor.

I appreciate the support and encouragement you have given me and my fellow Tribal Legislators this past year. We look forward to seeing you at the General Council and at other Tribal events.

Maec waewaenen,

Laurie Boivin, Chairwoman
Menominee Tribal Legislature

Table of Contents

Tribal Legislature Directory 6

Committees of the Legislature 7

Task Forces and Community Committees 8

Administration 10

Aging and Long-term Care 13

Business Center 21

Child Support 22

Clinic 24

College of Menominee Nation 53

Community Development 61

Community Resources 66

Conservation 71

Early Childcare Services 74

Education 75

Election Commission 76

Emergency Management 77

Enrollment 78

Environmental Services 80

Food Distribution 85

Gaming Commission 87

Head Start/Menominee Nation Early Childhood 89

Historic Preservation/ Logging Museum 94

Housing 98

Human Resources 103

Information Technology 106

Insurance 108

Internal Audit 110

Johnson O'Malley 112

Judiciary 113

Language and Culture 117

Law Enforcement 118

Legal Services 120

Lending & Tribal Tax 122
Licensing and Permits 124
Maehnowesekiyah Wellness Center 126
Maintenance 129
Menominee Nation News 131
Operation of Tribal Government 133
Probation/Parole 137
Property Management and Acquisition 140
Prosecutor's Office 141
Parks and Recreation 142
Social Services 144
South Branch Community Center 147
Transit Services 149
Tribal School 158
Utilities 161
University of Wisconsin Cooperative Extension 165
Woodland Boys & Girls Club 169
Youth Development & Outreach 170
Appendix A 174
FINANCIAL REPORT 174
Appendix B 213
INVESTMENTS 213
Appendix C: Committee Flowchart 217
Appendix D: Administrative Flowchart 218

Tribal Legislature Directory

Laurie Boivin ***Chairwoman*** N2840 St. Hwy 55 Keshena, WI 54135	(Term 2017)	(715) 799-5114 – Work (715) 853-9904 – Cell
Crystal Chapman-Chevalier ***Vice-Chairwoman*** PO Box 651 Keshena, WI 54135	(Term 2016)	(715) 853-5377 – Cell
Joan Delabreau ***Secretary*** PO Box 282 Keshena, WI 54135	(Term 2015)	(715) 701 – 1037 – Cell
Gary Besaw W1541 Brave Island Circle Keshena, WI 54135	(Term 2015)	(715) 799-5600 – Work (715) 799-3242 – Home
Randolph "Randy" Reiter PO Box 446 Keshena, WI 54135	(Term 2015)	(715) 853-7580 - Cell
Lisa Waukau PO Box 542 Keshena, WI 54135	(Term 2016)	(715) 799-3898 – Home
Ruth H. Waupoose PO Box 204 Keshena, WI 54135	(Term 2016)	(715) 799 – 3914 – Home
Craig Corn PO Box 15 Keshena, WI 54135	(Term 2017)	(715) 853-4043 – Cell
Vyron Dixon, Jr. PO Box 910 Keshena, WI 54135	(Term 2017)	(715) 799-5114 - Message

Committees of the Legislature

Budget & Finance:

- Joan Delabreau, Chairman
- John O'Kimosh, Vice Chairman and Community Member
- Crystal Chevalier, Legislator
- Craig Corn, Legislator
- Michael Chapman, Community Member
- Jonathan Wilber, Administration
- Kathy Kaquatosh, Finance
- Greg Smith, Lending & Tribal Tax

Labor, Education & Training:

- Vyron Dixon, Chairman
- Shannon Chapman, Vice Chairman and Tribal School
- Virginia Nuske, Secretary and Education
- Lisa Waukau, Legislator
- Gary Pyawasay, Head Start
- Joseph Awonohopay, Language & Culture
- LuAnn Warrington, Community Resources
- Alan Caldwell, Community Member
- Dorian LaTender-Lyons, Community Member

Governmental Affairs:

- Crystal Chapman-Chevalier, Chairman
- Ben Kaquatosh, Vice Chairman and Human Resources
- Ruth Waupoose, Legislator/Secretary
- Michelle White, Information Technology
- Kathy Kaquatosh, Finance
- Jonathan Wilber, Administration
- Michael Chapman, Community Member
- John Okimosh, Community Member

Housing:

- Lisa Waukau, Chairman
- Craig Corn, Vice Chairman
- Stephanie Awonohopay, Secretary and Community Member
- Mary Husby, Social Services
- Marlin Waupoose, Secretary/Utilities
- Lloyd Pecore, Community Member
- Kim Komanekin, Land Use
- Wayne Wilber, Housing

Health & Family Services:

- Ruth Waupoose, Chairman
- Duane Waukau, Vice Chairman and Recreation
- Jerry Waukau, Secretary and Clinic
- Joan Delabreau, Legislator
- Michael Waupoose, Youth Development and Outreach
- Mary Husby, Social Services
- Colleen Connahvichnah, Aging
- Lyle Tucker, Maehnowesekiyah
- Myrna Warrington, Community Member
- Geradette Richmond, Community Member

Community Development:

- Craig Corn, Chairman
- Vyron Dixon, Vice Chairman
- Wayne Wilber, Secretary and Community Development
- Shawn Klemens, Transportation
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Housing
- Linda Peters, Community Member
- Dorian LaTender-Lyons, Community Member

Enforcement & Resource Protection:

- Randolph Reiter, Chairman
- Douglas Cox, Vice Chairman and Community Member
- Joshua Pyatskowit, Secretary and Environmental Services
- Gary Besaw, Legislator
- Walter Cox, Conservation
- Bridget Long, Prosecutor
- William Beauprey, Probation
- Antonio Escalante, Tribal Police
- Alan Caldwell, Community Member

Task Forces and Community Committees

Kenosha Gaming Authority:
- Gary Besaw, Chairman
- Laurie Boivin
- Lisa Waukau

MTL/MISD:
- Randolph Reiter, Chairman
- Joan Delabreau
- Lisa Waukau

MTL/MTE:
- Randolph Reiter, Chairman
- Ruth Waupoose
- Vyron Dixon

Wolf River Development:
- Lisa Waukau, Chairman
- Craig Corn
- Sharon Giese
- Dorian LaTender-Lyons
- Annette Westphal

MTL/County Task Force:
- Laurie Boivin, Chairwoman
- Crystal Chevalier
- Joan Delabreau

Menominee Indian Economic Development Authority:
- Ruth Waupoose, Chairman
- Vyron Dixon

Menominee Indian Gaming Authority:
- Crystal Chevalier
- Ruth Waupoose

82-10 Appeals Board:
- Craig Corn, Chairman
- Lisa Waukau, Alternate

Emergency Government:
- Joan Delabreau
- Randolph Reiter
- Vyron Dixon

Tribal/State Relations:
- Gary Besaw

UW-Extension:
- Vyron DIxon

Menominee Fuel Station Board:
- Randolph Reiter, Chair

Air/Quality Task Force:
- Craig Corn, Chair
- Gary Besaw
- Vyron Dixon

Constitutional Task Force:
- Crystal Chevalier, Chairman
- Randolph Reiter
- Joan Delabreau

Human Resources Planning Committee:
- Ruth Waupoose

Pow-wow Committee:
- Joan Delabreau
- Vyron Dixon
- Crystal Chapman-Chevalier
- Monty “Dugan” Beauprey Sr.
- Gunnar M. Peters
- Jamie Awonohopay
- Natasha Miller

Task Forces and Community Committees (continued)

Chicago Community:
- Laurie Boivin, Chairman
- Crystal Chevalier
- Joan Delabreau
- Randolph Reiter-alternate

Keshena Community:
- Lisa Waukau, Chairman
- Crystal Chevalier
- Ruth Waupoose

Middle Village Community:
- Gary Besaw, Chairman
- Randolph Reiter
- Craig Corn

Neopit Community:
- Vyron Dixon, Chairman
- Craig Corn
- Gary Besaw

South Branch Community:
- Ruth Waupoose, Chairman
- Laurie Boivin
- Randolph Reiter

Zoar Community:
- Joan Delabreau, Chairman
- Vyron Dixon
- Lisa Waukau

Administration

Jonathan Wilber, Tribal Administrator
Annette Westphal and Cedar Kakkak, Assistant Administrators

This year, the Department of Administration undertook a comprehensive internal review of mission, purpose and business processes. That review resulted in a revised mission statement and improved business processes for the department. Our updated mission statement states:

It is the mission of the Department of Administration to:

- Cultivate and maintain a positive and cooperative working environment among all tribal programs and departments
- Ensure that tribal members are able to access the services they need, when they need them, without unnecessary barriers
- Lead by example with professionalism, timeliness, friendliness and follow through

***Tribal Administration also works to ensure that all tribal departments' overall goals are in line with the mission and vision statement of the Menominee Indian Tribe.*

In line with the mission of the department, a number of initiatives began this year. Some high level highlights are included below:

DEVELOPMENT OF A LEADERSHIP ACADEMY FOR NEW DIRECTORS: Tribal Administration and a group of volunteer directors and staff have made good progress toward developing a Menominee Leadership Academy. The academy will be a development program for tribal employees who are interested in becoming future program directors or department heads. The program will help new directors be effective in leading programs and delivering services to tribal members.

The current draft of the program design has 11 separate sessions:

1. Knowing Yourself: Assessments to identify and harness your personal talents;
2. Hand in Hand: An in-depth analysis of Management vs. Leadership;
3. Menominee History and Culture: The Wild Rice People;
4. Documents and Agencies that Guide the Menominee Tribal Government;
5. Communicating for Positive Results;
6. Our Community: Programs that Reflect Menominee Values;
7. Educational Opportunities Abound: Life-long Learning Available in the Community;
8. How MITW works with the State and Federal Governments;
9. Developing an Organizational Culture based upon MITW Principles;
10. Managing your Prejudices: a frank discussion on "isms";
11. So You Want to be a Director: Budgets, Policies, Planning and More.

The next steps are to: Fully develop session content; Identify qualified moderators for each session; and design an application and acceptance process for participants. The goal is to have first sessions begin in Spring of 2015.

UPDATING SOFTWARE AND STREAMLINING PROCESSES: Department staff has assessed a number of important internal processes and have begun to implement improvements. Advanced Budget Management software available from Black Baud, the owner of the tribe's FundWare accounting system, was approved for purchase by the Tribal Legislature late in 2014. Tribal Administration will be working over the first several months of FY2015 to integrate the software and redesign the business processes associated with the development of the annual tribal budget and the processing and approval of budget modifications for all financial ledgers. The current process is completely separate from the accounting system, is paper based and outdated.

Tribal Administration is reviewing a variety of Grant Management Software Applications for fit and function with Tribal business processes and systems. The goal is to be able to automate the reporting and oversight of grants and automate the process of tracking progress toward meeting grant objectives.

Department staff has begun digitizing contract files and departmental documents using software already owned by the Tribe. Completing this process and making this a regular process in Tribal Administration will result in the savings of paper and space and provide easier accesses and greater security for contract information and other tribal documents.

COMPREHENSIVE PROCESS FOR HIRING DIRECTORS: Tribal Administration developed a new comprehensive process for the selection and hiring of directors. The process takes place over a three day interview period for each applicant. Day one is an assessment and job matching inventory that compares the skill level of candidates in a variety of management and leadership areas against the attributes required for the position. Day two includes two interviews , the first with Tribal Administration and Human Resources and the second with Finance, Internal Audit and Insurance. In some cases day two can also include discussions with staff and clients in the department for which the candidates are being interviewed. On day three, each applicant makes a presentation to all members of the interview team. The presentation is focused on each candidate's solution to a management scenario or work challenge developed specifically for the position being filled.

The process was successfully utilized to hire a new director for the Environmental Services Department during 2014. Applicants and the interview team rated the process positively.

COMBINING AND RELOCATING TRIBAL DEPARTMENTS: During 2014, Thomas Litzow, the longtime Director of the Tribal Loan Fund retired. As a result of that retirement, Tribal Administration proposed the combination of the Tax Commission and Loan Fund into a single department. The change was accomplished after a three month evaluation period when the Tax Commissioner served as the Acting Director of the Loan Fund and evaluated the compatibility of the two functions and identified areas for cost savings. The Menominee Tribal Legislature approved a change to the Government Plan that combines the two departments into the new Department of Lending and Tribal Taxes. This change saves the Tribe more than $88,000 per year. As future Director vacancies occur, this same process will be utilized, where possible, to both save money and improve services to tribal members.

The Youth Development and Outreach department moved out of the Tribal Office Building and into the Keshena Recreation Center. They will share space with Tribal Recreation and the Johnson O'Malley Program. Sharing a common space saves Youth Development and Outreach space rental dollars, provides them dedicated space for activities and also helps to provide JOM and Recreation additional help with their activities. This collaboration will also provide a comprehensive approach to youth services in the community. The moves results in a savings of nearly $14,000 per year for the Tribe.

During the early part of 2015, Tribal Education will be relocating from the basement of the FIC Building to the campus of the College of Menominee Nation. 61% of the student population served by Tribal Education are taking classes at CMN, which will make access easier for students. The move will also provide Tribal GED programs access to the state of the art facilities and resources of CMN. Tribal Administration, Tribal Education and the College of Menominee Nation are confident that this collaboration will bring new energy, ideas and expanded services in the areas of GED and Tribal Education.

EFFECTIVELY UTILIZING TRIBAL BUILDINGS AND PROPERTIES: Tribal Administration, Insurance, Community Development and others have worked to evaluate the condition of unused tribal properties. The goal is to find a useful purpose for those properties – ideally to address needs in the community. Some tribal properties are at risk of deterioration because they have been unused and neglected for many years. In 2014 and moving forward into 2015, the Neopit Headstart, the Warren Property in the town of Red Springs, the former Floring property in South Branch and the tribe's property at Mole Lake are being evaluated for condition, needed repairs and new uses.

As part of the 2015 Tribal Budget process, the Menominee Business Center was repurposed for use by the Department of Lending and Taxation. One tenant of the former business center was relocated to share space with the Menominee Language and Culture Commission; other tenants remain as lessees in the building. This change saves the Tribe nearly $120,000 per year.

REPLACING MEETINGS WITH EFFECTIVE COLLABORATION: A number of directors expressed concerns about the lack of useful communication at monthly Directors' Meetings. During 2014, Tribal Administration has worked with departments to transform Directors' Meetings into opportunities for collaboration. This effort has taken Directors' Meetings out of the Tribal Office Boardroom and into departments such as Maehnowesekiyah Wellness Center and Transit. For many directors, this change was their first opportunity to see other tribal facilities. The new approach has helped all participants learn more about the work of other departments and most importantly provided a positive way to promote collaboration. Directors have begun to focus discussion on opportunities to combine efforts, share ideas and work together to deliver services.

In FY2015, all Tribal Departments who have not previously participated in the Community Engagement Efforts aimed at improving School Readiness and Community Health that have been coordinated by the Menominee Indian School District, Menominee Tribal Clinic, Community Resource Center, Tribal School, Tribal Recreation and other departments since 2010 will begin to participate. Factors affecting community health will only be improved by the entire system of Tribal Government becoming involved. Tribal Administration will support and encourage the participation in Community Engagement efforts with the department who report through Tribal Administration.

IMPROVING COLLABORATION THROUGH GRANT IMPLEMENTATION: The Menominee Indian Tribe has been awarded two vital grants this year. This presented an opportunity for the Tribe to take a more effective approach to grant and program implementation. The first one is a Federal CTAS Strategic Planning for Justice System's award in the amount of $75,000 to evaluate and research our current Justice system. The second grant is a Federal SAMSHA Native Connections Suicide Prevention award. This award will assist in working with youth to reduce the suicide rate and attempts by preventative tactics and certified protocols. Administration and departments will be utilizing existing resources and initiate new collaboration within our structure to implement these programs. Our goal is to create an atmosphere where departments and entities work together to combine resources to provide the best service possible to tribal membership. Administration will continue to provide support to the departments, grant agencies and guarantee goals, objectives, deliverables and requirements are met to the best of the programs' ability.

REINVENTING ADMINISTRATION: In alignment with the department's Mission Statement, staff have worked to evaluate the roles, positions and duties of staff within the department. The results of this evaluation have resulted in the following internal changes:

Updated position descriptions for the two Compliance Officers to include a title change to Assistant Tribal Administrator
Replaced the Senior Grant Writer position with a revised/updated Planner position that will oversee the grant writing functions and develop annual grant writing schedules. (Position of Planner previously existed in Tribal Administration)
Replaced the Special Projects Coordinator position with an updated Grants and Contract Monitor position. The existing Special Projects Coordinator was transferred into the position.

In order to meet our department mission of ensuring the best method to tribal service delivery, Tribal Administration now attends the quarterly community meetings held by the Menominee Tribal Legislature. This participation helps the MTL provide faster response and to more quickly address issues presented by tribal membership in the four reservation communities.

Category Description	**FISCAL YEAR 2014 CONSOLIDATED Budget – Tribal Administration**					
	Indirect Cost Pool	**Program Income**	**Federal**	**State**	**Other**	**Totals**
Personnel Costs	**$ 429,530**	**$ -**	$ -	$ -	$ -	**$ 429,530**
Fringe Benefits	**201,422**					**201,422**
Travel	**1,000**					**1,000**
Training	**8,000**					**8,000**
Equipment	**2,450**					**2,450**
Supplies	**9,700**					**9,700**
Contractual	**6,000**					**6,000**
Space Lease/Rental	**27,901**					**27,901**
Advertising	**350**					**350**
Photocopies	**8,000**					**8,000**
Postage	**1,500**					**1,500**
Meetings and Related	**6,000**					**6,000**
Totals ►	**$ 701,853**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 701,853**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Aging and Long-term Care

Denise Pommer, Director

Mission Statement

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

AN OVERVIEW OF THE AGING NETWORK AND FUNDING SOURCES: The Administration on Aging (AoA), located in the U.S. Department of Health and Human Services, is the federal agency responsible for programs authorized under the Older Americans Act of 1965. A portion of the aging services are funded through the federal Title VI Grant for Native Americans and by Title III funding through the Greater Wisconsin Agency on Aging Resources (Gwaar). Typical aging programs funded by Titles VI and III are the Nutrition program operation, Elder Benefit Specialist program, Family Caregiver program, Preventative Health, and Supportive Services that include personal care, homemaker, chore services, case management, assisted transportation, information and assistance, outreach, temporary respite, and adult day care.

Grantees of the federal and state funding sources are required to abide by the contract terms of AoA and Gwaar, the AoA Title VI Resource Manual and A Manual of Policies, Procedures and Technical Assistance for The Wisconsin Aging Network, in addition to all Tribal policies. The use of Title VI funds is directed toward Native Americans age 55 and over, and Title III funding is provided for individuals who are age 60 and older in accordance with the Older Americans Act.

To support the programs and services provided, additional funding is provided through other grants such as CTAS funds used for Elder abuse prevention activities, and CSBG that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance.

Because the amount of grant funding that is received is insufficient to cover the total expense, the Tribe funds other department expenses. The activities that are provided for Elders using Tribal funding are limited to Tribal members only who are age 55 and over. In addition to the array of programs and services seen above, the department services include snowplow services, firewood, air conditioners, Goodwill vouchers, an annual Christmas party and Tribal picnic. Along with resident contributions, the Tribe also funds the Wolf River Community Based Residential Facility which is within the Department of Aging and Long Term Care, as is the Long Term Care Medicaid Waiver program.

The Department of Aging and Long Term Care is unique among other county or Tribal aging units statewide as the Menominee Tribe administers the only combined Tribal/County Aging Unit in the state. In addition, the Menominee Tribe is one of only two Tribes in the state that operates a Medicaid Waiver program.

The Director, under the direct supervision of Tribal Administration, oversees the vast array of programs and services and reports to the Health and Family Committee. The Commission on Aging acts in an advisory capacity whose members serve to represent the views, interests, and concerns of the elder population. A Nutrition Advisory Committee is a separate body that provides input on matters related to the delivery of nutrition and nutrition supportive services.

ELDER BENEFIT SPECIALIST PROGRAM: The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS, Lynnette Wychesit, provides information, advice, referral and assistance to older individuals regarding eligibility and issues related to public benefits and services, health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for individuals in need of legal representation to the private bar or Wisconsin Judicare. The Elder Benefit Specialist works with the families and residents of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare and other benefits issues, and to secure the CBRF as the residents' representative payee for Social Security benefits. Lynnette is available to meet with Elders in their homes, in office, at the senior centers, or wherever is most convenient for the Elder. During FY 2014, program services were provided to an unduplicated number of 289 Native American individuals and 3 non-Natives.

The Director provides supervision of the Elder Benefit Specialist on all issues regarding compliance with tribal policy and procedures, staff efficiency, and task management. Wisconsin Judicare serves as the legal backup provider accepting referrals from the Elder Benefit Specialist when legal representation is necessary. In March of 2014, the Judicare attorneys once again were here for the Wills Caravan. A total of 30 persons took advantage of the free legal work. Legal documents finalized that day were 27 wills completed, 11 Powers of Attorney for Health Care documents, 12 Authorizations for Final Disposition, and 5 other legal documents.

The Elder Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing training to remain current with updates in public benefits. In addition, our Elder Benefit Specialist manages our loan closet, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2014 the total number distributed was 4,200 newsletters.

The elder population is encouraged to contact our Elder Benefit Specialist, Lynnette Wychesit, for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience the Judicare attorney travels to the reservation; simply contact Lynnette to arrange an appointment.

NATIVE AMERICAN COMMUNITY CAREGIVER PROGRAM: The Native American Community Caregiver Program serves person's age 55 and older and is staffed by the full time Community Caregiver Coordinator and two full time Community Caregivers, all of whom are Certified Nursing Assistants. The caregiver program primarily assists the family caregiver of elders who are chronically ill or have disabilities providing services that include information and assistance, providing current information on opportunities and available resources, case management, outreach, health and wellness promotion, transportation, chore services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders.

During FY 2014, staff completed 699 home visits providing a variety of services including temporary respite care, assisted transportation, case management, outreach, homemaker duties, personal care, visiting, information and assistance, and other supportive services. In addition to in-home care, health screenings were conducted in the community. The total numbers of health screens completed were 59 in Keshena, 14 in Neopit, and 36 in South Branch. The program coordinator also serves as liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent programs. The individuals who serve in these programs are considered volunteers who spend time with elders and in the schools, Headstart, and Daycare settings. A National awareness topic is provided to these individuals at monthly in-service trainings.

SENIOR NUTRITION PROGRAM: The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to help you stay healthy; the menus are created with input from the cooks and clinic dietician and reviewed by the local nutrition committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the JTPA program, NICOA, and volunteers. Our centers serve to provide much more than a meal. Elders can use the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, or visiting and enjoying the company of others. Informational materials on nutrition and other topics of interest and community events can be found posted in the centers. During FY 2014 the total number of meals served was 36,166.

The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Flexibility is allowed for medical appointments and only occasional personal reasons such as hair care or other services that are important to the persons' quality of life. Other criteria includes that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally, to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

EMERGENCY ASSISTANCE: Emergency assistance is provided utilizing tribal funds and the Community Services Block Grant (CSBG) to address the needs of low income elders with utility assistance to avoid disconnection, with heating problems particularly in weather related emergencies, to avoid eviction from their homes, and other emergency situations that jeopardize the elders' health, safety and welfare. In FY 2014 financial assistance was provided for 165 emergency assistance occurrences. The types of assistance were 100 applications processed to purchase LP gas or fuel oil, 10 furnace repairs, 22 utility bills, 16 septic systems were repaired, 3 persons were provided rental assistance, 1 home requested assistance for pest control, 2 homes required electrical repairs, 5 for plumbing issues, and 6 appliance repairs or replacement.

In an effort to provide financial assistance to a greater number of Elders in need, assistance is provided on a one time basis per individual and one time per household during the fiscal year October 1 through September 30. Eligibility criteria include that the applicant must reside within the boundaries of the reservation, income must not exceed the federal poverty guideline of 125% for use of CSBG funds and 150% for use of Tribal funds. Assistance provided using Tribal funds

is limited to Tribal enrolled members only. Applications are available at the aging office located in the lower level of the Wolf River CBRF and at the senior centers in Keshena and Neopit.

GOOD NEIGHBOR CERTIFICATES: This is a program sponsored by Goodwill to provide community organizations with a limited number of certificates valued at $25.00 for distribution to elders in need. Certificates may be used to select $25.00 worth of merchandise at any Goodwill store. A total of 58 vouchers were distributed in the last fiscal year. Elder's may inquire about this program by calling the aging unit.

LIFELINE MEDICAL ALERT: Limited assistance is provided for elder's to obtain the Lifeline Medical Alert, a secure personal medical alert emergency response service designed to help seniors live with greater independence. For financial assistance you must be at income at or below 100% of the Federal Poverty Level, have a medical problem or physical disability, have a prescription from your physician, have a land line telephone, and have 3 relatives, friends, or neighbors who live within 15 minutes of your home, who have access to a key for your house, and who will come to assist you if needed.

MAINTENANCE: The maintenance department is staffed by the supervisor and general maintenance worker both who work full time to provide routine and preventative maintenance on the department vehicles and facilities including the CBRF in accordance with DHS regulations. Additionally, they provide snowplowing, air conditioner installation, firewood delivery, delivery of durable medical equipment, minor home repairs, and other. The Maintenance Supervisor remains actively involved in the Local Emergency Planning Committee meetings and both staff members serve in emergency response efforts.

SNOWPLOWING: The Menominee Tribal Legislature passed a motion to approve a fee of $15.00 per occurrence for snow plow service to elders ages 55 to 62 and who are not Medicaid Waiver clients. The new fee became effective in the 2014 snow season. Snow plow services were provided at 167 homes of which 35 homeowners were aged 55 – 62, 119 homes were occupied by Elders age 63 and over, and 13 were the residence of Medicaid Waiver clients. Tribal Elders' age 63 continue to receive snow plow services free of charge and services provided to waiver participants are billed to the Medicaid program. Snow plow applications are required each year and can be obtained at the aging office and at the senior centers in Keshena and Neopit.

The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living. Plowing occurs when the snowfall accumulates to 3 inches of snow or more. Driveways must be free of obstructions such as vehicles, campers, bicycles, etc. During the 2014 season there were 8 snowfalls that during the months of December through March that prompted plowing. Because of the high number of homes that are plowed and because our department has only two trucks and two operators, it can take up to two days per snowfall to reach every home on our snow plow list.

In the upcoming winter season please remember that every effort is made to meet the snow plowing demand as quickly and as safely as possible; however, because not every snow event is the same, during heavier snow falls it will take longer to clear all driveways. Unpredictable weather, hazardous driving conditions, and limited resources make it impossible to plow as quickly as many people would like. Our drivers maintain a specific route, and to insure their safety, we ask that you remain patient.

LOAN CLOSET: Durable medical equipment is loaned on a temporary basis to Elders who are in need of such items due to illness, injury, surgery, etc. During the FY 2014, a total of 38 items were loaned out that included 8 wheelchairs, 6 walkers with baskets and seats, 6 hospital beds, 7 commodes, 6 shower bench/chairs, 2 bedside tables, 3 toilet seat raisers, and 2 humidifiers. If you are in need of a loan closet item please contact Lynnette Wychesit at the aging office. A signed agreement is required and is available at the aging office. Loan closet items can be picked up and larger items are delivered and set up by our maintenance staff.

FIREWOOD: In 2014, four semi-loads of wood were donated by MTL for distribution to Elders to assist with home heating expense. Eligibility requires that you must be an enrolled Menominee and reside within the community. Distribution is limited to one truckload per household and may be limited further if limited supply should occur. There were a total of 83 deliveries of firewood made in 2014. Applications are required annually and are available at the aging office and the senior centers in Keshena and Neopit.

Cutting, splitting, and delivering firewood is a challenge for our two staff members and we rely upon volunteer help to get the job done. We are grateful to the 20 to 30 volunteers who arrive once a year from the Appleton and St. Louis areas to help accomplish this work and extremely thankful for the local area men who arrived last winter during the extremely cold weather to help get wood out to the Elders.

AIR CONDITIONER INSTALLATION: Because extremely high temperatures may impose stress on the Elderly and ill, the aging department loans out air conditioning units to reduce and prevent health dangers associated with extreme high heat index and humidity. Because we have a limited number of units a priority in lending is given to those persons who are the most vulnerable. Priority is established for frail and disabled Elders age 65 and over and for Elders who have documented health conditions that warrant the need for an A/C unit. Eligibility includes that you must be an enrolled Tribal member and must reside within the boundaries of the reservation. Only one A/C unit is loaned per household.

ACTIVITIES: FY 2014 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party, attended by 316 elders, and the Elder's annual picnic attended by 151 elders. Transportation was provided for elders to attend these events and the Indian Summer Fest in Milwaukee, General Council, and to meet the author Sherman Alexie, The Lone Ranger and Tonto Fistfight in Heaven, and other.

ELDER ABUSE PREVENTION GRANT: The Department of Aging and Long Term Care manages a grant that is designed to increase awareness of elder abuse to mitigate the risk of abuse by linking the issue with the traditional cultural norms of respect and reverence for tribal elders and to pass that cultural legacy on to the youngest generations of Menominee.

In 2014 the various grant projects included 2 Elder Empowerment Conferences presenting topics useful to the Elders in reclaiming personal power and focused on increasing their awareness and safety in their everyday lives. More specifically the topics covered drug awareness, The Disease to Please, Financial Exploitation, Financial Planning, Home and Community Based Services, Working after Retirement, Scams and Identify Theft, and the Role of the Tribal Elder. The conferences incorporated drumming and dancing as a means of promoting intergenerational interaction. The Young Chiefs Drum group performed a skit and provided the songs for social dancing with both Elders and the Youth participating. In one workshop an Elders panel spoke with the youth about their experiences growing up and provided advice to the youth that they deemed relevant.

A Coloring Book project designed for children in grades K-2 has been ongoing and is near to distribution. Two Menominee Tribal members provided the art work that is based on Menominee Elder quotes and advice provided by the Elders at the conferences that were held and the coloring book incorporates Menominee Language that was approved through the Language and Culture Commission.

Another project worked on during 2014 is a Literature Book that is a compilation of Tribal legends that teach about respect. It incorporates language and other aspects of Menominee Culture and History along with Tribal stories and quotes from Elders past and present. The book will be distributed to Menominee youth.

HOME AND COMMUNITY BASED SERVICES (HCBS): The Tribe through the Department of Aging and Long Term Care continues to expand our Medicaid Home and Community Based waiver program. The HCBS Waivers allow the Tribe to provide long term care services to functionally and financially eligible individuals in the community, thereby creating an important alternative to institutional care. The Tribe receives 100% federal reimbursement for the cost of all allowable Medicaid waiver services and eligibility is based on Medicaid eligibility criteria found in the Wisconsin Medicaid Manual. An individual must be both functionally and financially eligible to participate in the program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

The waiver program enables us to provide critically needed services to Tribal members in their own homes and community. The Department Director serves on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The work of the group is focused on sustaining the HCBS program and to that, the state is preparing to submit a Tribal Only Waiver Option to the Center for Medicare and Medicaid Services (CMS) which is the Federal authority to approve the Tribes continuing to manage our own waiver programs. The Director has remained actively involved with the workgroup and has advocated for change to the waiver program that will amend the definition of a frail elder to age 55 which will allow us to serve a greater number of Tribal members. Advocacy for change also includes amending the waiver program to allow for home repairs, and other.

According to the Director of the Office of Indian Affairs with the Administration on Aging, the Menominee Tribe is leading in the Nation in building long term care services for our Tribal population. In other efforts to promote CMS approval of a Tribal Only Waiver, in August, the Tribe's Director of Aging and Long Term Care accepted the invitation to present a workshop at the Title VI National Conference held in Washington D.C. and also at the Wisconsin Aging Network Conference held in Wisconsin Dells in September.

CURRENT CASELOAD: There are currently 101 clients served in the Tribal Medicaid waiver program which is an increase of 68% since the Tribe began to expand our program by transferring eligible participants from the county program into the Tribal waiver program. Indian Health Service eligible waiver participants are now automatically placed

within the Tribe's waiver program, rather than the county, which allows for a greater number of persons who are served, and an increase in the type of needed services being provided.

CASE MANAGEMENT: A contract with the county to provide case management remains in place; however, in 2014 the state provided funds that enabled the Tribe to hire two positions within the department to work exclusively on the administrative functions and case management. We now have one full time Tribal case manager and an Administrative Coordinator who will spend 25% of her time providing case management. Both individuals are visiting with clients and busy preparing packets to enroll eligible persons into the program.

ALLOWABLE AND BILLABLE SERVICES: Medicaid allowable billable services can include the cost of case management, provision of personal care services, adult day services, respite care, adaptive aids, residential care, home modifications, home delivered meals, housing startup costs, chore services, supportive home care workers, and much more.

WHY THE TRIBAL ONLY WAIVER PROGRAM IS IMPORTANT: There is no greater cultural competence than a Tribe caring for its own community rather than Tribal members needing to go to an outside agency. Tribal administration of a Tribal Waiver Program supports and strengthens the Tribe's sovereignty and our ability to manage our own affairs. Most importantly this program enables the Tribe to provide the critically needed services to Tribal members at an earlier age and includes the provision of services for our physically and disabled populations.

Because every eligible waiver participant generally has at least one supportive home care worker more jobs will be created as the number of program participant's increase. Tribal departments that provide the same Medicaid allowable and billable services can be reimbursed for those services provided to eligible waiver clients thereby stretching their department funds to serve additional persons.

HOME REPAIR/REPLACEMENT: The cost savings realized by the county, due to the 100% Federal reimbursement realized by the Tribe, is used for the provision of home repairs, modifications, replacement, and extermination services. In 2014 the amount spent for home repairs and replacements totaled $141,331.64. Home repairs and modifications included building ramps, adding gutters, replacing doors and storm doors, modifying bathrooms to become special needs accessible, septic repairs, window replacements, siding and roofing, basement foundation repairs, electrical system upgrades, and the purchase of two mobile homes.

WOLF RIVER COMMUNITY BASED RESIDENTIAL FACILITY (CBRF): 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 residents' ability...To provide that level of assistance with activities of daily living that will optimize each resident's physical and mental wellbeing.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. Wolf River is licensed as a 15 bed, class CNA (C Non-ambulatory) facility and serves Elders age 60 and over and Alzheimer or other irreversible dementia. The facility may serve residents who are ambulatory, semi-ambulatory, or non-ambulatory and admission is based on an assessment to identify the needs of the potential resident to ensure that those needs can be met at the CBRF. In 2014 a biennial waiver audit was conducted with no findings, and an annual pharmacy review also resulted in no findings.

The CBRF is funded by the Tribe, resident contributions, and through the Federal Medicaid reimbursement for residents who qualify for the Medicaid Waiver program. The staff consists of a licensed nurse who supervises all medical needs, Certified Nursing Assistants provide assistance, as needed, with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting, a Cook who consults with a dietician to ensure well balanced and attractive meals, and the maintenance staff who keep the facility and grounds safe and attractive.

We began FY2014 with 10 residents and over the course of the year there were 5 admissions and 8 discharges. In addition to personal care services, as needed, each resident has a private room and receive services that include medication management, transportation to medical appointments, meals and snacks, activities and outing, and laundry service.

Activities in 2014 included participation in the Elders picnic and annual Christmas party, attending the Memorial Day Parade, a trip to the Wildlife Sanctuary in Green Bay and several bus outings around the reservation and surrounding areas.

Staff participated in training on customer service, abuse prevention, medication management, resident rights, standard precautions, dementia, emergency procedures, statewide tornado drill, CPR, and fire extinguisher training. The R.N attended the Elder Empowerment Conference, a Long Term Services and Supports webinar, Long Term Functional Screen webinar, and FMLA training.

An Adult Day Services program is offered to community members. The program is a fee-for-service that provides an affordable alternative for elderly persons who may require some assistance while their primary caregiver is away from the home during the day or otherwise unavailable to provide care. Respite services are also available for community members. The goal of the Respite Care is to provide temporary placement for no more than 28 consecutive days for care, treatment, or services so that the primary caregiver can have a period of respite. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility overnight and around the clock during their stay. The rate for these services is based on the elder's income and participating persons must be age 60 and over. For both services, a screening assessment is completed to determine if the services will meet the elders' needs. In 2014 the Adult Day Services were used on 47 days and Respite Care was provided for 89 days. We had one displaced elder who stayed at the facility for 7 weeks.

Our staff serves to provide efficient services to the elders of the community and we welcome your input on any current or proposed services that you feel would be important for our elder population. Please feel free to contact us with any questions or requests for service at the contact information provided below.

CONTACT INFORMATION:

Department of Aging and Long-Term Care	715-799-5240
Fax	715-799-5278
Keshena Senior Center	715-799-3964
Neopit Senior Center	715-756-2290
Denise Pommer, Director dpommer@mitw.org	715-799-5271
Colleen Waukechon, Administrative Assistant cwaukechon@mitw.org	715-799-5272
Lynnette Wychesit, Elder Benefit Specialist lmwychesit@mitw.org	715-799-5688
Tanaes Washinawatok, Family Caregiver Coordinator twashinawatok@mitw.org	715-799-5929
Matthew White, Maintenance Supervisor mwhite@mitw.org	715-799-3224
Gail Hanseter, CBRF Nursing Supervisor ghanseter@mitw.org	715-799-5275
Raquel Boyd, Elder Abuse Prevention Coordinator rboyd@mitw.org	715-799-5974
Danielle Kakwitch, LTC Administrative Coordinator dkakwitch@mitw.org	715-799-5883
Dennis Zack, Tribal Case Manager dzack@mitw.org	715-799-5888

COMMISSION ON AGING CONTACT INFORMATION AND THE AREA THEY REPRESENT:

Dale Kakkak,	715-584-1004	Keshena
Agnes "Rosie" Nahwahquaw	715-756-2372	Neopit
Deborah Lyons	715-799-4582	West Branch
Rebecca Brunette	715-799-4590	South Branch
Roberta Robinson	715-756-2334	Zoar
Olga Doran	715-799-4097	Lakes Area
Wilda Vele	715-880-0094	Middle Village
Ruth Waupoose	715-799-3914	Menominee Tribal Legislature
Anthony Waupochick Sr.	715-799-3437	Menominee County Board

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Wolf River CBRF					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 139,836	$ -	$ -	$ -	151,061	$ 290,897
Fringe Benefits	48,240				53,933	102,173
Training	81					81
Supplies	5,292				1,848	7,140
Contractual	3,468				453	3,922
Utilities	10,187					10,187
Indirect Costs	21,389				92	21,480
Other Costs: (list below)						-
Licenses &Permits	1,379					1,379
Resident Food Supplies	12,258					12,258
Insurance	483					483
Building Maintenance	3,210				397	3,606
Totals ►	$ 245,823	$ -	$ -	$ -	207,784	$ 453,607
Fund/Totals Ratio:	54.19%	0.00%	N/A	N/A	45.81%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Elderly CBRF Resident Pay	$ -	$104,600	$ -	$ 104,600
Inter CIP II - 100% Tribal Match	-	296,869	-	296,869
Other (Respite care pay)	-	4,600	-	4,600
Donations	-	8,899	7,763	1,137
Job Shadow Reimbursement	-	238	-	238
Non-Ordinance Interest	-	25,738	-	25,738
Fund Balance Retained Earnings	67,957	-	42,756	(42,756)
Retainage Payable	4,295	-	4,295	(4,295)
Totals	**$72,252**	**$440,944**	**$ 54,813**	**$ 386,131**

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Aging (non-CBRF)					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 125,762	$ -	$ 400,154	$104,871	$ -	$ 630,787
Fringe Benefits	39,255		180,456	41,604		261,314
Travel	1,102		689	821		2,612
Training	1,000		994	126		2,120
Equipment	856		13,508	5,422		19,785
Supplies	4,767		310,875	70,038		385,680
Contractual	7,068		3,269	113		10,449
Utilities	16,639		16,906			33,545
Space Lease/Rental	-		968			968
Indirect Costs	22,427		88,973	120,396		231,796
Other Costs: (list below)						-
Insurances	5,850					5,850
Building Maintenance	952					952
Vehicles	12,598					12,598
Direct Assistance				24,391		24,391
Public Info /Advertising			1,125			1,125
Meal Site Donations		114				114
Program Activities			15,865			15,865
Respite/Adult Day Svs				2,721		2,721
Elder Transportation				22,500		22,500
Totals ►	$ 238,276	$ 114	$1,033,780	$393,002	$ -	$ 1,665,172
Fund/Totals Ratio:	14.31%	0.01%	62.08%	23.60%	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Snow Plow Reimbursement from Menominee County	$ -	$ 6,550	$ -	$ 6,550
Snow Plow Reimbursement from private pay	-	375	-	375
Meal Reimbursements from Shawano & Menominee	-	69,300	-	69,300
3% Administrative Fee for Waiver Program	-	48,836	-	48,836
Meal Site Donations	-	114	114	0
Space Rental	-	330	-	330
CIP II / CIP IB Admin Fees	-	70,051		70,051
Totals		**$ 195,556**	**$ 114**	**$ 195,442**

Business Center

Carrie Grignon, Office Manager

The phrase Economic Development and Success can mean many things to many different people. To the Manager of the Menominee Business Center; Carrie Waukau, and the Research Specialist of the office of Private Sector Initiative (PSI); Renee Mahkimetas, it meant to assist in fulfilling the dreams of our Menominee small business owners as well as our surrounding business community.

HISTORY: The Menominee Business Center (MBC) was built in 1996 through a joint partnership between the FHA Rural Development grant and the Menominee Indian Tribe of Wisconsin. The concept of developing local, homegrown businesses complemented the Tribe's efforts to encourage entrepreneurial development and help attract companies to the area. During the MBC's eighteen year tenure they successfully secured grants to assist the Tribe with funding the operational costs, business trainings and networking activities. Strong partnerships were developed with Rural Development, the Wisconsin Department of Commerce, and the US Department of Housing and Urban Development. These were prime examples of how community based organizations and state government can work together to meet the needs of our communities.

SERVICES – TENANTS: One of the main components of helping a small business to succeed was to provide services to small businesses that would help reduce the large overhead expenses such as: a secretary/receptionist, photocopying, and faxing, housekeeping, secured facility, temperature controlled offices, office furniture rental and building maintenance cost which were all included into the Tenant Lease Agreements. These important services were provided for the MBC tenants in an effort to help provide them with tools to help them to succeed. Photocopying, faxing and typing were also provided as a service to the community for a nominal fee. The 2014 tenants of the Business Center created an efficient small business network which included the NICOA Office (National Indian Council on Aging), the Menominee Chamber of Commerce, and NiiJii Capital Partners, Inc.

ECONOMIC IMPACT: In assessing the economic impact of the Menominee Business Center, the program contributed to the local economy in terms of job creation and business sales directly or indirectly throughout the project. One way was through the jobs created within the Business Center itself with the dedicated staff. Through the many secretaries who faithfully worked as receptionists, the house cleaners, summer youth workers, college interns and the community service volunteers, each job played an important part in the past success of the Business Center.

For eighteen years the Business Center has had many business tenants including their employees who have successfully come and gone. And last but most importantly the countless jobs created by the businesses that were started or expanded through the assistance of the staff of the Menominee Business Center. From the many home-based businesses to the logging businesses that are still successful working in our community, many jobs were created.

SUCCESS: The Menominee Business Center was awarded a Rural Business Enterprise Grant in 2013 to develop a Mentoring Project. It has been the Best Practice of the Menominee Business Center and (PSI) Private Sector Initiative office to provide the needed entrepreneurial support for their clients based not only on their need but also to determine the level of their personal readiness and capacity. Prior to the RBEG funding, a one-on-one client meeting with the Research Specialist determined information about the client but lacked detailed information needed to help the client with all of their counseling and business planning needs or did not have the time to give all the attention needed if multiple clients were scheduled.

In order to make the (MBCMP) Menominee Business Center Mentoring Program a success and to secure leadership support, a group of local leaders in entrepreneurial fields were recruited by the Research Specialist to assure all objectives of the program were well defined and to build flexibility for a more stable structure. A total of seven mentors including the Program Manager held monthly Advisory Group Meetings to assure the main goal was met; to "comprehensively assist existing area small rural and Tribal businesses that are under-performing or need help to grow in an effort to provide the assistance they need to be more successful and profitable." As a result of the program, five jobs were created, nine jobs were saved, and sixty-five businesses were assisted

Another of the many great success stories of the Menominee Business Center is their economic impact and involvement of the staff in the Volunteer Income Tax Assistance (VITA) program. The Menominee Business Center became involved in the VITA program in 2009 and along with additional partners in the community such as MTE and the College of Menominee Nation, the program has successfully continued.

Along with the tax preparation, education was provided about the various programs that CMN and the Business Center offer. Events were held with the Menominee Casino employees for financial education and the community Earned Income

Tax Credit (EITC) campaign by our local schools. Due to these efforts, by the 2012 filing season 64% of the clients using VITA services requested direct deposits of their refunds and Menominee saw the greatest percentage drop in Refund Anticipation Loans use in the Midwest. In 2014, 68% of the VITA clients requested direct deposits of their refunds. From 2009-2013, 2,286 Federal Tax Returns were prepared, $1,740,825 in Earned Income Tax Credits were claimed, and $5,016,109 in Federal Refunds to the community.* (IRS-Volunteer Income Tax Assistance, Sept 16, 2014). For a copy of the full report, you can contact Renee Mahkimetas at rcmahkimetas@mitw.org.

ENDING: In 2014, the Menominee Indian Tribe made a decision to re-purpose the Business Center facility as part of reducing the overall FY2015 Tribal Budget allocation. The reason for this recommendation was to try and preserve precious tribal dollars. In this effort Administration made it a goal to preserve the services for current clients of the Business Center and to try and ensure that no MITW Business Center employee lost their job. The Business Center Manager has moved into an expanded role in the Community Development Department, which was the department which oversaw the operations of the Business Center. The Research Specialist has transferred into an open Grants Writer position in Tribal Administration.

The Menominee Business Center building will be retitled the Department of Lending & Tribal Taxes. The Volunteer Income Tax program will continue under the services of the Department of Lending & Tribal Taxes. The (NICOA) National Indian Council on Aging was relocated into a larger office area in the former Keshena Library building now known as the Menominee Language and Culture Office. In an effort to provide business support resources, the Menominee Chamber of Commerce and NiiJii Capital Partners, Inc. will remain as tenants in the building.

Child Support

Rosemund Hoffman, Manager

MENOMINEE TRIBAL CHILD SUPPORT: Menominee Tribal Child Support is a program operating under the Menominee Tribal Social Services Program. The primary responsibility of child support is to enforce orders issued by the Menominee Tribal Court. Services include Paternity Establishment, Support establishment and enforcement, locating absent parents, inter-state establishment and enforcement and case management.

The Menominee Tribal Child Support Agency employs 11 staff. They include: Four Child Support Specialists, an inter-jurisdictional Specialist, a Paternity/Child Support and a Kinship/Foster Care Specialist. Management and Administrative staff includes a Child Support Manager, Financial Specialist, support Clerk and a Receptionist. The agency also shares a part-time Attorney with Tribal Social Services.

Social Services Agency Goal: Prioritize funding to support, strengthen, and encourage families to provide a safe, nurturing, and stable environment. Child Support Objectives include: (1) To establish paternity for 90% of children referred to Child Support. (2) To establish and obtain an order for support for 80% of families on our caseload. (3) To enforce orders of the Menominee Tribal Court to improve financial stability of children and families through the collection and distribution of child support and (4) To collaborate and establish linkages with community providers and resources to address barriers present in meeting the financial needs of their children.

The child support supportive system for information sharing, services and referrals (networking) is extensive. It involves community resources, other tribes, states, counties, employers, local and federal agencies such as Social Security, Probation & Parole, and employment resources. The child support agency also has access to nationwide search resources for locating absent parents, verifying employment and income. Information about community resources is routinely provided to participants. Referrals are received from and made to these resources on a continual basis throughout the year. During FY2014, there were 332 new referrals. Of these, 105 were referrals for paternity establishment and 222 were for child support and 5 from inter-jurisdictional agencies.

As of September 30, 2014, the child support agency has a total of 1,783 open, active cases. A court order has been obtained and support ordered for 1,701 cases. The support establishment rate for FY2014, at 96% exceeds our target projection that 90% of all cases will have support established. Enforcement of Tribal Court Orders is a challenge. Income withholding is by the most effective enforcement tool available. Leniency allowed by the Tribal Court for cases brought forward for non-compliance is problematic. Economic conditions prevalent in our community and barriers present among payers (lack of employment, work skills, education and transportation, incarceration and others) are factors as well. Approximately 44% of payers do not contribute to the financial well-being of their children. A major initiative was launched in 2013 and 2014 to forgive state debt. A significant number of Tribal cases were processed for forgiveness of state debts. This resulted in a decrease of 52% of debts owed by non-custodial parents. We continue to monitor and

review cases with delinquencies in order to maintain control of delinquencies and to relieve the burden of debts for non-custodial parents. All cases were reviewed to ensure that support obligation levels were appropriate based on income of the payers.

Paternity establishment is an important function of Child Support. It provides our children with a sense of identity and belonging. It also opens the door for enrollment with the Tribe and the benefits that come with that status. It gives the father legal rights he may not otherwise have as well as the opportunity to establish a relationship with the child, it provides the mother with the right to establish and collect child support. During FY 2014, there were 127 cases open for paternity establishment. The mothers of these children range in age from 15 years to 49 years of age. Four of the mothers are 17 years of age or younger. The overall paternity establishment rate for the agency for FY2014 is 99%, compared to a target for establishment of paternity at 90% of all children on our caseloads.

As a part of our responsibilities, the Menominee Tribal Child Support Agency also accepts and enforces orders issued by other jurisdictions, including Wisconsin counties, other states and Tribes. Other Tribes and States also enforce our Tribal Court Orders if the non-custodial person lives in their jurisdiction.

The chart below shows the cost of operations for Menominee Tribal Child Support for FY2014.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Child Support					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 89,727	$ -	$ 358,910	$ -	$ -	$ 448,637
Fringe Benefits	37,586		150,342			187,928
Travel	312		1,248			1,560
Training	308		1,230			1,538
Equipment	-		-			-
Supplies	1,860	992	7,443			10,295
Contractual	7,984	8,790	31,935			48,709
Utilities	-	-	-			-
Space Lease/Rental	4,065		16,262			20,327
Indirect Costs	12,854	1,500	51,416			65,770
Other Costs: (list below)						-
Postage	656	3,680	2,630			6,966
Photocopies	485		1,939			2,424
Computer Upgrading	465		1,859			2,324
Telephone	2		10			12
Legal Advertising	640		2,560			3,200
Dues/Memberships	32		128			160
Court Filing Fees	4		16			20
WI Systems Access(KIDS)	240		960			1,200
Program Attorney Substitute	153		610			763
In-Kind Contribution	253		1,013			1,266
Totals ►	$ 157,626	$ 14,962	$ 630,511	$ -	$ -	$ 803,099
Fund/Totals Ratio:	19.63%	1.86%	78.51%	N/A	N/A	

Statistical data indicates that 29% of custodial parents and their children live in poverty. This increases to 32% for single mothers. For many, child support represents a large percentage of their family income. It is important that support orders are enforced to improve the financial stability of this target group. The Child Support Agency uses several enforcement tools to ensure support is provided for the children served by the program. This includes income withholding through employers, interception of unemployment benefits, workman's comp and taxes and through court action. Income withholding is by far the largest source of collections distributed to our children and their families, followed by collections from other states and distributed to Menominee cases and federal tax interceptions. Distribution of support to the

children and families we serve increased by roughly 2.3% for FY2014. Total collections for a 6-year period are shown in the chart below.

Six Year Child Support Collections distributed to Children and Their Families

Fiscal Year	Federal Taxes	State Taxes	Unemploy-ment	Income W/H	Other States	Other Sources	Total per Year
2009	202,634.00	47,432.00	180,621.00	911,941.00	178,835.00	76,709.00	1,598,172.00
2010	186,616.00	40,067.00	47,110.00	909,581.00	168,386.00	86,424.00	1,438,184.00
2011	142,929.00	41,473.00	150,538.00	1,042,120.00	170,494.00	67,802.00	1,615,356.00
2012	148,481.00	18,674.00	91,313.00	1,067,189.00	175,215.00	71,830.00	1,574,714.00
2013	178,169.00	35,571.00	96,317.00	996,856.00	205,348.00	95,617.00	1,607,878.00
2014	167,982.00	48,790.00	53,998.00	1,055,321.00	190,039.00	127,662.00	1,643,792.00
TOTAL -6 years	1,026,811.00	232,007.00	619,897.00	5,983,008.00	1,088,317.00	526,044.00	9,476,084.00

The staff of the Menominee Tribal Child Support Agency look forward to the new Fiscal year as we work to support, strengthen and encourage families to provide a safe, nurturing and stable environment for their children.

Clinic

Jerry Waukau, Administrator

MISSION STATEMENT: The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental, and community health services.

In Fiscal Year 2014 we spent approximately $29,977.770.00 compared to $24,106,524.00 in 2013.

2014 FINANCIAL EXPENDITURES REPORT

	Ledger Number	Contract Title	
1	1401	2014 Third Party	$ 9,163,302
2	1410	Dental Expansion Project	4,722,707
3	3001	2012 Indian Health Service Contract	24,138
4	3101	2014 Indian Health Service Contract	14,543,743
5	3006	2013 IHS Primary Prevention - Diabetes	266,602
6	3008	2011 Indian Health Service Contract	99,000
7	3012	2013 Indian Health Service Contract	203,900
8	3017	2017 IHS Special Diabetes for Indians	589,080
9	4203	Maternal Child Health - State of WI	27,160
10	4205	WIC Farmer's Market	1,045
11	4211	IAP-LHD Immunization	5,285
12	4213	Coop American Indian Health Program	8,908
13	4216	WI Well Women's Program	13,224
14	4224	Medicaid Eligibility Outreach	40,475
15	4228	Preventive Health & Health Service Block Grant	1,415
16	4229	Fluoride Mouth Rinsing Program	2,028
17	4231	WI Well Women's Program - Consolidated Contract	7,681
18	4235	HIV Prevention	7,493
19	4237	EMS Funding Assistance Program	-
20	4241	WIC	115,767
21	4242	WIC Breastfeeding Peer Counseling	6,206
22	4256	Diabetes Prevention & Control - PRS2011	2,045

	Ledger Number	Contract Title	
23	4298	Emergency Preparedness Flexible Spending	$ 5,945
24	6101	Rural Infant Health Program	12,000
25	6105	Comprehensive Home Visiting Program - GLITC	61,979
26	6113	Tobacco Prevention/Education	1,541
27	6504	MERC Funded Community Research	13,939
28	6505	Healthy Children Strong Families	31,162
		TOTAL	**$29,977,770**

EMPLOYEES: The Clinic employs 128 Full-time employees, 7 Part-time employees, 20 On-call employees, and 7 contracted consultants.

BUSINESS PLAN: The Menominee Tribal Clinic's Business Operation Plan was approved by the Tribal Legislature on August 2, 2012. The Plan includes financial projections and will assist management in making critical decisions in operating the Clinic and the financial support for yearly operations.

Included is an Overview of the Third Party Revenue / Reserves:

Menominee Tribal Clinic
Overview of Third Party Revenue/Reserves

Description	Amount	Total
Revenue		
Third Party Ledger balance as of 10/16/2014	$19,271,116.00	
Estimated Revenue through 12/31/2014	$ 1,620,000.00	
Revenue Total	$20,891,116.00	$ 20,891,116.00
Expenses (Approved via Ordinance)		
2014 Third Party Budget – I.H.S. Supplement	$ 9,163,312.00	
2014 Third Party Ledger (1401)	$ 1,761,381.00	
Electronic Health Record (EPIC)	$ 293,362.00	
Dental Expansion Project	$ 4,722,707.00	
Sub-Total	$ 15,940,752.00	
Expense Total	$ 14,802,025.00	
Balance in Third Party (revenue-expenses)		**$4,950,364.00**

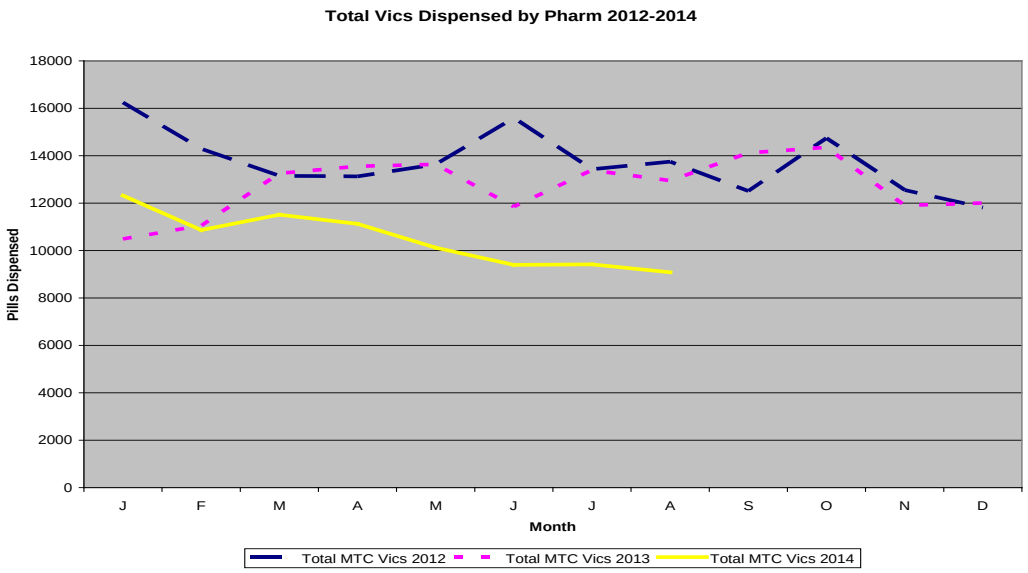
EPIC ELECTRONIC HEALTH RECORD AND IMPROVING PATIENT CARE: To further meet the needs of our patients and the changes in health care we changed our electronic health record system to the Epic System. We are now able to better service our patients through readily available health records for those patients who also utilize Shawano Medical Center and ER, Thedacare Clinic's, Appleton Medical Center, and multiple other hospitals and clinics throughout the regional area. This system was implemented and went live February 3, 2014. Furthermore Epic is a great way to bridge the gap in services and care for our patients; even so it affected the number of patients that were able to be seen in the month of February and additionally affected some of our reporting capabilities. For some departments this meant a break or interruption in reports or in some cases reports unable to be generated at this time. This affects our overall abilities to compare our accomplishments and work on our challenges.

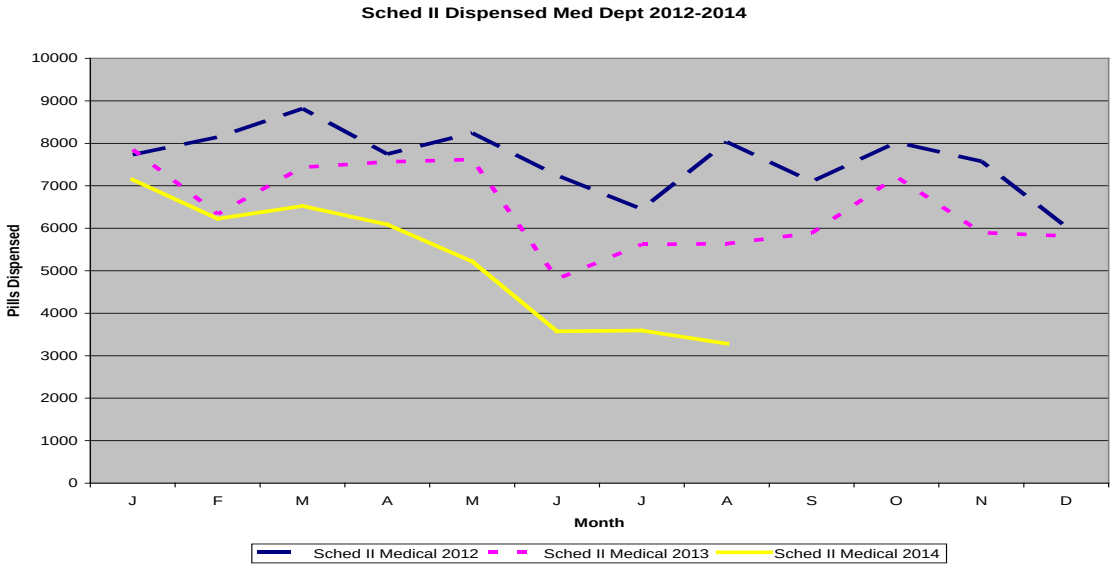
We look at our accomplishments and challenges by continuing on our journey of moving towards a more self-management patient centered care model. We are continuously looking at connecting and linking community, family, and patients with self- management support, decision support, using our electronic health record and constantly looking at ways of improving our delivery systems design. We continually work on quality metrics, increasing our transparency and engaging our patients through our improving patient care efforts.

PAIN MANAGEMENT EXPANSION/CONTROLLED SUBSTANCE WORK: A way we are connecting our patients to decision making support and self-care while utilizing our electronic health records and still meeting the needs of our patient's is by working on the needs of expanding our services in pain management. By having expanded functions it

allows us to reevaluate how many controlled substances are being prescribed. The Clinic has been able to expand services to include more services in physical therapy, massage therapy being offered at the clinic, referrals to Pain Management Clinics and more approved visits to chiropractors. The clinic is looking to expand these services even more next year with a chiropractor seeing patients in house as well as referrals.

In response to Menominee County ranking #1, according to Wisconsin Prescription Drug Monitoring Program (PDMP), in the state for all of 2013 and the first quarter of 2014 in volume of controlled medications being dispensed the Clinic felt the pain management expanded functions were in great need to better provide for patients. Controlled medications include all narcotics plus Sudafed, Lyrica, Ambient, Valium, ADHD medications among others. In the second quarter of 2014, Menominee County ranked #2 in the state with 40.0 doses of controlled medications being dispensed per county resident down from 44.4 doses of controlled medications being dispensed per county resident in the first quarter of 2014. This is the largest drop in dispensing amount of any other county in the state. See graphs below comparing numbers of controlled substances in last 2 years here at the clinic:





EXPANSION AND REMODEL ALONG WITH EXPANDED FUNCTIONS: Another way the Clinic is able to improve our delivery system and move towards being well is with our beautifully expanded and remodeled clinic. When we look at how we can provide better services to the clinic's patients, families and community we look at what we can offer. Updating our facility and expanding is a wonderful step in improving patient flow, confidentiality, and providing more services. In July of 2014, the clinic opened the new larger dental facility; we expanded from 8 dental chairs to 18. This expansion will be able to fulfill more patient needs with each Dentist seeing more patients while using our new modern dental equipment and state of the art dental laboratory. The clinic's dentists are now utilizing two chairs instead

of only one. The newly remodeled Pharmacy and Contract health services will provide more confidentiality and allow for enhanced movement and flow.

Along with looking at how we can expand and improve services we take our patient complaints very serious and use these as an insight from patients on changes that maybe needed to improve our delivery of care, communication, transparency, policies, environment or patient education. Not only do we take each complaint serious we also look at trends each year in the categories of complaints against Staff, Providers, Policy, Appropriate Care, Systems, and Environment. On all formal written complaints the Clinic follows the following procedures:

- The complaint can be registered with the Clinic Administrator or any Department Head at the Clinic. A response will be mailed to the patient that initiated the complaint within 15 business days.
- Any provider complaints will go to the Medical Staff committee, and all other patient complaints will be handled through the Performance Improvement Committee. Complaints involving providers will be mailed a response within 30 days of initial complaint.
- Participants not satisfied with the response can appeal the decision to the Health and Family Committee and be heard in accordance with the Tribe's Complaint Procedure.

Further, the Clinic is planning for the future needs and looking at ways to improve services by looking at adding additional Dentists and Behavioral Health specialists. This will enhance our ability to handle our patient volume and patient needs.

COMMUNITY ENGAGEMENT: A big part of our journey toward becoming more transparent and engaging our patient's and community in being more informed and well can be seen through the Clinic's active role in the Community Engagement Workgroup. By working in conjunction with community partners we have worked on 90-day implementation plans to guide change and reform in the health and wellness of our people. The Clinic along with community partners work on the challenges of childhood obesity, teen pregnancy and school readiness. The clinic actively engages in the work and mission of the community engagement workgroup which is "to develop partnerships to engage and guide action in building a healthy future picture for the community. The foundation for the Community Engagement Workgroup is the Menominee Indian Tribe of Wisconsin (MITW) Strategic Plan, which is used as a guide to support the work of all agencies." The MITW Strategic Plan is the base of all the work we engage in and is seen in our 90 day plans on childhood obesity and teen pregnancy.

The Clinic's work along with Menominee Indian School District and other partners in this great community collaboration were highlighted by the American Public Health Association's article *Harnessing the Power of Cross-Sector Collaboration*. And again this collaboration was featured in a Bright Spot story by the University of Wisconsin Population Health Institute. Both articles are a spot light of how we are coming together as partners throughout our community to work on healing our Nation. Our community impact can also be seen through the Journey to Wellness Award that the clinic along with Menominee Indian School District and our partners at University of Wisconsin Madison was awarded. The award shows how this partnership has helped impact community awareness of childhood obesity, creates award-winning broad system and policy changes, and increases the depth of community capacity and engagement that has received national attention.

To continue the Clinic's collective impact on the community we will be continuing our partnership with Dr. Alex Adams and the University Of Wisconsin Madison by taking part in an OAC grant for the next three years. This grant is to target

obesity prevention by utilizing a multi-faceted approach including state and local strategic alignment to address obesity, community-based research, outreach, surveillance, and dissemination to impact obesity.

FOSTERING FUTURES: Another critical piece in moving our patient's, families and community to a more engaging approach is the Clinic's role in Fostering Futures and Trauma informed care. Fostering Futures including staff from the Clinic have been piloting an introduction to the Menominee Community with education on Adverse Childhood Experiences and how this trauma relates to historical trauma of the Menominee People. This new approach is influencing the community and agencies including the clinic to move towards a more trauma informed care model. The clinic's health educator has given Fostering Futures education at community outreach events such as the Elder's conference and Take Back Our Community. The Fostering Futures workgroup has presented this education to the Human Services staff, Menominee County Board, and Day Care providers. One of the Clinic's Behavioral Health Providers has been developing education on brain development, both healthy brain development and the distinct differences in the development of children raised in environments where trauma is present. The Fostering Futures workgroup also plans quarterly meetings with many community and agency members to discuss how to make the whole community Trauma Informed. Newsletters are sent monthly to continue educating the community about these efforts and provide written information. To continue the efforts a positive parenting campaign encouraging parents to spend time with their children in a healthy, traditional way has been started in the community.

In addition to the Clinic working with the community on Fostering Futures and Trauma Informed Care, the Clinic has its own work and goal to provide education, resources, and support to Menominee Tribal Clinic staff to foster a clinic culture that is trauma-informed; nurtures healthy working relationships between staff; and provides compassionate, high-quality care to our patients. All trainings and activities that are implemented are based on the following guiding principles of trauma informed care:

1. Understanding trauma and its impact
2. Promoting safety
3. Ensuring cultural competence
4. Supporting consumer control, choice and autonomy
5. Sharing power and governance
6. Integrating care
7. Healing happens in relationships
8. Recovery is possible

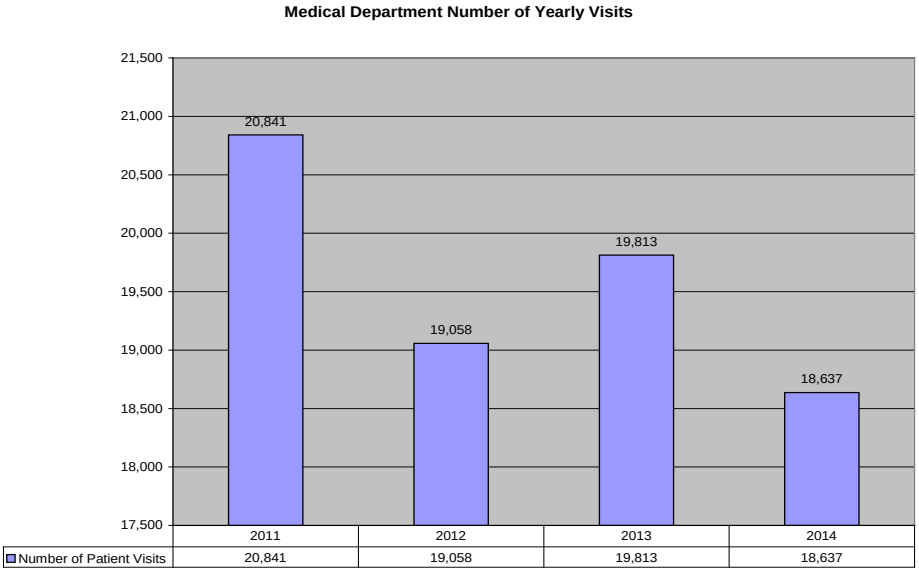
Just like any journey the journey of being more trauma-informed has just begun at the Clinic and will continue throughout the coming years with more trainings and integration strategies.

WISCONSIN POPULATION HEALTH SERVICE FELLOWSHIP: Since July of 2013, the clinic has hosted Lauren Lamers, a Fellow through the Wisconsin Population Health Service Fellowship Program. The Fellowship program is a two-year service and training program through the University of Wisconsin Population Health Institute that places early career public health professionals in communities throughout Wisconsin to provide expertise and support for improving population health.

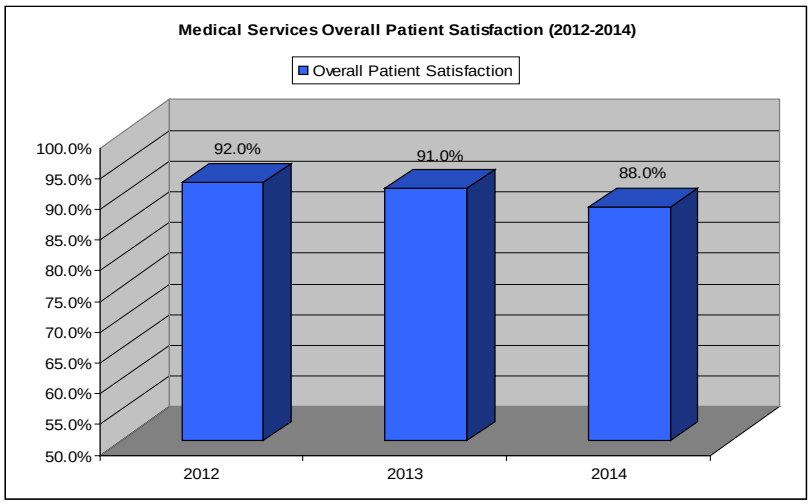
To meet the need for better health data collection and utilization in the Menominee community, the Fellow has worked to identify, collect, analyze, and report on community health data to support a number of community-wide prevention initiatives for issues including childhood obesity, teen pregnancy, oral health, substance abuse, and mental health. She has also worked to strengthen the clinic's collaborations with other community agencies by facilitating the incorporation of health data into program planning, implementation, and evaluation activities for a number of school-based and community-wide grant-funded projects. The ongoing goal of the Fellowship is to make health data more accessible, user-friendly, and understandable for agencies, program staff, and community members and to facilitate data-informed decision-making in community health improvement efforts.

MEDICAL DEPARTMENT: The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment to the Menominee Tribe. The department consists of six (6) Family Practice Medical providers, and three (3) Nurse Practitioners. Each medical provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The department provides service Monday through Friday 8:00 AM to 4:30 PM.

This year the providers had 18,637 patient visits. This amount of visits is a decrease from previous years. The decrease in visits is a result of one (1) full time physician leaving MTC, and the transfer to a new electronic medical records system. The physicians delivered ninety (90) babies this past year. This is compared to one hundred five (105) births last year.
Below you will find a graph of patient visits for the past four (4) years.



Below you will find the patient satisfaction survey for the past three (3) years. The scores have been consistently high. Each year twenty (20) surveys are collected from each provider for a total of 180 surveys. Ten (10) questions are asked on the survey and the result for question number two (6) (Overall, the care I receive at MTC meets my needs) is presented in the graph below.



This year the medical department started a new electronic medical records system on February 3, 2014. This new system is the ThedaCare EPIC system. This system allows us to have more information about our patients readily available to all of the providers, nurses and other members of the care team.

The medical department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, depression, and domestic violence. The department has a full time health educator that can meet with patients that screen positive for any of these behaviors to offer additional help or referral options. Additionally the duties of the health educator include acting as the site coordinator of the Fostering Futures program. Fostering Futures is a Wisconsin State program being implemented in 3 state communities. The goal of the program is to improve the lives of children and families by putting into practice the knowledge gained from the Adverse Childhood Experiences study and the literature on long-term effects of chronic trauma in childhood. To improve the health of children and families the clinic is implementing Trauma Informed Care practices.

The medical department is also working to decrease the diversion of abusive prescription medications in the community. We have strengthened our policies on dispensing scheduled medications. We maintain an active scheduled medications registry to track prescriptions received, current narcotic agreements and urine drug screens. Providers meet quarterly with the health educator to review patients on chronic scheduled medications.

This year the medical department started offering Massage Therapy on August 1, 2014. Local Massage Therapist Jim Besaw has been contracted to do clinical massages at MTC on Tuesday afternoons and Friday mornings. Mr. Besaw sees a total of ten (10) patients per week. The patients are chronic pain patients referred by their primary care provider. This has been met with positive reviews from patients.

The six (6) 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 17 patient residents in local health care facilities.

The Physical Therapy Department continues to operate five days per week and sees a total of 87 patients per week with 10 of those being first time evaluations.

Dr. Larsen, podiatrist, sees patients twice a month. He is able to see an average of 25 patients per month.

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.

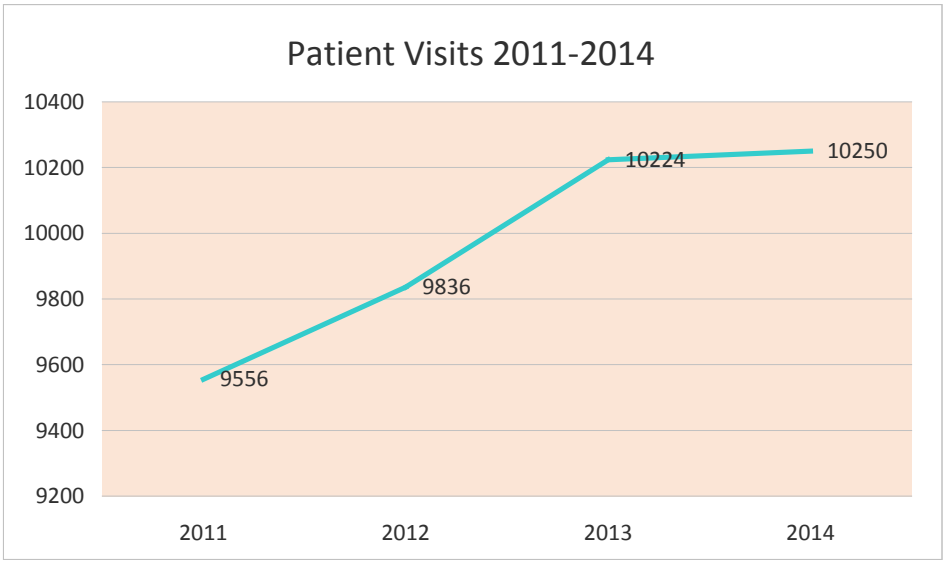
Dr. Keenan serves as the Medical Advisor to the EMS (Emergency Medical Services) Department.

Dr. Daun serves as the preceptor for medical students and residents.

DENTAL DEPARTMENT: In July of 2014, we moved the dental clinic into a new facility that is larger and has new, up-to-date dental equipment. This larger facility gives us the chance to improve efficiencies and room to grow in the future. We have grown from 8 treatment rooms to 18 and have expanded and modernized the dental laboratory. The dental records and the radiographs are both digital now and all the equipment has been upgraded to current standards.

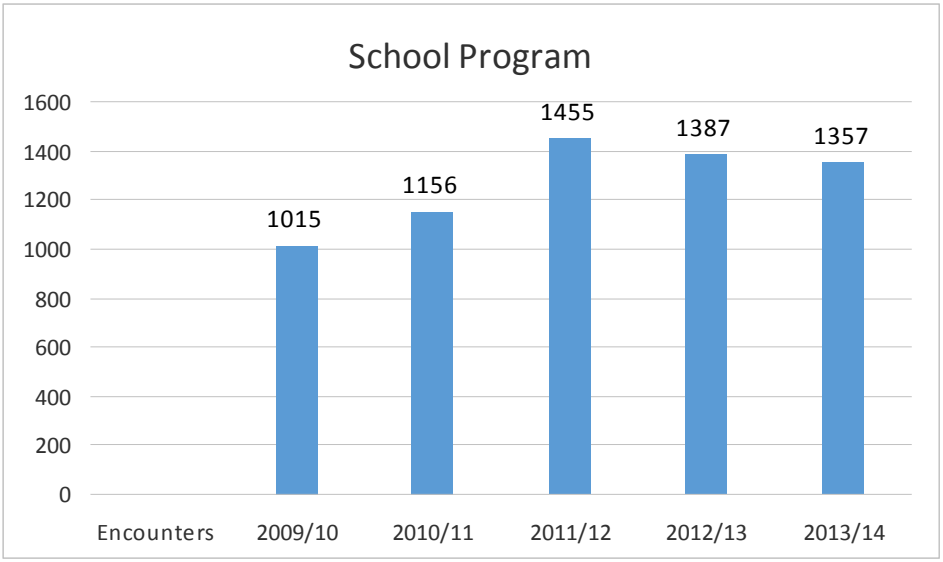
The dental clinic has five (5) full time dentists and two (2) part time dentists. The part-time dentists are one pediatric dentist that comes one day a month and an endodontic that comes one or two days a month. We also have a receptionist, a dental lab technician, four (4) hygienists, and eight (8) assistants. We do plan to add another dentist in 2015.

We offer a full range of dental services including: cleaning, fillings, crowns, bridges, extractions, dentures, and a limited number of implants. We have a full service dental laboratory. We offer both scheduled appointments and urgent care walk-ins each day in the morning and after lunch. In FY2014, we had 3,045 urgent care walk-ins.

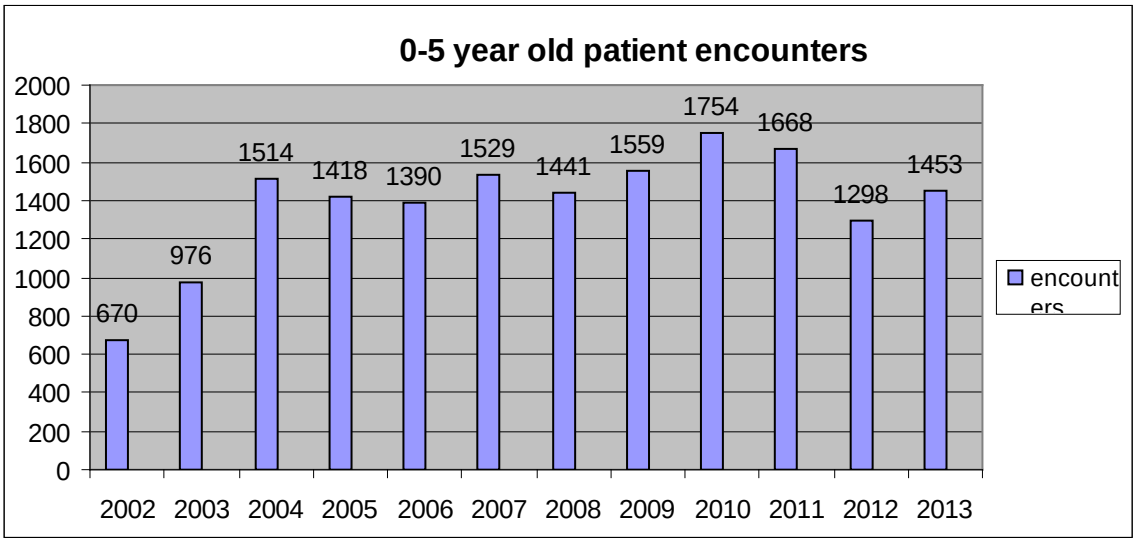


To improve our community outreach, in 2009 we started a dental program at the Keshena Primary School (KPS). We added Menominee Tribal School in 2010 and Menominee Middle school in 2011. We have one equipped dental operatory

in each school with a hygienist and dental assistant to provide preventive dental care. In 2014 Dr. Walczyk began going to the schools to do examinations for the children three days a month.



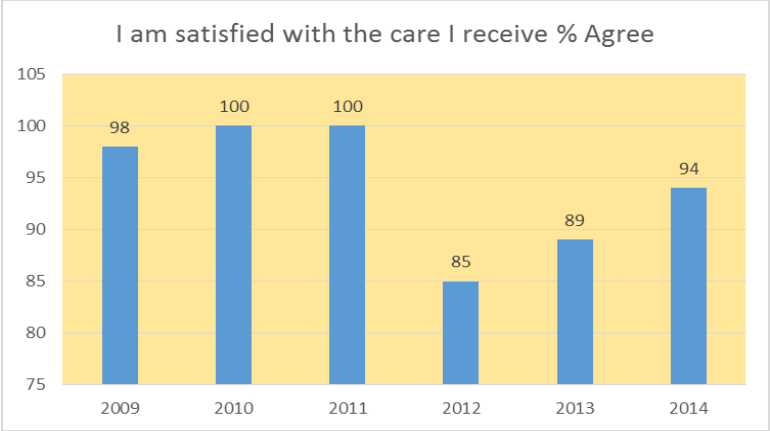
We also administer fluoride and sealant programs for children. Each year we examine about 150 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. It is normal for the percentage of children receiving new sealants to peak and then trend down. The same teeth do not need sealants every year since they were sealed in previous years.



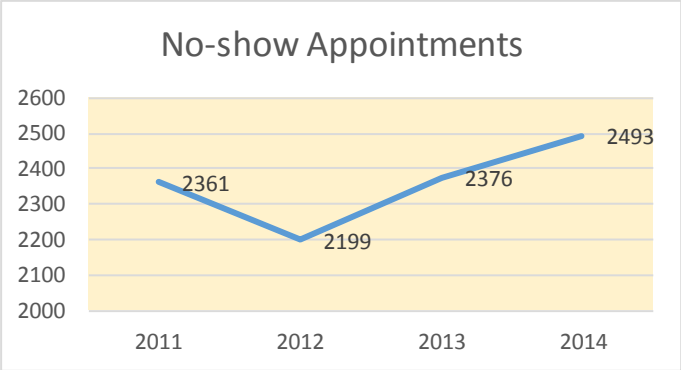
We work with the diabetic program in the medical department to offer oral health education to diabetics. In FY 2014, we had 1,169 visits from diabetic patients. Oral health education is provided to various programs throughout the community. Schools, Head Start staff, parents and children, Annual Diabetic Conference, Shawano/Menominee County Transition Fair are some of the groups addressed.

A challenge continues to be the high tooth decay rate with the children. Our emphasis in recent years has been to meet this challenge with aggressive preventive programs. In 2015, we will continue with these preventive efforts while we also provide a broad range of general dental services for the adult population.

Every year we do a patient satisfaction survey.



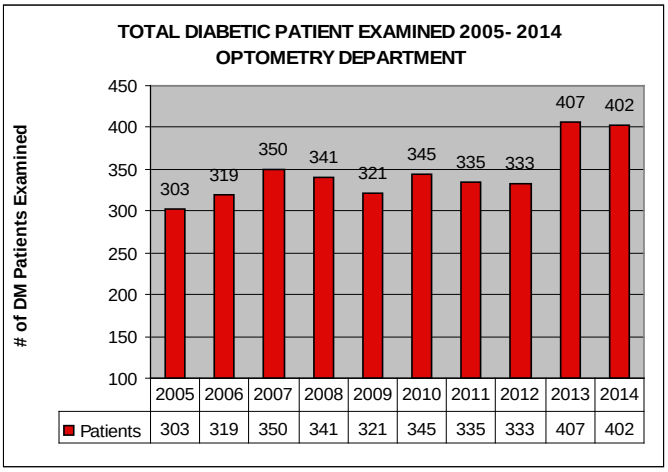
Another on-going challenge we have is the patient no-show problem. Every year we have over 2,000 patient no-shows. This makes providing comprehensive care very difficult and it wastes appointment time that could have been given to someone else.



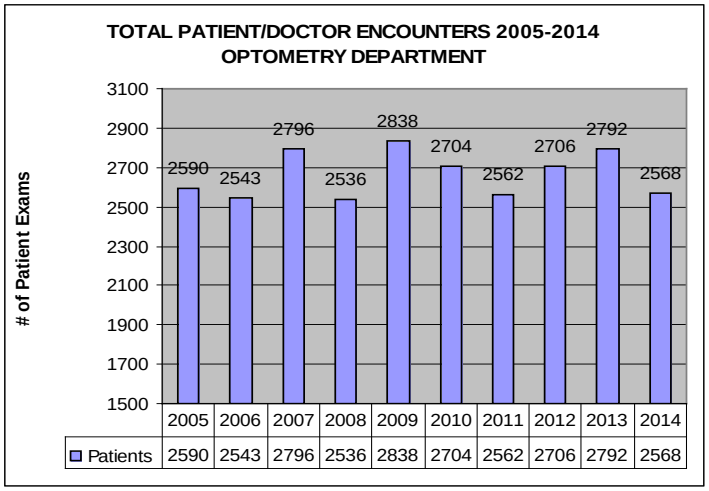
OPTOMETRY & OPTICAL SERVICES: The Optometry Department consists of (2) two full-time Optometrists and (3) three full-time optometry assistants. The clinic is open Monday through Friday from 8:00 a.m. to 4:30 p.m. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, eye glass dispensing and eye glass repair.

DIABETES - 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. Therefore we recommend that our patients with Diabetes are seen annually to obtain a dilated eye examination.

The Optometry department works with the patient, medical providers and the diabetes program to encourage annual dilated eye examinations. After the patient's pupils are dilated the Optometrist is able to directly observe the retina and note any pathology related to diabetes. The patient's eyes will then have images taken utilizing digital retinal camera to aid in documenting eye health. All significant diabetic eye related conditions are monitored over time and can be referred to specialists in Green Bay or Appleton as necessary.

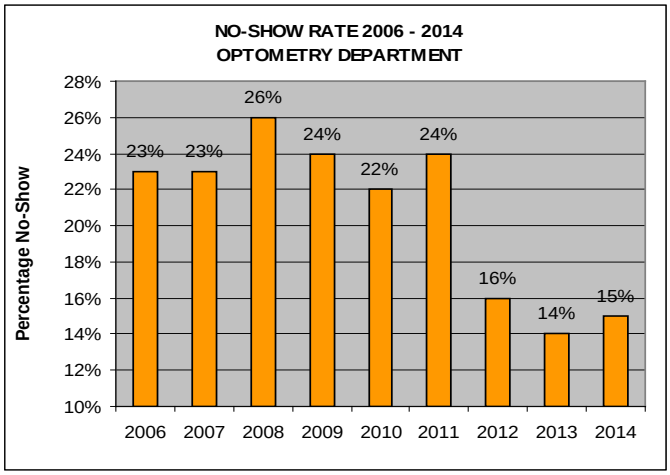


The preceding graph shows the number of diabetic patients seen annually over the past 10 years. It's important to note the sharp increase in diabetic eye exams in 2013 and 2014. These years we purposely targeted diabetic patients that were being seen in the medical department. We initiated a plan to approach patients while they were in for their medical appointments and offered to schedule their eye exams while they waited for their physician. We have received much positive feedback from patients and will continue to initiate contact with patients while they are visiting their primary care physician. All diabetic patients are thoroughly educated at each visit and informed as to why it is important to have annual dilated eye examinations.

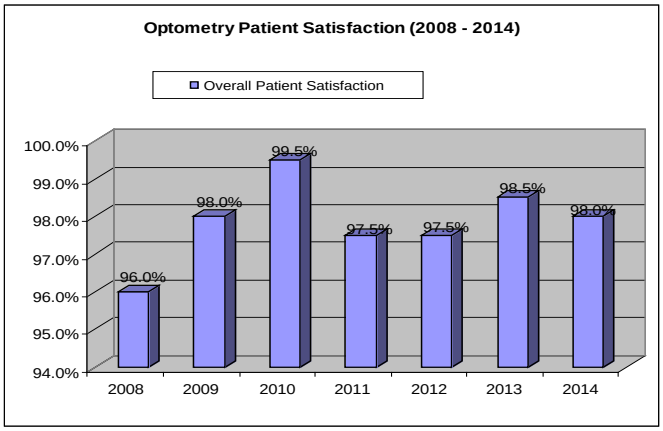


This graph shows the number of patients that are seen in the Optometry department annually since 2005. The 2,568 patients seen in 2014 are the total number of comprehensive eye exams and urgent eye care exams performed by the two Optometrists. The numbers are down slightly from the previous year due to the implementation a new Electronic Health Record. Patient care slowed significantly in the 2-3 months during implementation while staff learned the new computer system.

The following chart shows our No-show rate since 2006. Historically it has averaged around 25%. **In the 3 years since starting Open Access our No-show rate dropped to 15% on average.** Some months have had rates around 10%. By lowering our No-show rate we are making available appointment slots that would not have otherwise been available because a patient did not make it to their appointment.



Every January the Optometry department performs a patient satisfaction survey. The department continues to receive high satisfaction marks and will continue to try to improve scheduling, customer service and access to eye care.



Drs. Chelberg and Keszo continued to participate in several community outreaches. Every October they spend time in the local schools performing hundreds pediatric eye screenings - 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 fail the screening are followed up with either by a community health nurse or the school nurse. Parents are then encouraged to bring the child in for a comprehensive eye examination.

Dr. Chelberg continues to encourage partnership with the College of Menominee Nation's Education Department. For several years he has been a special speaker in the classrooms to present information on learning and vision. Discussions often revolve around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist. This year Dr. Chelberg also spoke at a CMN sponsored American Indian College Fund event on the importance of vision in the learning process.

BEHAVIORAL HEALTH SERVICES: Behavioral 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, couple/marital, family or group therapy depending on the presenting problem or issue. Typically, Behavioral Health Services deal 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.

Behavioral 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 Master's Degree in Psychology, one (1) Ph. D., Clinical Psychologist position, one (1) Master's Degree in Counseling who continues to earn hours for certification and a Consulting Psychiatrist who provides psychiatric evaluations, consultations, medications in addition to providing clinical supervision to the Behavioral Health staff. The Consulting Psychiatrist has continued to increase his time at Behavioral Health Services over this year to address increasing needs of the Reservation. This increase of time has allowed more timely service to be provided by the

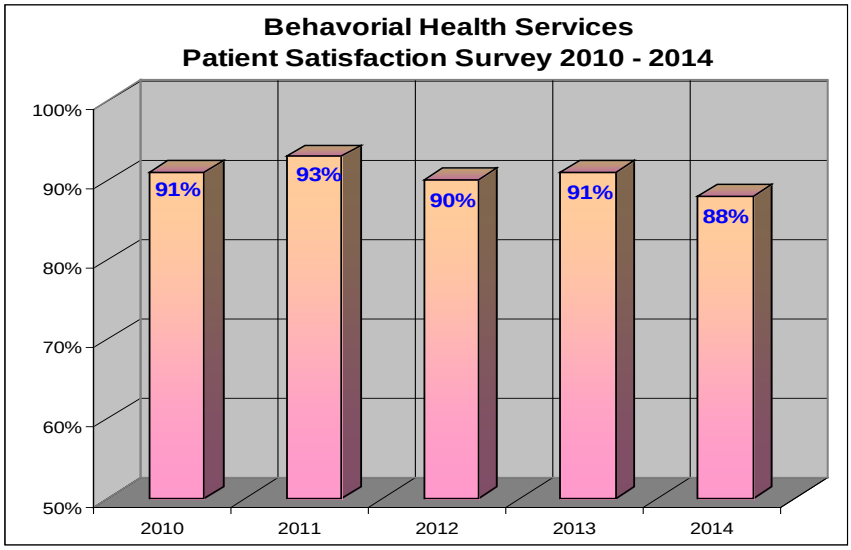
psychiatrist. All full-time providers, except the individual earning hours, are certified by the Department of Regulation and Licensing State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

All staff is involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Prescription Drug Abuse Committee, Credentialing and Privileging and Safety and Housekeeping. The staff are also involved in outside contacts and meeting including Maehnow Pematesen, Veteran's P.T.S.D. Workgroup, Multi-Disciplinary Team, Safe Schools, Tribe/County Meeting and providing additional presentations and training for agencies and schools.

Behavioral Health Services' staff rotates attendance to attend the Tribe and County meetings on Monday morning. This meeting consists of a staff member from Maehnowesekiyah, an officer from the Tribal Police Department, two staff members from Menominee County Human Services and staff from Behavioral Services. The primary purpose of this meeting is to go over emergency services provided the previous week as well as appropriate follow up to these situations.

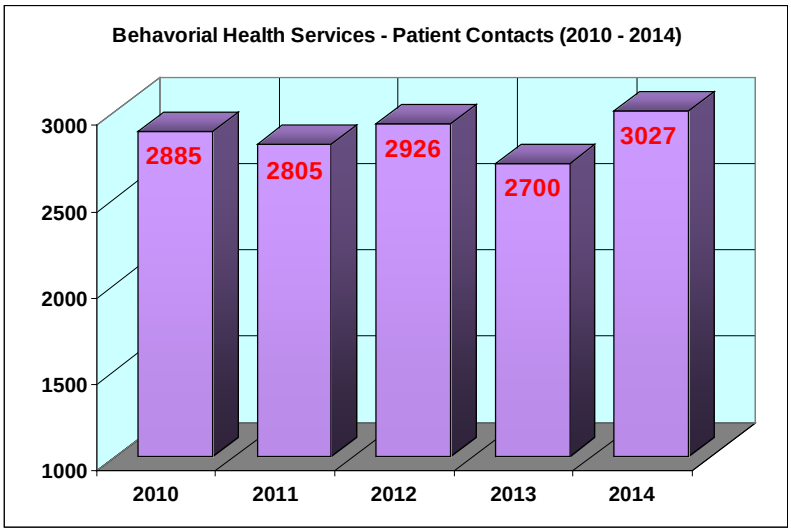
Due to the nature of the need to address behavioral health problems in a timely manner appointment times have been provided so that individuals calling on Monday morning at 8:00 may be able to schedule an appointment during that week and be seen by one of the providers.

It is worthwhile to note that the longevity of Behavioral Health Services affords a stabilizing influence in providing services to the Community and Community's Services. Including all five (5) full time staff members, the average years of service is over seventeen (17) years.



The Patient Satisfaction Survey indicates services received at Behavioral Health Services were satisfactory, helpful received in a timely manner and is provided by knowledgeable and competent staff members

Below is the number of contacts for the years 2010 through 2014. There were less individuals seen in 2013 than in the previous three (3) years but more seen in 2014 than any of the past four (4) years.



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 Contract Health Coordinator; CHS Assistant; 2 Benefit Specialists and a Contract Health Services Clerk.

PROGRAM ELIGIBILITY: 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.

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.

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 funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Priority I: Emergent/Acutely Urgent Care Services and Priority II: Preventive Care Services. The medical priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority levels are:

CONTRACT HEALTH PRIORITY LEVELS:

PRIORITY I: EMERGENT/ACUTELY URGENT CARE SERVICES: Diagnosis and treatment required to prevent immediate Death or serious impairment of health. Diagnosis and treatment of injuries or conditions, if left untreated, would result in grave outcomes. **Examples:** Heart Attack, Asthma Attack, Kidney Failure, Cancer

PRIORITY II: PREVENTIVE CARE SERVICES: Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Breast Biopsy, Cardiac Stress Test, Medications not available at Clinic, screening mammogram and colonoscopy.

PRIORITY III: PRIMARY AND SECONDARY CARE: Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Gall Gladder Removal, Knee/Back Pain,

PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED 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.

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, extended nursing home care and bariatric 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.

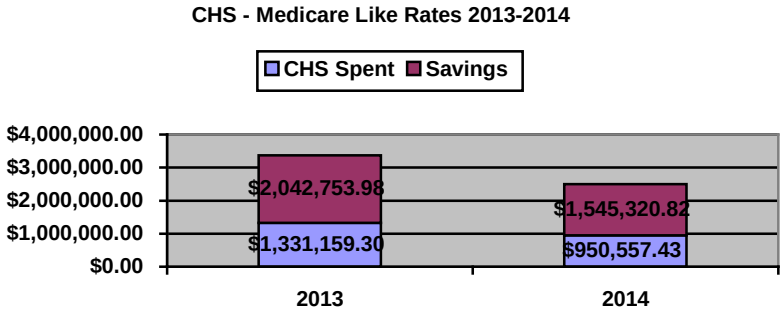
DEFFERED CARE: Contract Health received $400,000 for Deferred Medical Care and $100,000 for Deferred Dental Care. 324 patients were helped under deferred care in 2014. Deferred Care is those services which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority.

Patients who have no health coverage or are unable to afford deductibles and co-payments are put on "Deferred Care waiting list". When funding is available, patient will receive a letter from CHS asking them to come in to fill out application and bring residency information to get referral approved. In order to be eligible for Deferred Care funding, you must be Menominee.

Examples of deferred referrals are: Allergy, ENT, Ophthalmology (cataract), Orthopedics, Orthodontics, Pulmonology, Radiology (MRI, CT), Rheumatology, Pain Clinic and Chiropractic.

Pain Management has been addressed by MTC which directly affects Contract Health Service referrals. CHS puts through all pain clinic and chiropractic referrals with the ability to obtain more than 5 visits if showing improvement. The addition of these services has improved patient care to 36 patients this year.

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.



MEDICAID ELIGIBILITY CHANGES: On April 1, 2014, Medicaid was opened up to the large population of childless adults. State wide the wait list for this coverage exceed 150,000 people. CHS identified the individuals who use the MTC for their primary care who fell into this category. In a joint effort with Menominee Tribe's Community Resource Center were able to get 173 childless adults on active Medicaid.

TRIBAL HEALTH SPONSORSHIP: The Affordable Care Act allows tribes, tribal organizations and urban Indian health organizations to pay for health coverage premiums on behalf of American Indians. The Menominee Tribal Clinic has agreed to pay for Marketplace health insurance premiums for individuals meeting criteria. CHS sponsored 4 individuals in 2014.

BENEFIT SPECIALIST: The benefit specialists process all referrals that are created by our physicians. In screening our patients for eligibility they also assist patients with finding alternate resources of payment for medical bills. Examples of these programs: Medicaid, Family Planning, Wisconsin Well Women's and Medicare programs. Applications are given to patients to be filled out and taken to CRC for processing, we work with CRC to make sure these patients are activated and backdated.

The Benefit Specialist assisted 81 elders with filling out the Senior Care applications. Contract Health paid the $30 annual application fee for all enrollees. Senior Care is a state program designed to assist elders with prescription drugs.

The Benefit Specialists assisted 7 patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. 13 referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. 7 referrals were made to Social Security Disability, 6 have been approved, 1 application is pending.

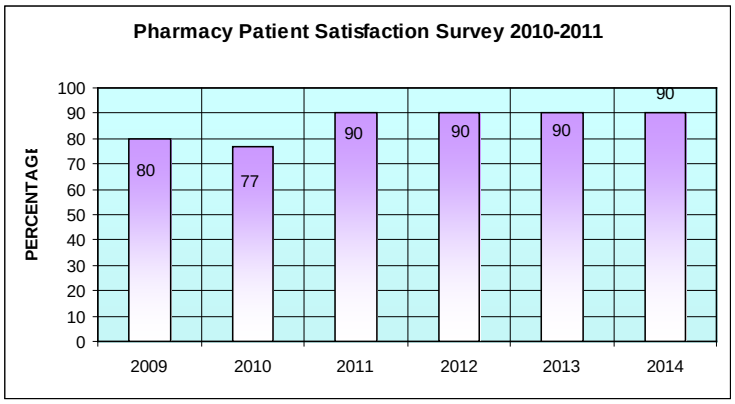
We also work with the Great Lakes Tribal Benefit Specialist as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the MTC each Wednesday to meet with our patients.

INSURANCE PROGRMAS 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 insurance denied payment because a questionnaire was to be filled out.

REMEMBER: Please call Contract Health Services with all appointments, scheduled surgery, rehab orders, medical equipment or anything pertaining to the approved referral. Each referral is approved for a certain provider and number of visits so it is important to keep our department informed as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health so we can follow up on payment. **ER visits must be called in within 72 hours for consideration of approval, elders are allowed 30 days.**

PHARMACY: The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff has four (4) pharmacists, two (2) technicians and two (2) aides.

The Patient Satisfaction Survey results were very good with an overall rating of 90 out of 100, the same as the last two years.

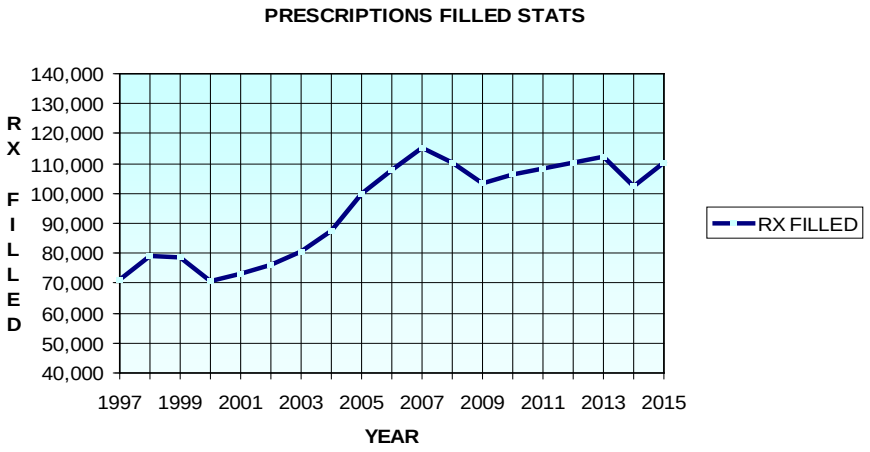


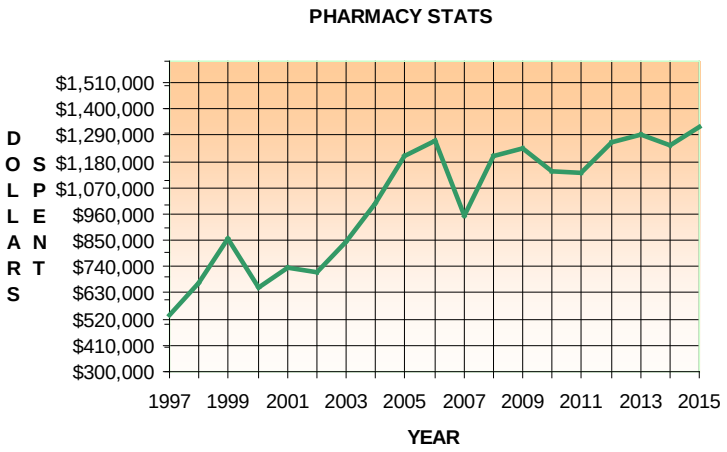
The Pharmacy & Therapeutics Committee continued its efforts to add medications that our community needed or would decrease the MTC payments to outside pharmacies. Since the last annual report, we added more than eight (8) new drug entities or strengths and deleted seven (7) medications from the formulary.

In 2014, the Pharmacy will dispense approximately 102,277 prescriptions. This is down from last year by about 11,000 prescriptions. For 2015, I estimate we will dispense 110,459 prescriptions. The pharmacy filled 9,254 prescriptions in January our busiest month. The busiest day since the last annual report was Jan. 2, 2013 when we filled 718 prescriptions. In 2013 we had approximately 61,847 patient contacts. This year 2014 we will have served about 59,043 patients.

In 2014, tramadol was changed to a controlled substance and all hydrocodone products were changed to schedule 2 by the DEA. This is much more time consuming for the pharmacist to keep track of. Pharmacy will spend nearly $1.3 million on medication and supplies in FY2014.

The RX Medic prescription filling robot was installed on December 10, 2013 at a cost of $151,000. It has been a great help to the pharmacy department especially when we are short staffed. It is always working! It is also very accurate and never puts the wrong medication in a bottle. If it thinks it counted incorrectly it sets it aside for staff to verify the count.





EMERGENCY MEDICAL SERVICE: The Menominee Tribal Rescue Service provides Basic Life Support Services and ALS Level 1 Advanced Emergency Medical Technician Services. The Basic and Advanced Technicians deal with the assessment and care of the ill or injured patient. The Advanced Technician has additional training and provides an advanced level of care as needed. Examples are, initiation of IV (intravenous) lines, and administration of specific 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 Dr. Keenan, the Service Medical Director.

The EMS department currently has one (1) EMT Basic and nineteen (19) Intermediate Technicians, three (3) are full time and seventeen (17) are part time "on–call". New Basic EMT's will train and advance to the Intermediate Technician level within two (2) years of employment.

The basic training received by all EMT's includes the well-being of the EMT, taking care of yourself in order to take care of others, medical / legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, general pharmacology, respiratory emergencies, cardiac emergencies, acute abdominal emergencies, diabetic emergencies, altered mental status, allergic reactions, poisoning and overdose emergencies, environmental emergencies, behavioral emergencies, obstetrics and gynecological emergencies, trauma including bleeding and shock, soft tissue injuries, musculoskeletal injuries, head and spine injuries, age related issues, ambulance operations, access and rescue operations, EMS response to terrorism, basic life support and CPR (Cardio Pulmonary Resuscitation) CCR (Cardio Cerebral Resuscitation), 12-Lead EKG Acquisition and data transmission to hospital, the skills of End Tidal CO Monitoring & Carbon Monoxide Monitoring with Pulse oximetry, Intra-nasal administration of Narcan and Glucagon, an alternative option to injection. There is a wide range of specific skills learned within each of these areas.

We are in our second year of using the Life Pak 15 Monitor/Defibrillator. We perform 12-Lead EKG acquisition and data transmission to the hospital as part of our cardiac treatment guidelines. This greatly enhances the ability for the physician to recognize cardiac and respiratory issues prior to patient delivery to the emergency room and for planning of treatment

options at the hospital when we arrive with the patient. Several patients have benefitted by getting definitive care sooner including diversion directly to a Cath Lab when indicated through use of the 12 Lead EKG report. Included in the monitor/defibrillator unit are the options of Automatic Blood Pressure Monitoring, End Tidal CO Monitoring, Pulse Oximetry and Carbon Monoxide Monitoring.

Additional ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars.

Other services provided to the community include, Ambulance and crew attendance at events such as the tribal school fun day giving tours and answering questions, other local schools career day events, national night out against crime, ambulance and second crew during the Menominee Nation Pow-Wow and summer youth Olympics, and an EMT speaker at the summer youth program training event. Attendance at community related meetings and trainings when requested and as time permits.

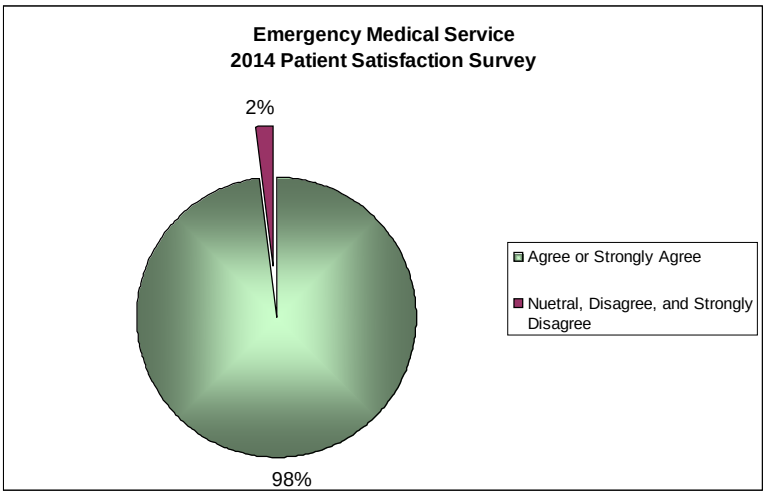
An ambulance and crew are also provided for compensation where an ambulance is required such as Menominee Nation Casino sponsored boxing events, high school football games and cross country meet.

CPR/AED Training is provided to all clinic employees during classes scheduled quarterly. CPR mask kits are placed throughout the clinic for use by employees in the event of a cardiac arrest. Training was also provided to law enforcement and jailers on an as needed basis.

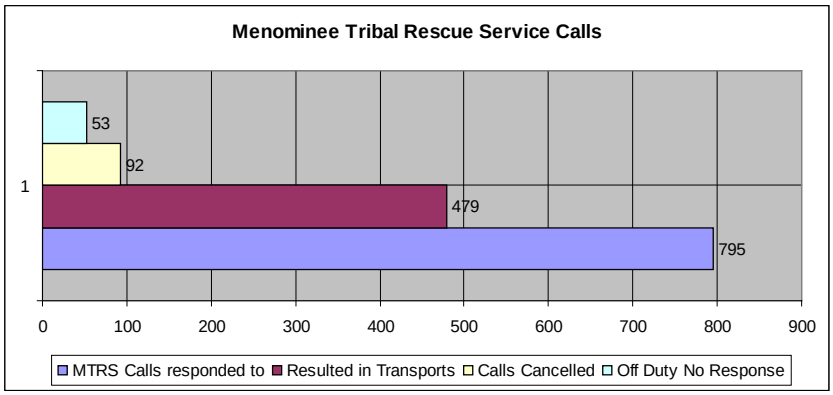
An equipment replacement plan is in place to ensure that new equipment replaces older equipment by or before the time it reaches the normal life expectancy of the equipment. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators. A new ambulance has been ordered and will be delivered in the spring of 2015.

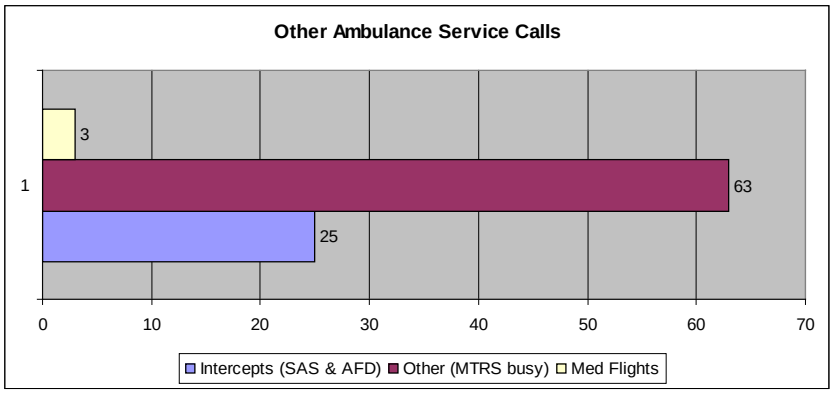
The power cots and the power-load system as well as the stair chairs are of great benefit to the patients as well as the EMS crews. The powered cots and load system are designed to handle a very heavy load which reduces the frequency of lifting injuries to the EMS crew and provides greater safety for the patient during handling and transport.

Patient Satisfaction surveys were conducted with the following outcome;
15% of surveys sent out were answered. The national average answered is 9%.
98% either agree or strongly agree that the ambulance crew was friendly, professional, attentive, made them feel safe, and their needs were met.



Menominee Tribal Rescue Service responded to 795 calls and 479 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, calls cancelled or no patients found. Off Duty No Response calls while our ambulance is busy are referred to as outside ambulance service.

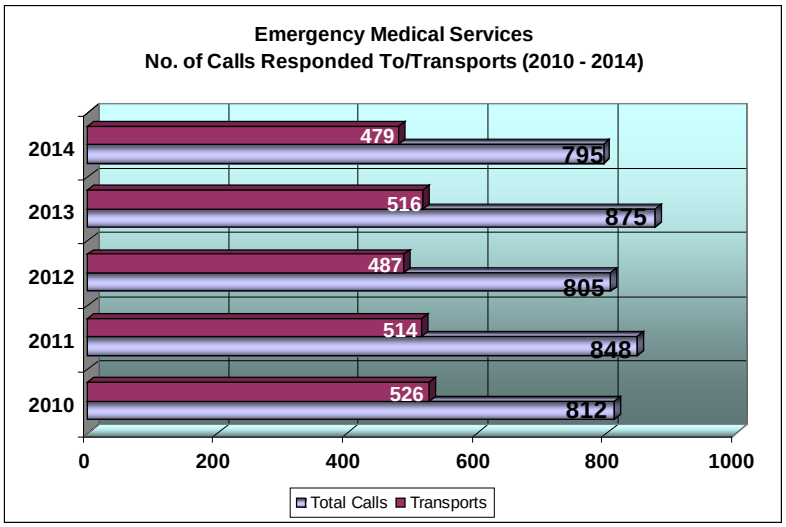




Outside ambulance services were called upon 91 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services including, 63 ambulance calls while our ambulance was busy, 25 ALS Level 2 ground ambulance intercepts and 3 medical helicopter requests.

Trending Data 5 year history

Emergency Medical Services - Other			
Year	ALS Intercepts	Med Flights	Other Services
2014	25	3	63
2013	28	8	60
2012	24	13	55
2011	19	5	52
2010	20	7	68



SPECIAL DIABETES PROGRAM FOR INDIANS: The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include health screenings, physical activity events, educational conferences, nutrition counseling, podiatry services, one on one and family appointments as well as group education.

The Diabetes Program at Menominee Tribal Clinic through the Special Diabetes Program for Indians Grant provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing one of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2015.

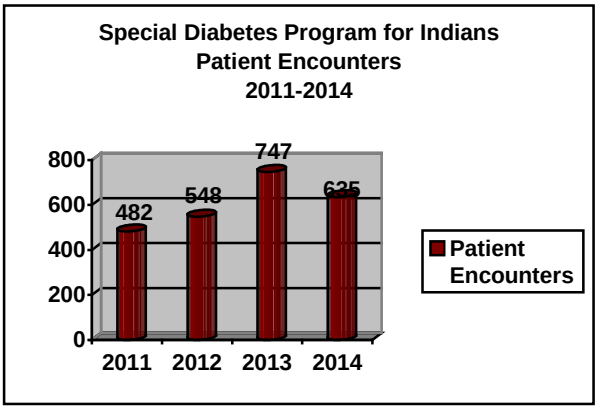
There are currently over 800 people on the Diabetes Registry with six of those patients being under the age of 18. The Diabetes Educator has had 635 patient contacts in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 25 patients per month. Six screenings have been held in the last year reaching 646 tribal community members.

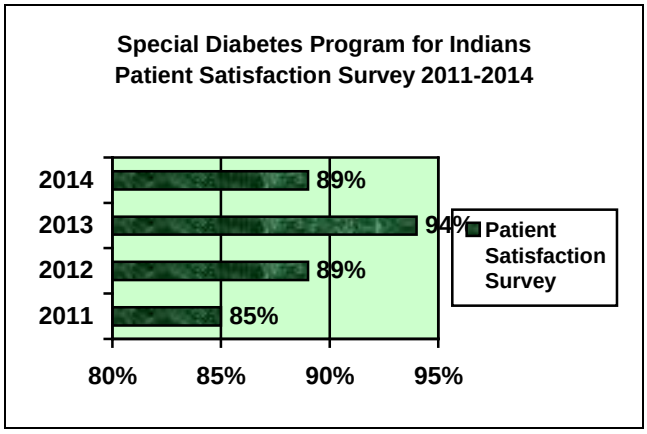
The Diabetes Team at the clinic works closely with the clinic's Wellness Team; Community Health Department: and the Diabetes Prevention Program/WIC Departments with Community Events. The Diabetes Team consists of the Diabetes Nurse Educator; the Fitness Instructor; the Wellness/Diabetes Assistant; a Registered Dietitian; 2 Optometrists: a Dental Hygienist; the CHNS Director and representation from the Diabetes Prevention Program. Members of the Diabetes/Wellness Teams were recently able to move into the new addition of the clinic. The new larger offices allow staff a bigger, quieter atmosphere when educating patients.

The Diabetes Nurse Educator continues to spend time in the Medical department to provide easier and faster access to patients. The Fitness Instructor has joined the Diabetes Educator in the Medical Department one day per week and the Optical assistants are doing the same to schedule appointments for the patients with Diabetes. The Dental Hygienist will also begin spending time in Medical to perform a quick oral exam and make appointments for patients. With staff from different departments going to the Medical Department, enhanced comprehensive care is offered to patients.

The Diabetes Program collaborates and has MOUs with most tribal programs. We provide healthy food for community events; do presentations for outside facility staff members and clients; perform health screenings for outside staff and clients/students and assist Tribal entities with community events if they request help. The Diabetes Program is involved in improving the health and wellness of the Menominee Community. The Diabetes Educator is a member of the Fostering Futures Project and the Fitness Instructor is a member of the Community Engagement Committee and Youth Providers Committee.

The Diabetes Program in FY2015 will continue efforts on physical activity and nutrition programs. The Diabetes Program will also continue working in collaboration with the Wellness Program and the Diabetes Prevention Program in assisting with the variety of health and wellness programs that are being held in the community. There is one staff member located at the Rec Center to provide community members with assistance with their exercise questions and needs. The Diabetes Program continues making progress on obtaining accreditation through the American Association of Diabetes Educators.





RADIOLOGY: 2014 was a year of dramatic changes in Radiology service. A digital x-ray machine was installed and a conversion to electronic patient records and images was accomplished. There are a number of areas that have been impacted by these changes:

Exam times are significantly decreased. There are no longer 'films' that need to be processed. Images show up within seconds on our computer screen. Radiation dose, though already low, is further decreased with this new technology.

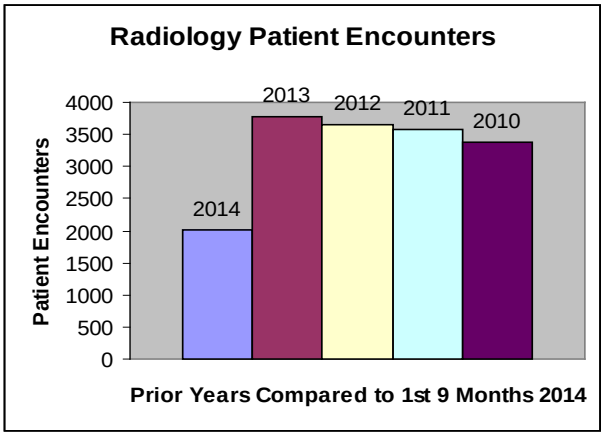
Patient images are now stored electronically in the new PACS system. PACS (Picture Archiving and Communication System) allows patient images to be viewed on computers at different locations at the same time. We also share export/import capability with many different PACS systems across the State, thus allowing us to often send images electronically to the outside providers when patients are sent out for specialty care. If we do not have a connection, we make a CD of the images to send in the mail or give to the patient. Being able to import images makes getting images needed for comparison, that were done within this group that are associated, a very easy and fast process as we usually get them within a few minutes of requesting them.

Since we are a part of the Thedacare PACS system, all images are accessible across the Thedacare network for continued care at their facilities. As an example, x-rays done at MTC can be viewed by the ER providers at Shawano Medical Center, or at Appleton Medical Center or Theda Clarke, if needed, which allows for improved continuity of care when going to other facilities.

The radiologist, the specialist that 'reads' the x-rays, remotely accesses the images through the PACS system and dictates the results into ThedaCare voice recognition system. This radiologist report is typically available for the clinic provider to view in the patient's chart within **15 minutes** of the completion of the exam in the computer. With film, the average report turnaround time for the signed report was **4-5 days**.

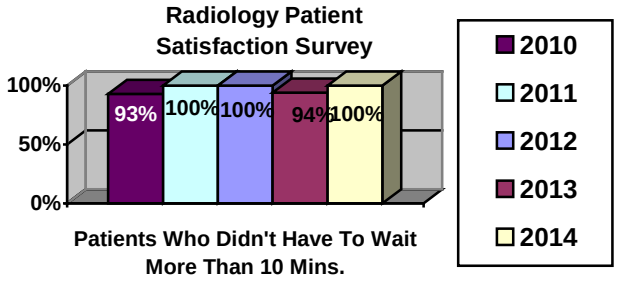
The Radiology department is staffed by two radiology technologists, one full-time and 1 part-time. The department now provides only regular x-ray examinations. Expanding to also provide mammography and ultrasound may be possible in the future depending on funds availability.

One other change that impacted Radiology in 2014 was the retirement of Mary LaMarche. Mary had served as the primary technologist from the time the clinic first opened. During her years here she wore many hats, one of them being the person that assisted the providers with orthopedic needs—casting, splints and the like. This service has now moved to the Medical area. Because the prior year's statistics included her patient encounters for orthopedic services, the current statistics are not comparable to what was reported in past years. Statistics for 2014 are for the first 9 months compared to full 12 month statistics for prior years.



In the past 9 months we have averaged 200 x-ray examinations per month. There is also new work necessitated by the change to digital. We digitize old exams that were done on film so that they are viewable in PACS for comparison to new exams we are doing--or if the patient needs them sent/taken to an outside provider. We put images on CD's when requested. We import and export exams in PACS as requested. To 'import' images means *we are sent*, through a secure connection, your electronic images done at a different facility to place into your digital file in *our* PACS—to 'export' means *we send* your electronic images, through a secure connection, to the PACS system used by the provider you are referred to.

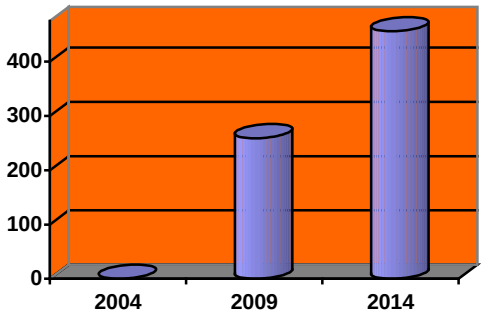
The annual Patient Satisfaction Survey was done surveying all patients having x-ray exams the second week of September. The only negative comments (2) had to do with the building and construction noises. Our patient 'wait' times were less than 10 minutes and all respondents answered that they were treated respectfully by the technologists.



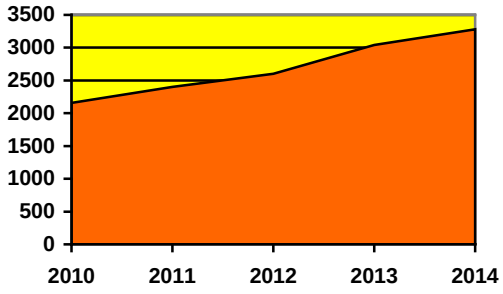
NUTRITION SERVICES/DIABETES PREVENTION: The Clinic's Diabetes Prevention Program is focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially 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. 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.
A Childhood Obesity grant is slated to roll out in 2015. Several community agencies will be in collaboration on this important opportunity.

Highlighting this year's activities was the 14th Annual Relay for Diabetes held in August. 481 people walked a total of 1,941 miles at the event. In addition to the relay, seasonal walks, nutrition challenges, TV Turnoff week, and Walk to School Day events were held in collaboration with the Diabetes and Wellness Program and tribal agencies. The Tied To Be Fit Walking Series was a new event this year. Participants could walk 2.62, 6.55, 13.1, or a full 26.2 mile marathon. Wellness Screenings were offered throughout the community in collaboration with the Diabetes, Wellness departments. The state Senior Farmers' Market Program was offered for the 6th year to the Menominee Reservation. The Diabetes Prevention Program has been busy recruiting, enrolling, and maintaining patients in the Diabetes Prevention Classes. 3 series of classes have been scheduled this year. Currently the program is funded through September 2016.



Number of Patients Monitored on Pre-diabetes Registry



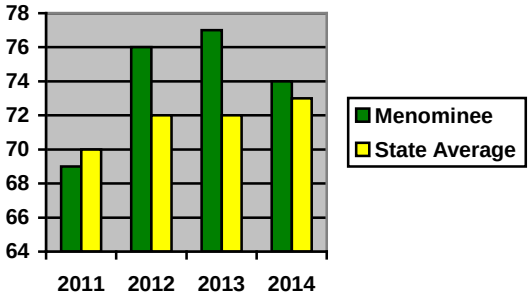
Agency Contacts by Year

As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. Major concerns for the upcoming years will be to provide adequate office space and funding to meet salary and administrative needs. With two fulltime dietitians, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

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

Notable highlights from this year include:
The tribe continues to be a leader in the state regarding breastfeeding rates. This is the ninth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending above the state average and duration rates improved over the year which was the local goal of the program. The graph below shows the breastfeeding incidence for moms that are enrolled in the WIC program. For the past 3 years, Menominee has been ahead of the state average in this category.

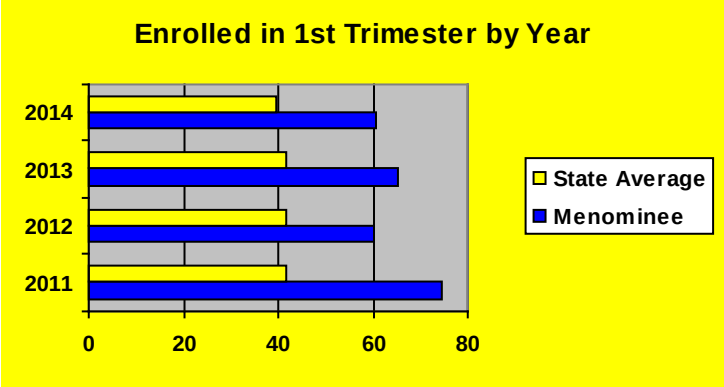
Breastfeeding Incidence by Year



This has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 8th Annual Cutest Breastfed Baby Contest was held over the summer; besides the photo of the baby, the moms wrote a paragraph stating: "Why breastfeeding was the right choice". The Winner's photograph is displayed on a billboard in Keshena. A Breastfeeding Walk was held on August 7th (40 walkers). The Rock N Rest Tent was staffed again for the annual Pow-Wow. Along with the help of Menominee Indian Head Start Program and the Diabetes Prevention Program the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, breastfeed their infants and change diapers. We had information about breastfeeding and Headstart enrollment. The lactation consultant continues to successfully maintain a breast pump loan program with all pumps being routinely checked out each month.

Another success is that the Kehtekaewak Farmer's Market sponsored by CMN was able to become a WIC approved farm market. We hope to assist our participants to use the market the coming year.

Our present concern continues to be having adequate space for our staff. We continue to have one employee sharing office space with another department.



The preceding graph shows the percentage of mothers that enroll into the WIC program within the first trimester of pregnancy. Studies have continuously shown that the earlier clients enroll in WIC, the healthier the pregnancy outcomes. Menominee has been consistently ahead of the state average in this category.

FINANCIAL SECTION: Government reports still showed that for every dollar spent on the WIC program, $2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 2.1 FTE paid through the State WIC funding, though, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.9 FTE is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

INFORMATION TECHNOLOGY DEPARTMENT: The Menominee Tribal Clinic Information Technology (IT) Department staffing levels remained consistent for 2014. The staff consists of an Information Technology Director, Network Administrator, PC Technician I and PC Technician II. The Clinic IT staff has a combined experience in Information Technology of 83 Years! Three (3) of the four (4) staff members are enrolled tribal members.

The IT staff support over 180 users on several different computer systems and platforms. There is a push to consolidate and phase out some of the older systems, as more work is done primarily on the new EPIC Electronic Health Record (EHR) system that went live in February. The old EHR E-MD's will need to remain active for patient histories until further notice. The number of user licenses however has been reduced to lessen costs to maintain this system.

In February this year the Clinic went live with the Thedacare EPIC Electronic Health Record System. Moving to this system allowed the clinic greater coordination with specialty providers in the surrounding communities that serve our patient base. Preparation and configuration began in June the previous year and culminated in a go live on February 4th, 2014 with months of follow up work and system fine tuning afterward.

IT work for this project consisted of replacing numerous computers and monitors to meet the EPIC system requirements, adding new printers for each exam room and establishing a dedicated network connection to Thedacare in Appleton Wisconsin through Thedacare Clinic in Shawano. The IT director also acted as the Project lead for the implementation project and coordinated the effort between the Clinic and Thedacare implementation team. Overall the project went well and met all deadlines.

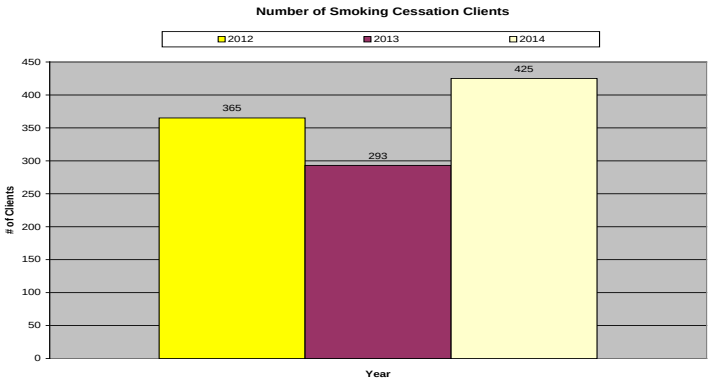
Other work performed by the department this year included:

- Configuration and connection of 28 new computers in the new Dental Office building along with associated printers.
- Assisted the X-ray department in the configuration and implementation of a new Digital X-ray system and Digital Scanner.
- Assisted the Construction architect in the Design of the Data, Security and Camera design for the new construction and clinic remodel.
- Implemented a new security card access system to replace an antiquated and failing system that currently existed.

- Implemented a new Website refresh project. The existing website was over 10 years old with little to no changes since its inception. The website was completely redone with the ability for each department to keep their own information areas updated. It is now up to the individual departments to maintain their current events information and keep everything updated.
- Upgraded the clinic wide paging system.
- Continuing the Data Wiring infrastructure upgrades throughout the clinic as the remodeling project progresses.
- Implemented Phase one of an IP phone system roll out. The clinic is moving off of a 30 year old analog phone system to a new Internet protocol based phone system, managed locally by the IT staff.

In summary, the IT department continues to be extremely busy with continued system implementations, upgrades and daily operational maintenance and end user support calls. Everything the department does helps to improve the clinic data systems performance and reliability to help the providers give faster and more reliable service to the patients that utilize the Menominee Tribal Clinic.

WELLNESS DEPARTMENT: Number one priority remains commercial tobacco abuse, which involves prevention, cessation, and smoke free areas. Illnesses most likely to kill Menominee people are tobacco related diseases. Tobacco use is the leading modifiable risk factor associated with preventable death and morbidity in Menominee People.
Clinic visits 425 smoking cessation clients up from 293 last year.



There was $33,500 dollars spent on smoking cessation nicotine replacement devices up from $18,000 dollars last year.

Mayo Clinic /Spirit of Eagles honored Menominee for its innovative work in partnering with academic institutions and addressing tobacco abuse in a clinical trial S.T.A.R.T. (Stop Tobacco Abuse Renew Tradition) smoking cessation project. Two articles were published as a result of this partnership; "Menominee Prospective on Tobacco Abuse" published article in journal of American Indian and Alaska Native Mental Health Research. "Culturally Tailored Smoking Cessation for Adult American Indian smokers: A Clinical Trial" published by The Counseling Psychologist.

National Institute of Health, Mayo Clinic/Spirit of Eagles awarded a two year grant. ($28,000 per year) T.R.U.S.T. (Tomorrows Results Ultimately Start Today) to continue the ongoing smoking cessation project. The purpose of this project is to determine if a smoking cessation treatment that allows adult family members to participate together can help American Indian smokers stop abusing commercial tobacco. This year the project enrolled 25 members of family units. They attended a two day cessation camp focusing on sacred tobacco use, stress and anger coping techniques, social support, learned optimism and proper use of over the counter nicotine replacement therapies. Follow up supportive cessation counseling are currently in progress. 100% of participants have rated the project mostly good or positive at 1 week and 2 weeks follow up. Another session is planned for early next year.

Best intervention is to prevent kids from ever starting to smoke or chew commercial tobacco. All students at K.P.S., M.I.M.S., and Menominee Tribal School received Commercial Tobacco Prevention presentations. "Blow Bubbles Not Smoke" Message and supplies to bring home to their parents to make their homes and vehicles smoke free.

College of Menominee Nation made the campus a healthier place to learn and work by the campus going smoke free in September 2014.

Eighteenth year of M.I.M.S. 6th grade Wellness classes curriculum includes; team building, leadership, stress management; visualization, affirmations, and breathing, anger management, values and life's choices, depression and learned optimism, resilience, connection and social support, commercial tobacco prevention and proper use of traditional tobacco, second hand smoke, prescription drugs, anatomy and physiology of reproductive system, sexually transmitted disease, relationships, pregnancy prevention, local stats teen pregnancy and STD, health and humor, right attitude. (64 students weekly during school year)

Menominee Tribal Employee health Screenings was held with 425 participating.

Y.E.P. Youth Empowerment Program at C.M.N. 43 youth age 13-17 Screened for diabetes and overweight. 60% were overweight or obese and 44% were pre-diabetic. Results were mailed to all parents for follow up.

Community programs; Strongest Menominee 11 participants, Spirit of Warrior Walk; Community coming together and show honor and gratitude to our Veterans. (302 participated) Pow Wow Walk/ Run 130 participated, Neopit soap box derby (75 youth participated) and Grooming High School snow shoe and x-country ski trail.

The Wellness Director is a member of W.N.A.T.N. Wisconsin Native American Tobacco Network, College of Menominee Nation I.R.B. board, and coordinates Clinic Health Promotion Disease Prevention committee.

MEDICAL RECORDS DEPARTMENT: The Medical Records Department is staffed by three technicians and the department supervisor. The Medical Records Department staff provides accurate and timely scanning of various reports and documents and filing of images into patient electronic health records. Medical Records Department staff provides transcription service to the Behavioral Health Services Department and to the Medical Services Providers as needed.

The Medical Records Department staff processed an average of 414 authorizations per month and the department received $10,250.00 in reimbursement for photocopies/disclosure of protected health information services. The staff follows the HIPAA Privacy Rule and uses Wisconsin patient privacy law as a guide when disclosing protected health information.
The Medical Records Department staff receives training in other departments and provides assistance when needed.

Medical Records Department staff received training in CPR, use of the Epic EHR, external website development, Customer Service, Qlikview reports in Epic, and My Chart sign-up. Staff also attended HIPAA COW conferences, the Employee Benefits Fair, and Employee In-service that included training and updates on Fostering Futures, HIPAA Minimal Necessary, Incident reporting, and Trauma Informed Care.

BILLING/PATIENT REGISTRATION DEPARTMENT: Over the past year the Menominee Tribal Clinic Billing and Patient Registration departments have gone thru two major changes. In February 2014, the computerized/accounts receivable software system, EPIC, was incorporated. This electronic patient record system connected MTC to the ThedaCare network. In July 2014, both departments were relocated to the new addition of the clinic temporarily. The redesign will combine both departments to be located near the front entrance. Expected completion is set for November 2014.

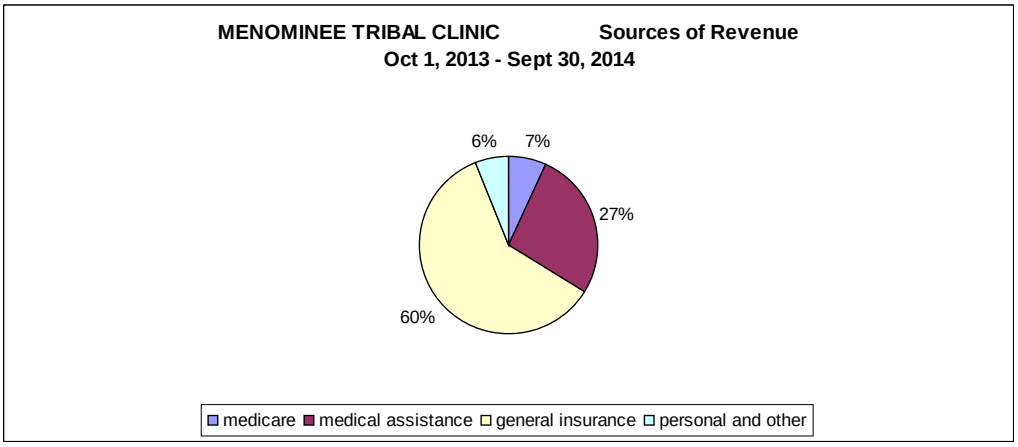
The Billing department staffing consists of a Business Manager, a Systems Coordinator, seven (7) Billing Specialist, three (3) Coding Specialists and three (3) Patient Registration clerks. The Billing department is responsible for billing all patient services and posting payments for all billable departments within the Clinic by utilizing computerized billing/accounts receivable software systems. 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 of Over the Counter (OTC) medications. The patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying tribal enrollment and updating any changes to address, phone numbers, and health insurance coverage each time a patient utilizes the clinic.

The staff continues to stay current with transactions in four (4) different practice management/billing systems which directly impact the Clinic accounts receivables and Clinic revenue. In February 2014 a second Meaningful Use payment of $97,750.00 was receipted. Meaningful Use payments are one time lump sum payments based on the Clinic using and implementing an Electronic Health Record as well as meeting core clinical measures. Meaningful Use payments can be filed for a period of six (6) years for each provider that is eligible under the program guidelines.

The accounts receivable (A/R) ending balance at 9/3/14 was $1,143,266 and represents an increase of $88,964 from previous year of $1,054,302. The A/R balance is a combination of all four practice management systems.

Statistics from Patient Registration for the reporting period for total patients registered is 91,770 with an average of 372 per day. This represents a decrease from the previous year of 1.5%

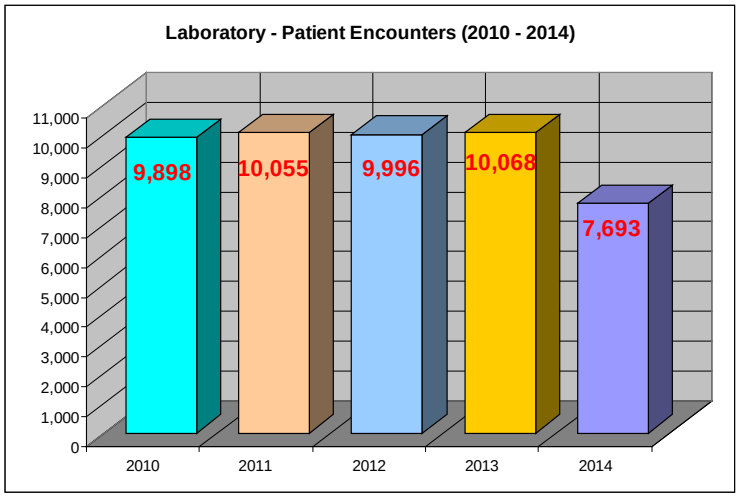
The following graph indicates the breakdown of cash receipts for the reporting year by Medicare (NGS), Medical Assistance, General Insurance, Personal and Other totaling $5,990,454.



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 a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide/Phlebotomist.

The Lab Department expects 7,693 Patient Encounters and to perform 59,161 tests In-House, and to refer 7,101 tests to outside laboratories in 2014. A total of 96 Drug Screens is anticipated to be performed in 2014. Total number of patient encounters is down around 20% from previous years, however the number of tests performed in-house is very close to previous years. The conversion to EPIC as well as the departure of Dr. Crenshaw and Dr. Marienfeld could account for the reduction of laboratory patient encounters. What is surprising that the number of tests performed in house is expected to remain at last year's levels.

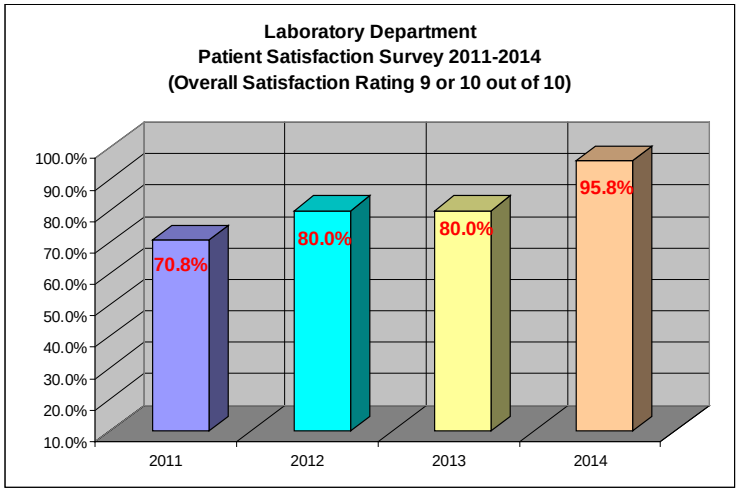


Once again a Phlebotomy student attending NWTC conducted their clinical rotation at the Menominee Tribal Clinic Laboratory from March 3, 2014 to May 9, 2014.

EPIC Electronic Medical Record which includes the EPIC Beaker Laboratory Module as our Laboratory Information System was implemented in February 2014. The conversion to Thedacare EPIC also required switching our Reference Laboratory from Marshfield Laboratory to Thedacare, since Thedacare EPIC was unable to support a data interface with Marshfield Laboratories.

Laboratory was surveyed in February by COLA, our laboratory accrediting agency. As a result of the survey our laboratory received 8 minor citations. None of the citations were documentary citations which require written supporting documentation of corrective actions. Accreditation is valid until February 6, 2016.

In February, the laboratory began using a LeadCare II analyzer to perform whole blood lead levels in-house with results available the same day. Previously the specimens were referred to the Wisconsin State Laboratory of Hygiene with results available in about a week.



COMMUNITY HEALTH NURSING SERVICES: The Community Health Nursing Service continues to provide a variety of services within the clinic and out in the community.

The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and the Audiology department. She assists with the Health checks, and helps staff with community events.

In collaboration with the Injury Prevention Program car seats and booster seats are given out for children newborn to 8 years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Renata Maulson, Renee Waukechon-Ross and Kim Hill are certified car seat technicians. There is a $10 fee for a car seat and $5 for a booster seat that needs to be paid before receiving them. This year 54 car seats and 4 booster seats were dispensed.

We have a receptionist for the department that schedules appointments for Health checks, audiology, and directs the flow of patients who present to see providers in the overall Community Health Department of the Clinic.

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. Community Health nurses partner with the Menominee Indian School District school nurse to provide vaccine to children identified to be behind whom she receives parent consent to immunize. This is done at the schools. A Community Health Nurse also reviews the immunization records for the tribal school and vaccinates children found to be behind, when she gets parents' consent, at the Menominee Tribal School. This fall, 16 children were found to be behind and 12 of them have been immunized so far. This information is reported to the state.

Health checks are available to children 3-18 years old. There are appointments scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done at the Head start in October with optical, dental, audiology and nutrition department staff participating. Overall this was helpful to the clinic departments and the Headstart to get the bulk of the children screened within the timeframe of the Headstart guidelines. 61 children were screened on 10/7 and 49 on 10/8 a total of 110 children.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Health and Human Services, Community Support Program Staff. We are presently assisting 8 clients with this weekly.

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. There are two RN's who primarily case manage the skilled nursing visits of this and on average assist 60-70 individual clients a month.

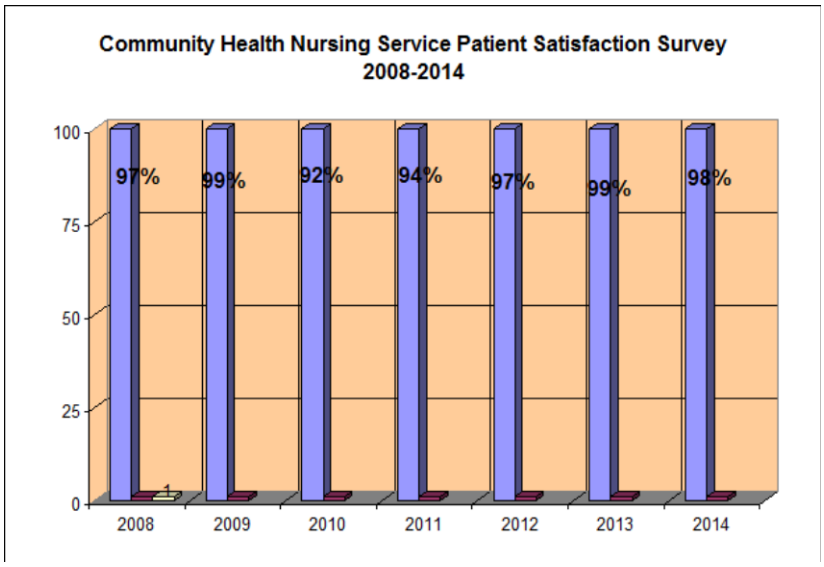
Skilled nursing services are provided to jail once a week. Inmate's needs are evaluated and appointments made when indicated. 231 inmates have been assisted with health concerns.

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 department gave 470 flu shots at the Benefit Fair.

Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians and in Menominee County. Shawano County Public Health Department joined with Menominee County Public Health. MTC CHNS nurses are working cooperatively with the Shawano Co. Public Health to provide these services and ensure proper follow up of Communicable Diseases occurs. Chlamydia is the most common reported disease, having done follow up on 63 patients.

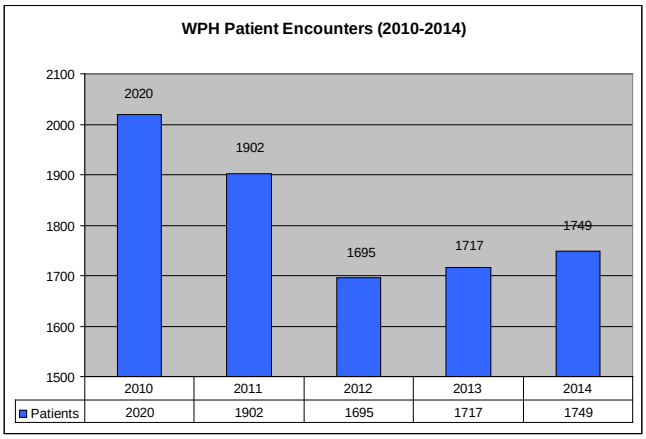
Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other tribal coordinators. Melissa sets up a number of HIV/AIDS/STD presentations at the School, College, Maehnowesekiyah and other community sites. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the pow-wow. Mini Health Fair was held along with the Soap Box derby on Sept 27th in Neopit. CHNS handed out information on HIV/AIDS, WPH, Blood Pressures and Flu shots. Sweatshirts for adults, door prizes included gift cards to Subway, Save a lot and gas cards, condoms, bags for the kids that included coloring books, crayons, and sweatshirts. Case management is provided to 3 clients.

Rural Infant Health worker attempts to visit high risk newborns 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 Menominee County Health and Human Services. If respite care is needed they are referred to MCHHS. Postnatal questionnaires are performed on mothers; those with issues are referred to the Behavior Health Department. WIC, WPH and CHNS staff meets monthly to discuss current issues and managing patient needs. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children. Community Health Staff have received extensive training to expand these services prenatally and postnatal up to the child's age of two.

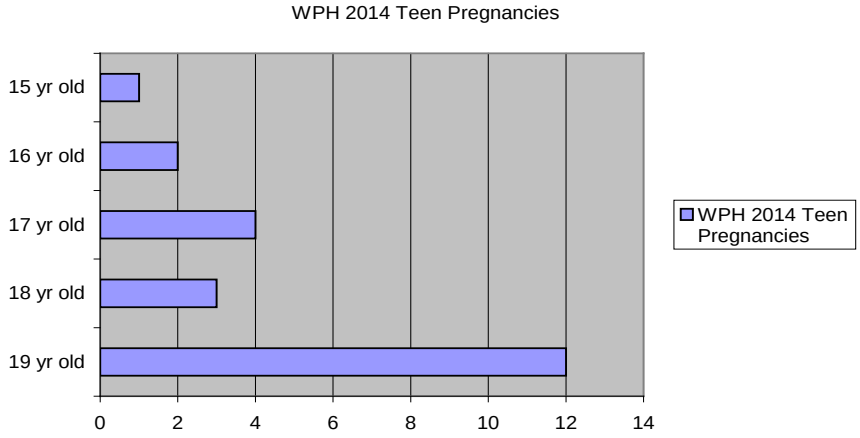


WOMENS PERSONAL HEALTH: The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only Badger Care Services if uninsured to pay for the procedure. STD information and testing are offered to male patients. Contraceptive information and condoms are provided for male patients upon request. The WPH staff consists of 2 Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

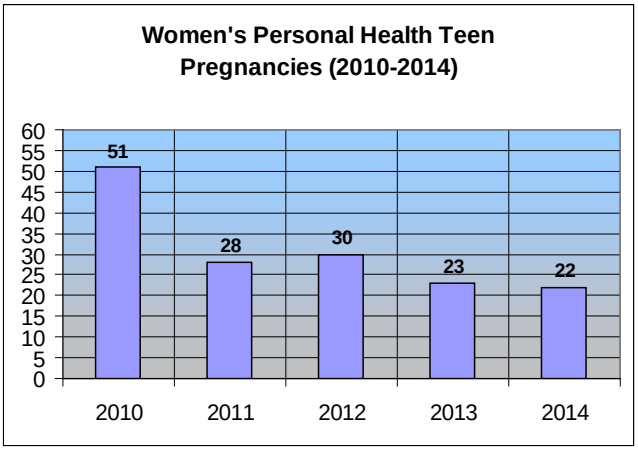
The WPH program provided 1,749 client encounters this grant year. This is an increase from 1,717 last year. Seventy-five (75) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Alternative High School, and Middle School this year. The WPH program provided a Teen Clinic once a week at the Menominee Indian High School offering sexual health education and contraceptive counseling to any students looking for information, STD testing or considering contraception. The funding comes from the Maternal Child Health Women's Health Grant.



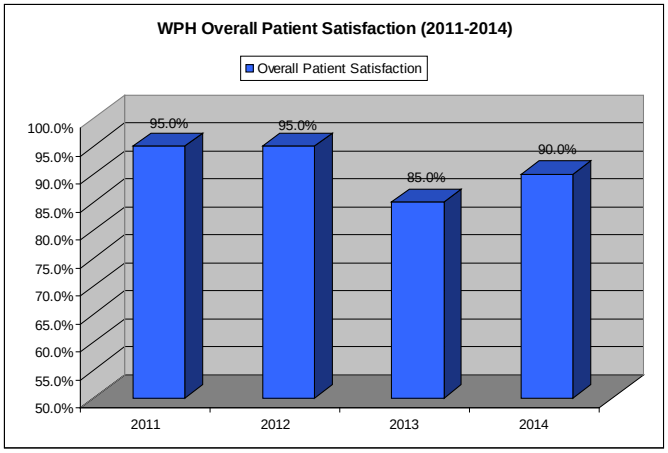
The WPH program provided service to 166 new OB patients this grant year. The total number of teen pregnancies was 22 decreased from 23 in 2013. 14 of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in this case management program offered through the WPH Department. Gift incentives are available to new mothers when they attend their prenatal medical appointments. Prepared childbirth classes are held every other month for an afternoon and patients can schedule to meet individually for information if preferred. The average numbers of moms and partners are 2-5. Funds are from the MCH Women's Health Grant. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 15.



The annual numbers of Menominee Tribal Clinic teen pregnancies have been gradually declining. The majority of the teen pregnancies are 18 and 19 year olds. WPH staff has participated in the Community Engagement Workgroup Meetings, the Teen Pregnancy Prevention Coalition Meetings, the Wisconsin DPH Women's Health-Family Planning/Reproductive Health conferences, and the Prenatal Care Coordination Meetings.



Another service provided is the Wisconsin Well Women's Program. This 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. This year 29 women were referred for mammogram screenings through this program. This is a decrease from 58 last year. The Affordable Care Act has provided many uninsured women the eligibility to obtain health care coverage and has decreased the number of WWWP enrollments state wide. October is Breast Cancer Awareness month. A Women's Health/Diabetes Health Fair is held during this month with information given on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.



The Patient Satisfaction Survey for rating the staff indicated an improvement in services. Patients rated the WPH Department in the areas of accessibility, confidentiality, and waiting times such as time waiting for tests to be performed, test results, and time in the waiting room.

College of Menominee Nation

S. Verna Fowler, Ph.D., President

PROFILE OF LEADERSHIP AND PERSONNEL: The College of Menominee Nation (CMN) is an institution of higher learning offering a wide range of programs and services including Bachelor's and Associate degrees, technical/trades diplomas, certificates of mastery, outreach programming, non-credit courses, workshops and conferences for adults and youth.

The College is chartered by the Menominee Tribe and accredited by the Higher Learning Commission (hlcommission.org). CMN is a partner institution with the American Indian College Fund and, among other affiliations, is a member of the American Indian Higher Education Consortium (AIHEC). In 1994, Congressional authorization made the College of Menominee Nation one of only three institutions in Wisconsin to have Land Grant status. CMN is designated by the Bureau of Indian Affairs as a Tribally Controlled College.

S. Verna Fowler (Ph.D., University of North Dakota) is the founding president. A seven-member Board of Directors composed of enrolled Menominees provides independent oversight. Board officers and institutions where they studied are:

- Chairman – Bernard (Ben) Kaquatosh, Human Resources Director, MITW (University of Wisconsin-Green Bay and UW-Milwaukee).
- Vice Chairwoman – Virginia Nuske, Director of Higher Education, MITW (Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines).
- Secretary – Lori Corn, Curriculum Coordinator, Menominee Indian School District (B.S., St. Norbert College; M.S., Marian College).

Board members and institutions where they studied are:

- Sarah Harkey, Nurse, Menominee Tribal Clinic (A.A., College of Menominee Nation, B.S.N., Bellin College of Nursing; M.S.N., University of North Dakota).
- Georgianna Ignace, volunteer (B.S., Marquette University).
- Lynnette Miller, Executive Director, Menominee Tribal Gaming Commission (B.S., UW-Green Bay and M.S., Silver Lake College).
- Elaine Peters, retired (B.S., UW Oshkosh).

Honorary member of the Board:

- Ada Deer, retired (B.A., UW-Madison; M.S.W., Columbia University)

CMN employs 220 individuals, 84 percent of whom hold academic or technical credentials, and 37 percent of whom have earned advanced degrees at the master's or doctoral levels. Seventy-nine employees are enrolled or descendant Menominee. Thirty-one are affiliated with other American Indian tribes.

Officers of the College serving with President Fowler are the following:

- Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- Chief Financial Officer Laurie Reiter (B.S., UW-Green Bay; MBA Lakeland College)
- Vice President Green Bay/Oneida Campus Chad Waukechon (B.A, UW-Green Bay; M.Ed., University of Minnesota Duluth).

The College's President and CFO are members of the Menominee Indian Tribe of Wisconsin (MITW). A number of other Menominee hold administrative positions as Deans, Directors and Managers at CMN. They include Gary Besaw, Dean of Students (B.S., UW-Stout; M.S., UW-Madison); Christopher Caldwell, Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison); Maria Escalante, Director, Library (B.A., UW-Oshkosh; M.A. and M.L.S., UW-Milwaukee); Victor Escalante, Assistant Financial Manager; Mario Fernandez, Director, Maintenance; Nicole Fish, Director, Financial Aid (A.A., College of Menominee Nation; B.S., Silver Lake College; MBA, Lakeland College); Tessa James, Director of Enrollment Services (B.A., UW-Stevens Point; M.A.C., Lakeland College); Portia Koebach, IT Network Administrator (A.A., College of Menominee Nation; B.S., American International University) John Teller Sr. (Associate Dean, Continuing Education (B.S., UW-Madison); Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh); Richard Warrington, Director, Operations (B.S., Silver Lake); Susan M. Waukau, Assistant Director, Advancement (A.A. Haskell Indian Nation University, A.A. College of Menominee Nation); Juanita Wilber, Registrar (B.S., UW-Green Bay), and Renita Wilber, Director, IT (M.S., American Intercontinental University).

Faculty and adjunct faculty include Ron Corn Jr. (Certified Menominee Language Speaker, Menominee Language and Culture Commission); Benjamin Grignon (B.A., Institute of American Indian Arts; B.A., UW-Madison; M.A., University of Arizona-Tucson), and Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University), all Menominee.

Menominees in program and project Coordinator-level positions at the College include Amber Chevalier, Work base Coordinator (A.A., College of Menominee Nation; B.S., UW-Green Bay); Stephanie Dodge, Nursing Support Services Coordinator (A.A., College of Menominee Nation; B.S. UW-Madison); Dean Davis, Technology Coordinator (A.A., College of Menominee Nation); Rebecca Edler, Sustainability Coordinator (A.A.S. Fox Valley Technical College, B.S., Silver Lake College; M.A., Lakeland College); Alegra Fowler, Nursing, Student Support Services Coordinator (B.A., UW-Green Bay); Brandon Frechette, Coordinator, Menominee Youth Empowerment Project (B.S., UW-Superior); Menomin Hawpetoss, Technology Coordinator (A.A., College of Menominee Nation); Matthew Johnson, Technology Coordinator (A.A. College of Menominee Nation); Dale Kakkak, Marketing and Media Services Specialist (B.A., University of Minnesota); Annette

Miller, Job-Based Training Specialist; Alfred Pyatskowit, Nursing Recruitment/Retention Coordinator (B.S. UW-Green Bay); Leslie Teller, Instructional Support Coordinator (B.A., UW-Green Bay; MSE, UW-Oshkosh), and Joleen White, Grants Management Specialist (B.S. Silver Lake College).

OVERVIEW OF PROGRAMS, STUDENTS AND OTHERS SERVED, AND FACILITES:

Academic and Technical/Trades Programs

The College of Menominee Nation offers three Bachelor's Degree (4-year) programs of study:

- Bachelor of Arts in Public Administration
- Bachelor of Science in Business Administration
- Bachelor of Science in Early Childhood/Middle Childhood Education

The Bachelor's Degree programs provide learning comparable to the degree studies in these fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum.

The public and business administration majors are designed as degree-completion programs for students eligible to enroll in junior- and senior-level courses. Both are offered in a "Weekend College" format of Friday-Saturday classes to accommodate working adults.

Teacher education and nursing curricula require unique reviews. CMN's Bachelor's Degree in Education is approved by the Wisconsin Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing is accredited by the Accreditation Commission for Education in Nursing.

Associate Degree (2-year) programs available at CMN are:

- Accounting
- Biological and Physical Sciences
- Business Administration
- Computer Science
- Digital Media
- Early Childhood Education
- Liberal Studies/Humanities
- Liberal Studies/Social Science
- Materials Science and Pre-Engineering
- Mathematics
- Natural Resources
- Nursing (Applied Science)
- Public Administration
- Sustainable Development

A collaboration finalized during the year provides ready entry into University of Wisconsin-Green Bay and UW Oshkosh engineering programs at the Bachelor's Degree level for students earning the CMN Associate Degree in Materials Science and Pre-Engineering. These students may choose options in electrical, environmental or mechanical engineering. The UW campuses at Madison and Platteville also have collaborations with CMN to encourage students to prepare for engineering careers. Their multi-year project is funded by a $550,000 National Science Foundation grant.

Technical Diplomas are available at CMN in the following:

- Electricity
- Business Office Technician
- Practical Nurse
- Sustainable Residential Building Systems
- Welding

Certificates of Mastery are offered in Criminal Justice, Entrepreneurship and Microcomputer Specialist.

CMN is an open admission institution through the Associate Degree level, meaning applicants who meet certain basic requirements can be admitted. The three Bachelor's Degree programs and the Associate of Applied Science in Nursing are considered "selective," in that a student must apply for program admission after meeting the general admission requirements.

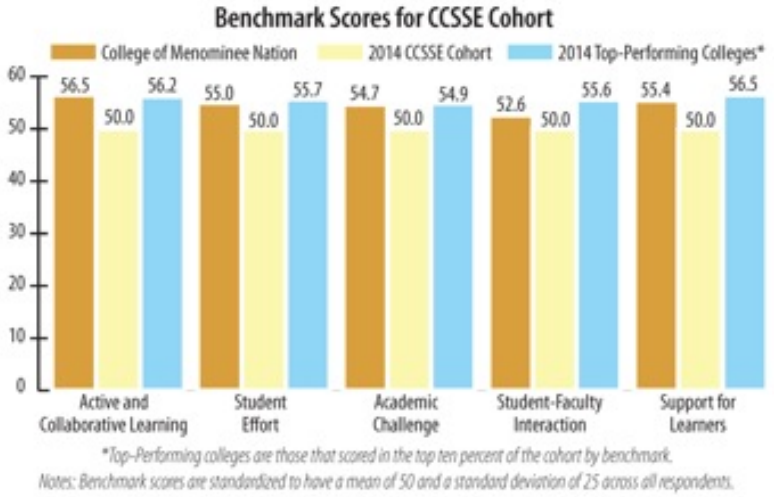
Students Served and Student Demographic

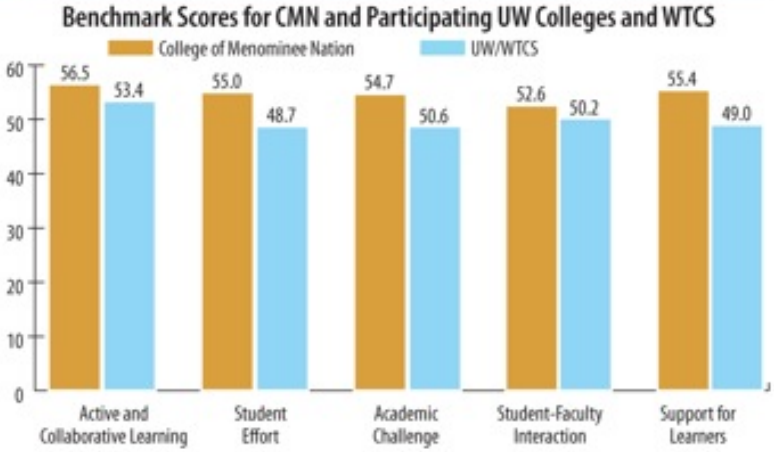
The unduplicated student enrollment number in degree and diploma programs for academic year 2013-2014 was 661, with a full time equivalent enrollment of 466.

Among these, a total of 416 (63%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population had strong representation from Menominee, Oneida and Stockbridge-Munsee tribes, with those from Chippewa, Choctaw, Crow, Ho-Chunk, Lac Courte Oreilles, Mohican, Navajo, Potawatomi, Sioux and other tribes among those enrolled.

Forty-four percent of CMN's students in the year were age 30 or older. Twenty-six percent were age 21 or younger. Among the youngest enrollees were high school students participating in free, grant-funded classes through the Learn and Earn program which enabled them to accrue credits that can be applied toward graduation and toward College requirements.

Student success is a critical concern for the College. Among CMN's on-going assessment efforts relating to students is participation in the Community College Survey of Student Engagement (CCSSE) administered annually by The University of Texas, Austin. The survey's "Benchmarks of Effective Practice" segment analyzes how the practices of institutions and the behavior of students at those institutions correlate with student learning and retention. The 2014 survey reports on 684 colleges that participate in CCSSE research. The results show that the College of Menominee Nation scores above the cohort mean and close to top performing colleges' scores in the five "Benchmark" categories. Also, when CMN scores are sorted for comparison with University of Wisconsin two-year colleges and Wisconsin Technical College System institutions that participate in CCSSE, the College of Menominee Nation's scores are consistently higher.





Outreach, Community Service and Continuing Education

Late in 2013, the College, MITW and Menominee County entered an agreement that moved the Menominee Public Library to CMN's Keshena campus. The Menominee Public Library is now housed in and operated with the College's academic library.

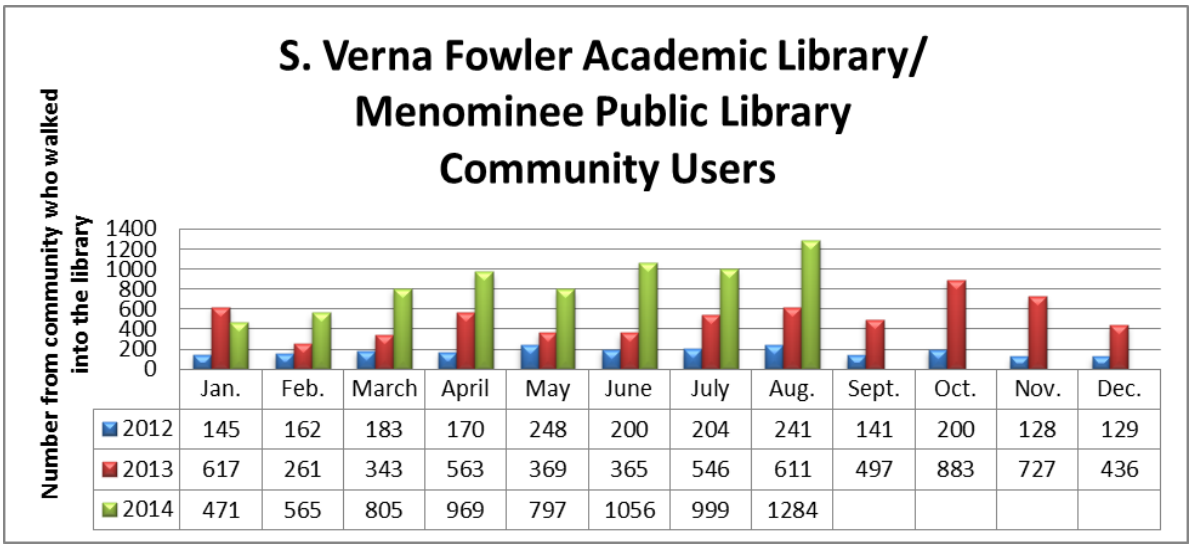
Under the leadership of Library Director Maria Escalante, library staff members provide public library services for residents of the Reservation and Menominee County, manage and build the public library collection, provide inter-library loan services and present library and literacy programs for children, young adults and adults.

The Library Director makes quarterly reports on public library expenditures, programming and patron statistics to the Tribe. Growth in the number of community patron visits to the library and circulation of library materials is detailed in her reports.

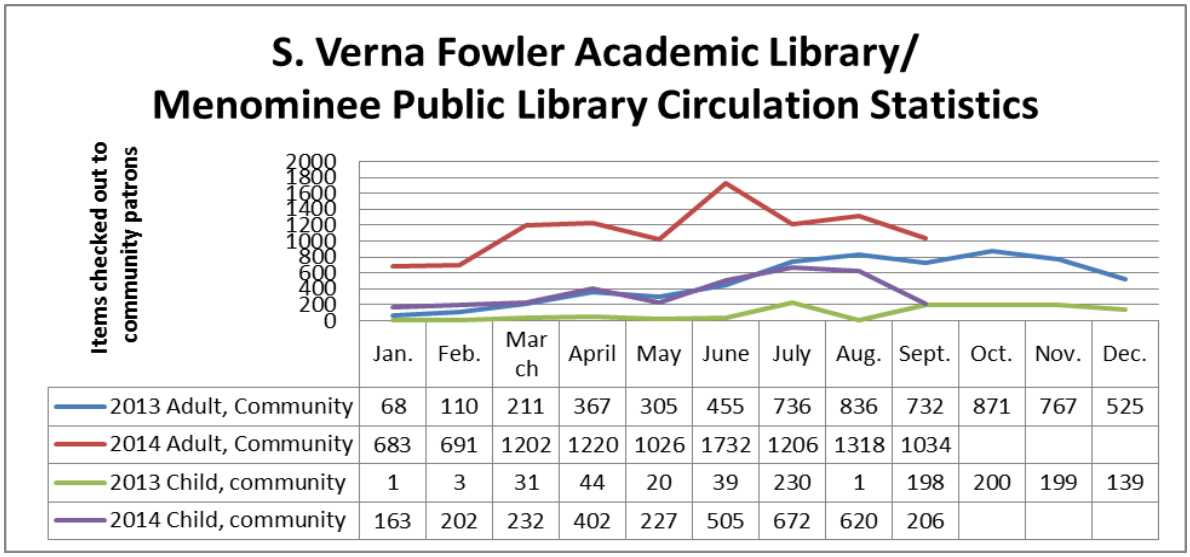
Library Visitors – The monthly number of visits to the library topped 1,000 for the first time in June 2014 with 1,056 walk-ins and set a new record two months later with 1,284 in August 2014.

Circulation Statistics – Circulation jumps were recorded. The high for Adult Community Member circulation came in June 2014 with 1,732 items checked out. Circulation to adults was above 1,000 items throughout the period of March through September 2014. Material circulated for community children in the first nine months of 2014 was more than five times the number circulated in the same period in 2013.

Library Events with a Community Focus – The Library continued a strong calendar of 62 free, public events during the year. These included Story Time programs, youth and adult book clubs, do-it-yourself programs, movie showings, summer reading programs, and meet-the-author events. Presentations by authors, including well-known Native writer Sherman Alexie, were held on the CMN campus and at the Menominee Casino Conference Center.



	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2012	145	162	183	170	248	200	204	241	141	200	128	129
2013	617	261	343	563	369	365	546	611	497	883	727	436
2014	471	565	805	969	797	1056	999	1284				



	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2013 Adult, Community	68	110	211	367	305	455	736	836	732	871	767	525
2014 Adult, Community	683	691	1202	1220	1026	1732	1206	1318	1034			
2013 Child, community	1	3	31	44	20	39	230	1	198	200	199	139
2014 Child, community	163	202	232	402	227	505	672	620	206			

CONTINUING EDUCATION: The College's Department of Continuing Education (DoCE) is designed to provide training, workshops and continuing education opportunities for the community, with a special focus on efforts that empower and promote positive change. Programs and projects administered by DoCE include Menominee Vocational Rehabilitation, Youth Empowerment Program, Summer Transportation Institute, Archaeology, and Financial Literacy.

DoCE's report for 2013-2014 lists 2,641 registrations in 132 different workshops. Workshops vary in length from one to several sessions with a total number of workshop hours accrued in the year being 7,020.

DoCE works with many tribal entities such as the Menominee Tribal Clinic, Maehnowesekiyah, Menominee Conservation and Menominee Tribal Enterprises, and external agencies such as Red Cross, Junior Achievement of Wisconsin, Good Will's FISC program and University of Wisconsin-Extension.

A number of grant-funded initiatives continued in the department. A sample includes the following:

- The Menominee Youth Empowerment Program (MYEP) completed its first year at CMN serving 57 Menominee children ages 11 to 14. YEP is funded by U.S. Department of Health and Human Services grant. Programing in the long-term cohort-based project is focused on promoting family resiliency and helping children avoid high-risk behavior.
- First Nations Development Institute supported training for Native entrepreneurs, small-business owners and those hoping to start businesses. First Nations also funded the Elders gardens project initiated locally.
- The new training program for those who work as Sawyers was developed with Menominee Tribal Enterprises under a Fast Forward grant and is continuing into 2014-2015.
- The U.S. Department of Agriculture's Tribal Colleges VISTA program brought manpower support to the community. The VISTA worker arriving in spring 2014 focused on food sovereignty and agricultural outreach.

TECHNICAL EDUCATION: The Technical Education Department had an eventful year with expanded services and new trades equipment. The number of spring 2014 graduates in technical/trades programs totaled 31, compared to 26 in 2013

Since July 2013, programming in the College's Community Technology Center (CTC) has been managed by CMN Technical Education Department, which is now housed in the facility. During the year, CTC has provided community residents with 60 workshops, with a total of 178 participants. On average, the center provides technology to 40 individuals per day, with an average visit of three hours. As of August 2014, the center also houses the Menominee Job Center. The Job Center is open daily to community members. Services there complement the professional development, resume writing and soft skills training that the Technical Education program offers students in the Technical Education classes.

With the advent of new General Education Development (GED) certificate testing procedures, the College applied for and was certified as a Pearson Vue testing center. Students can now take the online GED tests on campus in the CTC by appointment.

Other additions to the Technical Education program of the College include:

- Delivery of full time classes in the Sustainable Residential Building Systems program at the CMN Green Bay campus – This expansion allows Keshena as well as Green Bay campus students of the program to gain valuable hands-on experience working with Green Bay's Habitat for Humanity operations.
- Acquisition of a Haas Mini-mill Computer Numerical Control (CNC) machine - The purchase was funded through a Native American Career and Technical Education Program (NACTEP) grant. Two instructors and a technical staff member were trained on use of the high-tech unit and are now providing students with knowledge of a technology which is an industry standard for precision cutting and routing.
- Success in Home Health Aide Training That Generated Extension of the Program – Technical Education's original grant for Home Health Aide training ended in May 2014 with a three-year total that exceeded the overall objective of training to 750 students in three years. Success of the original project helped CMN win funding from the Wisconsin's Fast Forward program for continuation of the no-cost training into 2014-2015.
- Focus on Enhanced Literacy – The Technical Education program piloted a method of helping students with reading, writing and study skills as part of their trade courses, improving literacy skills within the context of the technical classes themselves. The success of that effort was made evident when the entire cohort of electrical students completed the full year of the program with no drop outs, no withdrawals and no failures; each of our 10 students received a technical diploma in May.

FACILITIES: The College's main campus is located on 52.5 acres in Keshena. A second campus in the Green Bay metro area serves about one-third of the College's enrollment. Depending upon their program of study, students may take

classes at one or both campuses. They are provided free bus service between campuses through an agreement between CMN and Menominee Transit.

The Keshena campus has nine major buildings for instruction, administration and operations totaling 125,000 square feet. Green Bay programs are offered from a leased facility with classrooms, laboratories, library-resource space and administrative offices. Space increased late in the year with the addition of 1,100 square feet of offices to accommodate tutoring and other functions in the College's Foundational Studies program. The additional rooms bring the Green Bay campus total to more than 17,200.

Spending on construction projects on the Keshena campus during the year topped $500,000. More than half of the construction budget was for expansion and renovation of shop rooms, classrooms and public area of the Technical/Trades Building. Remaining funds paid for roof maintenance and energy-efficiency projects for several buildings, HVAC improvements in Glen Miller Hall, and improvements to the campus maintenance building. About 85 % of the $500,000 total was covered by grants to CMN from outside agencies.

With completion of the Technical/Trades Building expansion, the College initiated a two-phase installation that placed 60 solar panels on the roof. The $46,800 installation is providing data as part of a multi-year renewable-energy research project conducted by a CMN faculty member and funded by a $413,000 NASA grant.

In another cooperative project, the College partnered with MITW and the Menominee Casino Resort on the purchase of a $23,000 emergency tornado siren. The siren, which is located on the CMN campus, is connected with the Menominee Emergency Management System and is being tested weekly.

MILESTONE AND ACCOMPLISHMENTS: On March 24, 2014, the Higher Learning Commission (HLC; hlcommission.org) approved CMN's accreditation for a new eight-year cycle in its prestigious Academic Quality Improvement Program (AQIP). Accreditation validates that CMN is doing the right things to meet the needs of its students and the communities it serves. The five criteria areas considered by HLC for institutional accreditation are Mission; Integrity with ethical and responsible conduct; Quality, resources and support for teaching and learning; Demonstrated evaluation and improvement in teaching and learning, and sufficient resources, planning and institutional effectiveness to fulfill the College's Mission. The new accreditation extends through academic year 2021-2022.

Commencement ceremonies are the highlight of every year at the College. CMN students who completed studies in December 2013 and May 2014 gathered with family members, friends, faculty and staff on May 31 in the Five Clans Ballroom of the Menominee Conference Center. Guest speaker for the 2014 program was national television network correspondent and author, Hattie Kauffman, a member of the Nez Perce tribe. Bruce Wilber Jr., a 2004 CMN graduate, spoke on behalf of the College's alumni. Forty-four Menominee and 20 individuals from other American Indian tribes were among those earning academic degrees and technical diplomas.

Grant support for programs and projects of the College totaled nearly $8.6 million in 2013-2014. Among them, several were of special interest to MITW:

- A $112,242 grant from the Bureau of Indian Affairs Climate Change Adaptation Training Award program – CMN's Sustainable Development Institute (SDI), in partnership with MITW, used the award to fund the October 2014 Shifting Seasons climate change conference. The three-day national conference attracted more than 150 registrants from many agencies and tribes across the U.S. and Canada. The program continued dialog on climate change that originated with a 2011 summit held in Keshena.
- Two Wisconsin Department of Workforce Development's Fast Forward grants totaling $238,667 – These helped establish a new Sawyer training program which was developed in cooperation with Menominee Tribal Enterprises and allowed continuation of the Home Health Aide training program that is serving approximately 300 individuals from the Menominee Reservation and local communities.
- A U.S. Department of Agriculture grant of $108,000 – The award supported research on agricultural practices of the ancestral Menominee and how these practices were adapted to address global-scale climate change. Among spin-offs from this research was the establishment in the College's Cultural Learning Center of a permanent, public display focusing on the research findings of Dr. David Overstreet, archaeologist for the project. With funding from the College's Scott Zager Venture Fund, the display cabinetry was designed and crafted by staff and students of CMN's Sustainable Residential Building Systems program and the educational exhibit installed by Dr. Overstreet, staff and students.

"Remembering the Menominee Story" was the theme of CMN's observance of the 40th anniversary of the Menominee Restoration Act. The program on Dec. 22, 2013, featured recollections of the Termination-Restoration Era by Menominee Elders Ada Deer and Sylvia Wilber. CMN Alumnus Justin Gauthier, now at student at UW-Madison, shared observations from the younger generation. Dr. Katherine Hall of the CMN history and anthropology faculty provided an overview of research she has done on the era. Pendleton blankets and other gifts were given to Deer and Wilber, and Elder Lorene Pocan, a contemporary during the Restoration struggle.

In Fall, 2013 and 2014, CMN was a host site for the regional Miles of Art summer gallery tour. In 2013, nine Native and two other artists exhibited in the two-day event. In 2014, the program featured seven Native and three other artists. CMN's annual benefit golf outing in June 2014 attracted more than 110 golfers, including participants from many tribes. In its four years, the outing has netted close to $60,000 for educational resources and student scholarships.

STATEMENT OF FINANCIAL HEALTH: As national economic challenges are starting subside, colleges and universities everywhere are experiencing a leveling of enrollment and tuition revenue. Advance groundwork done by the College of Menominee Nation in anticipation of the predicted down cycle culminated in academic year 2013-2014 with a number of organizational changes that are easing the transition.

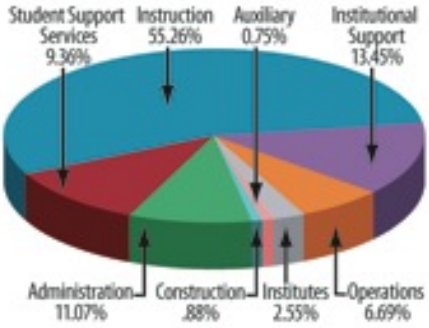
Recommendations for change mainly originated with committees and task forces. These broadly-based groups were assigned by President Fowler and the CMN Executive Cabinet to advise on ways of strengthening and streamlining the College for more efficiency and improved services for students. Recommendations from the employee teams addressed how best to redeploy financial and human resources, and considered educational trends in the delivery of coursework. These led the College as it revamped job descriptions, reorganized some units, and took first steps toward the new distance-learning technology known as "flipped classroom" teaching. The technology is seen by CMN as especially exciting for its capacity to help CMN reach American Indian students not currently served by a tribal college.

While the predicted cycle resulted in enrollment and revenue declines of 8% and $3.79 million, respectively, the College community embraced change and used new ideas to enable the institution to carry out its mission with fewer dollars. The commendable results for 2013-2014 were a balanced budget, growing endowment, operations sustained with no tuition increase, and a College that remains unique in being debt free

CMN Expenditures 2013-2014

Instruction	$8,839,381	55.26%
Student Support	$1,496,661	9.36%
Administration	$1,770,252	11.07%
Institutional Support	$2,151,815	13.45%
Construction	$ 141,178	0.88%
Operations	$1,070,663	6.69%
Institutes	$ 407,409	2.55%
Auxiliary	$ 119,255	0.75%
Total	$15,996,622	100.00%

CMN Expenditures 2014

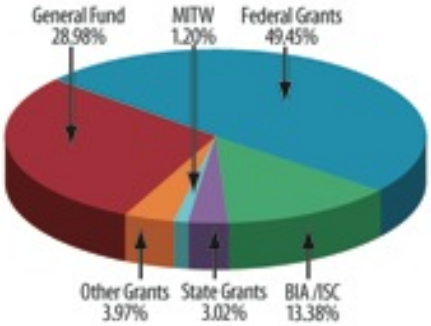


CMN Revenues 2013-2014

Federal	$7,910,231	49.45%
General Fund	$4,635,508	28.98%
BIA/ISC	$2,139,700	13.38%
State	$ 483,855	3.02%
MITW*	$ 191,722	1.20%
Other	$ 635,606	3.97%
Total	$15,996,622	100.00%

*Menominee Indian Tribe of Wisconsin (MITW)

CMN Revenue Sources 2014



Community Development

Wayne Wilber, Director

Community Development is a department which requires flexibility in every aspect of the work we do for the Menominee Indian Tribe. The use of "Community" in the title allows our department to reach out to service Tribal members across a wide range of functions. By reaching out, we provide assistance through both direct and indirect forms.

The Community Development Department is responsible for Road Maintenance, Construction, Land Use and Real Estate. Road Maintenance assists tribal members by providing funding for maintenance of Tribal Roads, which includes our sub-contracts with both Menominee Tribal Enterprises and Menominee County Highway for snowplowing; road construction provides funding for construction of roads, parking lots, sidewalks & streetlights; Land Use/ Real Estate is primarily responsible for processing land requests from Tribal members for residential, recreational, agricultural and program leasing, as well as assisting with mortgage documents, probate issues and Tribal lot boundaries.

Other departmental responsibilities include managing the Solid Waste contract, which was bid out this year and was once again awarded to Harter's of Fox Valley; managing Keshena Transfer Site (Dump), GIS/Mapping and managing Tribal properties like the Woodland Bowl.

These are our primary responsibilities, but not our only ones. We are often called on to assist other departments to offer assistance to Tribal members as we have effectively collaborated with Tribal Maintenance, Tribal Recreation, Tribal PMA directly and have offered useful services to other departments in project management, scanning, mapping and plan development.

DEPARTMENT STAFF:

Director- Wayne Wilber	Sr. Project Manager- Ken Klemens
GIS Coordinator- Paul Cegelski	Real Estate Coordinator- Kim Komanekin
Project Manager- Brad Bowman	Secretary- Joan Webster
GIS Technician- Barbara Caldwell	Laborer- Thomas Komanekin
Laborer- Lowell Waupoose	Laborer- Steven Awonohopay Jr.

Summer Interns:

Shania O'Kimosh	Kyra Wilber
Logan Webster	Sosaeh Connahvichnah Jr.

ROAD MAINTENANCE:

- Sub-contract with Men. County Highway provides funding for maintaining Tribal Paved Roads in snow plowing, grading, removing fallen trees/debris, repairing pot holes and crack sealing, cleaning of ditches, bridge/culvert repair/maintenance and sign replacement. This maintains roads safely for travel by Tribal members around certain areas of the Reservation, mainly the paved portions.
- Sub-contract with MTE provides funding for maintaining Tribal Gravel (Dirt) Roads in snow plowing, grading, removing fallen trees/debris, adding gravel, bridge/culvert replacements. This maintains certain roads for use by Tribal members for accessing various portions of the forested areas and lakes.

ROAD CONSTRUCTION:

Keshena Sr. Center Parking Lot

Keshena Senior Center Parking Lot- Provided a more serviceable parking lot for Tribal members as they utilize the senior center. Parking lot improvements included new asphalt, curb/gutter, lighting, handicap accessible ramp, delivery ramps and striping.

Neopit- Phase I- White City

Completion of Neopit Streets- Phase I- Final layer of asphalt added to White City along with final landscaping and signage. A collaborative project with the Town of Menominee.

Warrington Streetlights

Warrington Road Street Lights- LED lights added along roadway from Highway 47 to Warrington Addition. Will assist Tribal members in high traffic pedestrian zone of MISD/ Save a Lot to Warrington Addition.

Weso Road Sidewalk

Our Children's/Weso Road Sidewalks- Sidewalks were added allowing for safer pedestrian travel, primarily for the Daycare staff and children so they have better access to the existing sidewalk system along Highway 47/55 and Go Around Road for their walks. This was important in providing a safe area where the staff and children could go on the walks that they enjoy. In addition, increased pedestrian access provided for the Menominee Transit Building.

New Parking Lot at Tribal School

Tribal School Parking Lot- To provid a well-designed and efficient parking lot for the Tribal School. Problems areas dictating the construction included many "sink holes" where the cracks in the sub-base would fall out causing a crater in the parking areas. This problem was repaired by removing several feet of the base and adding a fabric to hold the base together and finally adding borrow, gravel and the asphalt surface and striping.

LAND USE/REAL ESTATE:

- The major project for FY'14 in Land Use/ Real Estate is the completion of the updated filing system for all land lease files. Now that we have this project completed, we have begun scanning these files and linking them through GIS to each parcel, this serves two purposes, first, it backs up the hard files. Currently, we have no back-ups for the files other than what Menominee County or the BIA may have on record. This is the primary reason for beginning the scanning of these documents. Next, the linking allows staff to immediately bring up files by clicking on parcels in our mapping system and having all the records for the parcel at their fingertips. It makes this a more efficient process and necessary for managing the files.
- Another highlight for this area includes working with the Menominee Indian Boxing Club on a program lease for the land and building which they are utilizing as their gym. This success will impact the number of youth they are able to serve as well as make use of a Tribal building in need of upkeep.
- Land Use continues the daily tasks of assisting Tribal members in leasing Tribal land through Recreation Lots, Residential Lots, Program Leases and Agricultural Leases. Also, the department assists Tribal members with investigations on land through title searches and research at Menominee County and/or BIA. The upcoming year we will be doubling the size of the Land Use staff by adding one more person to assist in this area.

GARBAGE/RECYCLING:

The major undertaking of the department this year included the re-bidding of the Solid Waste/ Recycling contract for the Tribe. After considering starting our own operations in collaboration with Menominee County, it was decided to continue bidding the process out and once again Harter's of the Fox Valley was the lowest bidder. New to the contract this year was the addition of 95 gallon recycling carts. These carts now allow Tribal members the ability to recycle in large volumes without having to use their trash cart for recyclables. Also, this will assist Harter's as the size of carts allows for every other week recycling pick-up, which is common in many other communities.

New Building at KTS

The next highlight in this area includes the addition of a new building at the Keshena Transfer Site. The building, which was built under IHS funding, allows for updates to the facility including a well for running water, a septic system for toilets, an emergency shower, updated office space for attendants, new containment system for recycling oil, as well as additional space for storing recycled electronics and other avenues of recycling to promote for the Tribe. Overall, the facility is a long-awaited update and will continue to provide Tribal members with a means of disposing of materials properly.

GENERAL:

View from Elder's Deck

Department provides maintenance of Woodland Bowl for pow-wows. This year, MTL provided additional funding for the construction of a new elder's deck, which was built by West Branch Builders. The new deck was built with ADA compliance and is a necessary upgrade for the elder's and handicapped attendees of the pow-wows and other events at the Bowl. New soil and sod were added to the back area of the Bowl as a way to combat water/drainage. The black dirt and sod was added prior to the Veteran's Pow-wow in May. Also, the roof of the MC stand was rebuilt, the Veteran's stand at the bottom of the bowl was fixed after receiving damage from a tree during the August 2013 wind storm and some benches were replaced after damage from the storm as well.

Wah-tosa Beach

A dock and beach sand were added to Wah-tosa Beach on Legend Lake for Tribal members to use for swimming. Also, new picnic tables and signs were added to assist with an alternate location for kids to use instead of the boat landing. We continued to provide port-a-pots, dumpsters and garbage cans, as well as maintenance for Wah-tosa, Moshawquit, Sand Lake and Fowler's Beaches for Tribal members to use. Next year, we are hoping for more upgrades to provide a safe location for the kids to use.

Department utilized college interns to assist with additional maintenance responsibilities of Woodland Bowl, Fairgrounds, Neopit and Keshena Veteran's Parks. The interns worked for eight weeks and did an outstanding job of keeping these locations looking great throughout the summer.

COLLABORATIVE EFFORTS: Community Development collaborated with other Tribal Departments on the following projects:

- Fire Hydrant Maintenance- Department has taken over responsibilities for maintaining fire hydrants from snow, ice, grass & weeds.
- Fairgrounds- Department has taken over responsibilities for maintain the baseball diamond portion of the Fairgrounds, in addition to the Bowl area.
- Parks- Department assisted with maintenance of Neopit and Keshena Veteran's Park areas. This will be a department responsibility in FY '15 moving forward.
- Rec. Center Ball field- assisted with cutting high grass near wood line, weed eating around fences and minor maintenance of ball diamond.
- Project Management of Tribal School Renovation- Interior renovation
- Project Management for Headstart Addition- Interior renovation
- Collaborative efforts with Tribal Maintenance
- Document Scanning with Enrollment, Transit, Gaming Commission, LEC, Maintenance
- GIS/Mapping support with Housing, Utilities, PD, Environmental Services, Conservation
- Emergency evacuation floor plans for Tribal School, and Headstart

As a department we are always willing to assist and collaborate with other departments or entities as needed as we have equipment and staff that are always willing to lend a helping hand.

COMPLAINTS/CONCERNS: As a department we have many avenues for hearing from concerned Tribal members:

- we attend the general council
- we attend the quarterly community meetings in Zoar, Middle Village, South Branch, Neopit & Keshena
- we have public meetings for all of our road construction projects to hear concerns
- we receive concerns at Community Development Committee meetings
- we attend MTL meetings when we have agenda items
- we have a "Com Dev Corner" on the Tribe's website where comments/concerns can be made and those are emailed directly to the Director
- we receive direct calls from Tribal members or members of the community
- we are forwarded concerns from Chair's Office or Tribal Administration

All these avenues are acceptable for contacting the department and we are hoping to expand this to social media networks in the future for contacting the department on comments/concerns Tribal membership may have with our department.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Community Development				
	Tribal	Program Income	Federal	State	Totals
Personnel Costs	$ 56,954	$ 7,988	$ 390,645	$ 16,000	$ 471,587
Fringe Benefits	25,502	1,141	165,513	4,827	196,983
Training	-		7,822		7,822
Equipment	10,116		26,912	250	37,278
Supplies	7,763	3,175	22,431		33,369
Contractual	20,286	2,470	73,679		96,435
Utilities	20,501		16,518		37,019
Space Lease/Rental	-				-
Indirect Costs	16,502	1,532	28,692	1,970	48,696
Garbage/Recycling	228,704				228,704
Taxes/Insurance-Property	32,841				32,841
Vehicle Lease/Cost	5,746		23,486		29,232
Building Maintenance		1,302			1,302
MTE Contractual			282,922		282,922
Men. County Contractual			288,948		288,948
Construction			1,221,422		1,221,422
Totals ►	**$ 424,915**	**$ 17,608**	**$ 2,548,990**	**$ 23,047**	**$ 3,014,560**
Fund/Totals Ratio:	14.10%	0.58%	84.56%	0.76%	

SUMMARY: In summary, the term "Community" in the title does definitely require our department to be very flexible in how we approach our work here; we attempt to do our best in providing service to Tribal members and the community in general. I hope we gave everyone a look into what we do here and how we do it. It is not easy work, but we do have a staff that cares about doing things the right way and it shows in how they go about their work. If anyone needs to contact our department, please feel free to use one of the avenues listed above.

Community Resources

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 FY14, the Community Resource Center operated the Income Maintenance program, Tribal Temporary Assistance for Needy Families (TANF), and Public Law 102-477 programs. Staff consisted of seventeen (17) employees. These positions included: Community Resource Director, Community Resource Assistant Director, two (2) Job Counselors, four (4) TANF Caseworkers, three (3) Income Maintenance Workers, Recruitment and Training Coordinator, Administrative Assistant (2), Receptionist, Maintenance/Housekeeper and one (1) Youth Supervisor.

INCOME MAINTENANCE: The Income Maintenance programs currently operated by our facility are Food Share, Badger Care, Medicaid, Long Term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. These services reach out to all of Menominee County within our service area to include Native and Non-Native applicants. This program is currently serving 1,136 active cases. These cases include services being provided to 1,218 adults and 978

children. While the rest of the State of Wisconsin has moved to a consortia model of providing this service many tribal programs have opted to continue to offer individual service with face to face meetings with clients on the reservation.

We have strived to provide a quick turnaround for our clients for applications, changes and renewals to their case. We understand that our clients rely on these benefits to care for their families and we want to assure they are provided in a timely manner. Same day appointments are accommodated as allowable to serve the client while they are on site and not to make them return at another time. We started out the program year with two Case Workers and were able to add a third in March and are now at full staff.

The Director is an active member of the Wisconsin Tribal Income Maintenance and TANF Association that meets on a quarterly basis to discuss policy and changes to these two programs and advocates for clarity and equality for Tribes. Staff meets on a monthly basis to keep up to date of changes to program and process to assure they are giving the members the correct information and benefit determination

Quarterly meetings are held jointly with Menominee County who operates the Child Care and Energy Assistance programs to ensure our programs are aligning and information is being shared between the two programs on shared clients. Care Managers from Menominee County keep open communication with IM Case Workers as health benefits are processed and renewed for joint clients.

We collaborate with the Menominee Tribal Clinic, Menominee County Health and Human Services, Wolf River ADRC, CBRF, and Menominee Tribal Insurance to assure community members eligibility needs are met.

One upcoming change for this program will be the addition of two additional programs in the coming year. As of October 1, 2014 Child Care Shares program will be operated at the Community Resource Center. This service was currently being provided by Menominee County staff. This addition will assist parents in only having to come to one office to apply and update information on their cases. We will partner with Menominee County to continue to provide the certification of in home providers throughout our community.

Another change in the works is the addition of the Food Share Employment and Training Program (FSET) as of April 1, 2015. The original plan was for this program to begin January 1, 2015 but a delay in the state is pushing back this start time. This program lifts a waiver to a prior law requiring all able bodied adults without children the requirement to participate in a Job Training or Employment field in order to be eligible for Food Share benefits. This program will be a great fit with our current PL 102-477 program and the new Menominee Job Center located at the CTC building at CMN. A plan is in the works to provide these opportunities to the clients needing this service. It is projected that this rule will affect about 85 current Food Share recipients.

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.

Our tribal TANF program is designed to assist needy families within our community to work towards self-sufficiency. Each client is assigned to a Case Worker who will work one on one with the client to create an individual plan. This plan will include goals for the client to work towards that will assist them with the final goal of securing employment and becoming self-sufficient for their family. A monthly client orientation is held with the Case Workers to explain the dynamics of the program to the new clients.

Monthly cash benefits were provided totaling $239,330 and an additional $118,118 in supportive services provided to these families this past year. Supportive services are provided to assist families with various needs during their time on TANF. Bus tickets and gas cards are the most widely used to assist with transportation needs. A contract was developed

with the Transit department to provide bus passes to our clients to use for their transportation needs monthly. Some families were assisted with additional bus passes for their children so they could attend school in Shawano. The next two most widely used supportive services are for utility bills and minor car repairs for needed improvements. Clients meet with their worker on at least a monthly basis to discuss their progress and needs.

Once clients become employed and are no longer eligible for a monthly benefit they are given the option to stay on as a Transitional client. During the next 12 months our Case Workers are available to provide guidance and assistance to the clients to support them to remain employed. This support was provided to 19 families this past year.

Diversionary assistance in the amount of $84,000 was expended this year to 40 working families. This assistance is designed to help working families that are at or below the 185% of Federal Poverty Level. Many families are barely making ends meet and sometimes can use a little extra assistance. This program is open for use by individuals one time in a twelve month period and for a total of five times (5 years). This year we added an extra layer of education to this program by requiring clients to utilize the services of the UW Extension Office for budgeting classes. By offering this program to clients we are helping them to look at the bigger picture of their day to day lives and make the needed adjustments to live within their means or to look at other possible sources of income that can assist their family.

On the Job training is a key aspect of our program for those clients that have overcome their barriers to gaining and keeping employment. This past year we worked jointly with the following departments to provide 17 clients with job experience in a paid or non-paid placement to gain the job experience needed to increase their employability: Procurement, Sav-A-Lot, College of Menominee Nation, Menominee Indian School District, Historic Preservation, Tim Dixon Logging, Matt Putnam Logging, Licensing and Permit, Probation and Parole, Prosecutor's Office, Transit, Food Distribution, CBRF and the Menominee Early Childhood Program. Four clients were hired on part or full time after the completion of their On the Job Training period.

Incentives are also a big part of this program to offer encouragement to our clients. This past year we provided 22 monthly incentives to clients for those that completed all their monthly hours and turned in needed paperwork each month. These incentives were usually gift baskets of useful items for the home or family. These gifts included: Halloween decorations, Christmas Cooking, Shawano Cinema movie, Laundry cleaning, family game/movie night, spring cleaning, backyard fun, storm emergency kit, family haircuts, family hygiene and football party baskets. Fifty Thanksgiving gift cards were provided for families to assist with their meals. Welcome diaper bags filled with baby items, valued at $100 each were presented to each of our new mothers. Incentives were also provided to children that had near perfect attendance and to those that had at least a B average in school. A small party with ice cream, certificates and gift cards was held for 8 children of clients that met this requirement.

Monetary awards were provided for those people that maintained employment for 6 months or more and for those graduating high school, a certificate program or Associates degree.

The Case Workers have been working with area activities to create a display and offer information about our TANF program to assure we are reaching out to the community and making them aware of the opportunities our program has to offer and to answer any questions people might have. Brochures of our program were distributed to most tribal departments and waiting rooms. This past year they have attended: Head Start Open House, Baby Fair, Youth Olympics, Night Out Against Crime, CMN New Student Orientation and the Relay for Diabetes.

A monthly training calendar is developed for our clients and the community by the Recruitment and Training Coordinator. Various topics are presented each month to offer a wide range of activities and information. Topics range from educational, employment related, job training activities, crafts (beading, sewing, regalia making), nutrition education and off site activities. This calendar is made possible with collaboration between many departments including: many Menominee Indian Tribal Departments, UW Extension Office, Forward Services, and College of Menominee Nation just to name a few. This calendar is open to all clients and the community as a whole to utilize. We would like to see this opportunity used more often as we usually only average 4-6 customers on a daily average.

A few of our highlights of the program year include:

- Nine clients obtained their probationary drivers' license.
- One client obtained an Associate's Degree in Engineering from the College of Menominee Nation.
- Four clients completed their AODA treatment plans.
- Four clients completed the Home Health Aid Certificate program.
- One client graduated from cosmetology school.
- Six clients graduated with a high school diploma or GED.
- Eight clients were assisted with receiving their driver's license.
- One client completed the Office Technician Certificate program.

PUBLIC LAW 102-477: The Menominee Indian Tribe's Public Law 102-477 Plan includes the 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 on or near the Menominee Indian Reservation.

Annually the two Job Counselors have a monthly average of 70 clients each. Clients meet with their Job Counselor to complete an Employability Plan. This plan will lay a course for the client, outlining activities for them to complete to work towards their goal of education and/or employment. Milestones are reached and achieved along the way and new goals are set. This program is a voluntary program that offers no monthly benefit but does offer supportive services that are employment or education related, to overcome barriers. This past year we had 207 requests for supportive assistance and have provided the following services and dollar amounts: Interview/Work Clothes/Tools - $6,680, Minor Car Repairs - $9,332, Tires - $3,679,State IDP fees - $1,320, AODA Assessments - $737, Eye Glasses - $377.70, Driver's License/Renewals/License Registration - $3,358, Tribal I.D.'s - $30, Birth Certificates - $60, Tribal Pardons - $150, PO Box - $104, Phone Cards - $134 and Education related expenses - $1,315, for a total of $27,275 annually.

A few of our highlights of the program year include:

- One client received her Massage Therapist license with our assistance and was working on a business plan, but with the closing of the Business Center, we referred her to NiiCap to continue this process. She is currently working as a therapist.
- One client completed Home Health Aide and Office Technician training and secured 2 part time jobs.
- One client completed Home Health Aide, obtained a driver's license and is employed part time.
- A total of three clients obtained their Office Technician Certificate and one client a Welding Certificate.
- Two clients obtained their High School diploma through Tribal Education and one was approved for SSI after being referred to the Tribal Disability Benefit Specialist with GLITC.
- Two clients are still employed after we assisted with a placement for the Brushing Crew for 6 weeks in September.
- Assisted with two Tribal pardons this year, one paid by our program and one a community member that we assisted with the paperwork.
- Assisted three Veterans with securing employment, 2 part times, and 1 full time, unfortunately one did not pass the probationary period.

Work Experience contracts are sought after for our clients of TANF and PL 102-477 that have overcome their barriers and are ready for employment. The Job Counselors work with area departments to secure job placements for hiring utilizing our Interdepartmental Contract. Most of these jobs are entry level positions within the tribe where clients will work a set number of hours between 20 and 40 and be paid a comparable wage during their training period. Many of our clients have little or no employment history and these placements give them the needed verifiable work history needed for some of the jobs posted without being screened out. Job Counselors work closely with the clients to monitor the client's growth in the position and assist with needed changes to assure the job is a good fit for the client. At the end of the contract the employer has the option to hire the client into a regular part time or full time position. Work sites are encouraged to supplement the minimum wage to allow the client to earn a livable wage. This past year we have worked closely with many departments including Transit, Menominee Tribal Clinic, College of Menominee Nation, Food Distribution, Community Development, Housing, Chairman's' Office, Save-A-Lot, Enrollment, Historic Preservation, License and Permits and Procurement. Over this past year a combined total of 31 clients were assisted with a Work Experience placement and all were hired at the conclusion of the contract. Twenty three (23) of these hired remain employed at the end of the fiscal year.

Our staff is always looking for new opportunities for our clients to become trained and employed. Our unemployment rate although it has improved, remains to be one of the highest in the state. The need for additional full time employment opportunities for our clients is great. Part time and on-call wages are not sufficient to allow for a livable wage. Childcare and transportation are also a challenge our clients face when seeking employment at area gaming facilities.

This past year the Job Counselors and the Recruitment and Training Coordinator planned and implemented a Sawyer Training in collaboration with MTE, Forestry and the College of Menominee Nation. This training was open to all

community members that had a desire to learn this trade. Six gentlemen completed the training and were placed with a contractor to apply their skills. During this training the participants were supported with training materials, hands on activities, as well as the needed safety clothing and equipment to ready them for employment. At the conclusion of the training a graduation celebration was held for the participants and their families at the College of Menominee Nation. Since this program CMN wrote for a Fast Forward grant from the Department of Workforce Development to continue on with this training opportunity and have held one additional class this fiscal year.

Bay View Industries was invited to come on site and complete two separate Job Fairs for interested community members. We had over 26 people attend the first job fair and subsequently 6 were asked to come to Green Bay for a follow up interview. Our program transported the individuals to this interview. Three of these people were hired full time by this organization. Another Job Fair was requested as they were very interested in employing more Menominee Tribal members.

SUMMER YOUTH: 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 secured job placements for 84 youth to participate in a 6 week Summer Youth Program. One Youth Supervisor was hired on a temporary basis to provide supervision to the youth, as well as the Recruitment and Training Coordinator. 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. With the addition of some funding from the Budget and Finance Committee and the approval of the Menominee Tribal Legislature we were able to provide services to an extra 32 youth. Approximately 9 of these youth worked on special projects with the Youth Supervisor. One of the projects they worked at was cleaning up the reservation. Over the period of the six weeks they collected 53 large bags of trash from various communities through the reservation, mowed grass for 7 elders and cleaned up the Neopit baseball park. This was a great service to these communities and a great way for these youth to give back.

At the end of our summer session there were 3 youth that continued with their employment at the request of the Menominee Tribal Clinic, based on their positive work ethic. These three individuals worked until August 29, 2014 and assisted with the move taking place at the clinic due to the expansion project. This was funded with the remaining funding received from MTL.

COMMUNITY PARTICIPATION/COLLABORATION: The Community Resource Center provided financial assistance and /or personnel for the following community events/activities during this fiscal year: Culture Camp, 3 on 3 Basketball Tournament, Coats for Kids, Career Exploration Day, Sturgeon Feast, Sobriety Pow Wow, Domestic Violence Walk/Run, Round House, Money Smart Week, Positive Indian Parenting, Youth Olympics, Junior Achievement, Night Out Against Crime and the Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Community Coordinated Response Team, CMN Nursing Program Advisory Committee, CMN Career Exploration Committee, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Take Back the Community events, Hunter Safety training, and Night Out Against Crime.

We held our 4th Annual Haunted Hallway this past October. This event is planned and executed by a joint effort between staff, clients and community members. No federal or tribal funding is used to sponsor this event. We accept donations of items to loan or use and participants use their imagination and donated items to create a fun evening for the community. This year our focus for fund raising was placed on the Coats for Kids initiative. We decided to offer the event for two evenings to increase availability for the community to participate. Admissions this year was $2 or a gently used coat. Over the two evenings we had 390 community members visit the event. 96 coats and $545 to purchase new coats was collected. This was a great turnout and was possible due to the donations and collaboration of other programs including: Johnson O'Malley, Menominee Tribal Clinic, Menominee Police Department – Prevention Specialist, MTE, Transit, Menominee Boxing Club, Menominee Indian School District, Shawano Community High School and Youth Development and Outreach.

Category Description	FISCAL YEAR 2014 CONSOLIDATED BUDGET - Community Resource Center					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ -	$ -	$ 533,215	$ 145,196	$ -	$ 678,411
Fringe Benefits		-	306,224	97,875		404,099
Training and Related		-	17,530	3,338		20,868
Equipment		-	-	244		244
Supplies		-	7,832	330		8,162
Contractual		-	5,640	257		5,897
Utilities		-	20,404	2,419		22,823
Space Lease/Rental		-				-
Indirect Costs		-	131,444	23,802		155,246
Other Costs: (list below)						-
Postage		-	1,344	97		1,441
Participant Incentives		-	2,455	-		2,455
Property/Car Insurance		-	4,680	-		4,680
Building Maintenance		-	13,443	-		13,443
Vehicle Costs		-	5,671	-		5,671
Program Activities		-	8,458	-		8,458
Education Stipends		-	2,349	-		2,349
Supportive Services		-	133,224	-		133,224
Direct Assistance		-	323,330	-		$ 323,330
Totals ►	$ -	$ -	$ 1,517,243	$ 273,558	$ -	$ 1,790,801
Fund/Totals Ratio:	N/A	N/A	84.72%	15.28%	N/A	

Conservation

Walter Cox, Director

Staffing includes (1) Director, (4) Conservation Wardens, (1) Fish & Wildlife Biologist, (1) Fish & Wildlife Technician & (1) Administrative Secretary.

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.

Conservation Law Enforcement Statistics	**F.Y. 2013**	**F.Y. 2014**
Reportable Incidents	791	667
Citations Issued	35	53
Warnings Issued	13	6
Complaints Received	138	115
Interagency Assists	40	25
In-service Hours	225	274
Permit/ID checks	183	94
Investigations	98	105
Conservation Law Enforcement Statistics	**F.Y. 2013**	**F.Y. 2014**
Court Appearances	11	13
Meetings Attended	114	113
Other	157	147

ADMINISTRATIVE: Administratively, the Conservation Department provides service to the public by issuing game tags to over 2200 enrolled members, descendants and spouses. Registration records indicate approximately 356 deer, 15 bear, 2 turkey, 18 fisher and 6 bobcats were harvested during the 2013-2014 hunting seasons.During the past year, the Conservation staff was involved in:

- Sturgeon Management meetings with USFWS and Wisconsin Department of Natural Resources.
- Meeting with WDNR Secretary Cathy Stepp Regarding Menominee Tribal Issues
- Native American Fish & Wildlife Society Regional Conference
- Hunter Education Course
- ATV Safety Course
- Local Emergency Planning Committee.
    - Hunter Education
    - ATV Safety Course
    - Aquatic Invasive Species
    - Teaching Lodge
    - Winter Roundhouse
    - College of Menominee Nation
    - Menominee Tribal School
- Enforcement & Resource Protection Committee
- Legislative Community Meeting
- State/Tribal Relations Committee
- State-Tribal Consultation Committee
- Testimony in Madison for Recognition of Tribal Tags
- Wisconsin Conservation Congress
- Great Lakes Chief Conservation Officer Meeting
- Certification of Wild Ginseng
- Public Outreach Events and Presentations

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 Sheriff's Department when necessary. Conservation Wardens:

- Patrol, Investigate, and Issue Citations
- Tribal Court Appearances
- Semi-Annual Firearms Qualifications
- Assist Menominee Tribal Police
- Education and Public Outreach
- Timber Trespass Investigations
- Wildland Fire Investigations
- Public Outreach in Schools
- 40 Hour Annual In-Service Training

- Illegal Marijuana Patrol and Surveillance:
    - Wildland Fire Refresher
    - Incident Command System 300
    - Invasive Species
    - Hazardous Materials Awareness
    - ATV Safety
    - ATV Patrol Officer Course
    - Basic interviewing Techniques
    - Environmental Enforcement Training
    - Verbal Defense and Influence
    - Sturgeon Guard Patrol
    - Crime Scene Management
    - ATV Safety
    - Synthetic Marijuana
    - Firearms Qualifications and Certification
    - Illegal Marijuana Grow Sites

FISH AND WILDLIFE: Tribal fish and Wildlife Grants allowed for the hire one full-time temporary Fish & Wildlife Technician employee to assist the Tribal Fish and Wildlife Manager with the management and data collection pertaining to Fishery Management. 2014 spring game surveys indicate reservation whitetail deer population at 9 deer per square mile.

FY14 management goals and objectives include:

- Work Collaboratively with Other Related Tribal Departments
- Coordinate Truck and Transport 100 Lake Sturgeon per Year to Keshena Falls
- Conduct Fish and Wildlife Surveys
  - White-Tailed Deer Pellet Count Survey
  - Furbearer Track Survey
  - Wolf Howling Survey
  - Ruffed Grouse Drumming Survey
  - Sand hill Crane Survey
- Conducted Black Bear, Lake Sturgeon, and Timber Wolf Research
- Assess Fish and Wildlife Population Numbers
- 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 Tribal Code Violations
- Investigate and Enforce Surface Water Code 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 Regulations

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Conservation					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$184,391**	**$ -**	$172,500	$ -	$ -	**$ 356,891**
Fringe Benefits	**$92,757**		$69,500			**162,257**
Training	**$5,750**		$815			**6,565**
Supplies	**$19,291**		$3,350			**22,641**
Contractual	**$12,606**		$4,150			**16,756**
Utilities	**$3,891**		$3,000			**6,891**
Space Lease/Rental	**$7,525**		$3,050			**10,575**
Indirect Costs	**$34,132**					**34,132**
Mileage	**$100**		$50			**150**
Meeting & Related	**$500**					**500**
Postage	**$300**		$150			**450**
Photocopies	**$1,500**		$500			**2,000**
Telephone	**$830**		$385			**1,215**
Cell Phone	**$2,000**		$1,400			**3,400**
Vehicle Lease	**$36,000**		$11,500			**47,500**
Property Insurance	**$600**		$500			**1,100**
Vehicle Insurance	**$4,859**		$4,000			**8,859**
Building Maintenance	**$1,500**					**1,500**
Equipment Maintenance	**$2,000**					**2,000**
Vehicle Cost	**$4,750**		$ 1,900.00			**6,650**
Program Activities	**$1,880**		$ 238.00			**2,118**
Medical Services	**$550**		$ 1,200.00			**1,750**
Minerals & Mining	**$0**		$ 72.00			**72**
Totals ►	**$ 417,712**	**$ -**	**$ 278,260**	**$ -**	**$ -**	**$ 695,972**
Fund/Totals Ratio:	60.02%	0.00%	39.98%	N/A	N/A	

Early Childcare Services

Penny Escalante, Director

PROGRAM HISTORY: The Department of Early Child Care Services, formerly known as the Menominee Tribal Day Care Center, has been serving children and families of the Menominee Indian Tribe of Wisconsin since October of 1988. The facility is open year round and is licensed for 156 children age six weeks through twelve years of age.

SUCCESSES: The department has serviced a total of 120 children or 65 families this year. We have maintained services throughout the year with budgets being tight and changes in rules and regulations from State and Federal mandates. We have maintained a FOUR STAR out of five stars for Quality Rating of daycare centers across Wisconsin by the Department of Children and Families. The Quality Rating is based on Education and Training of staff, Learning Environment and Curriculum, Business and Professional Practice and Health and Well-Being.

COMMUNITY SERVICES PROVIDED: Community Wide Safe Halloween Party with games and prizes for the children. We held an Honoring Our Families Pow-wow in July that included a healthy Native American Feast. We hosted the Tiny Tot Contest at August 2014 Pow-wow with pay-outs of five dollars and coloring books and crayons. We also held the 6th Annual Easter Egg Hunt in Neopit again this year and served more than 200 people.

COMMUNITY COLLABORATIONS: The department collaborates with other departments in the community to provide services or improve services within the department. We work with Tribal Social Services / Maehnowesekiyah for funded childcare services for children in need of respite care. We work with Menominee High School to offer child care services for Teen Parents. We worked with Head Start this summer and housed their two Early Head Start classrooms so that construction on their building would be completed. We also worked with Head Start and Menominee County to offer Birth to five Screenings for families of the community. We worked with the Woodland Boys and Girls Club, JOM, Menominee Tribal Enterprise, Daycare Parents and Neopit Community to hold the Annual Easter Egg Hunt. We work with the Menominee School District for Safe and Healthy Schools Initiative and Trauma Informed Care.

IMPROVEMENTS WITHIN DEPARTMENT: We currently continue to work on the Tribes strategic plan to improve our services. We continually work on Education Goal 1. Enhance the Quality of Education through the Adoption of Best Practices. Our staff participates in continued education with the College of Menominee Nation. We have 25 hours of continuing education on Early Childhood Development through seminars and trainings that the staff is mandated to have each year. We conduct a quality improvement plan through observation tools from Infant and Toddler and Preschool environments rating tools.

We have worked with our grantor for the Childcare Development Fund to offer more subsidized childcare to families. We have utilized this grant to make improvements in the center for fixing classrooms, buying learning supplies and curriculum, and on-call staff for regular staff to participate in Educational courses.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Early Childcare Services					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ 130,405**	**$ 219,489**	$ 70,541	$ 58,132	$ -	**$ 478,566**
Fringe Benefits	**74,579**	**125,108**	24,989	39,446		**264,123**
Training			6,849			**6,849**
Equipment	**779**					**779**
Supplies	**2,633**		9,110	24,342		**36,086**
Contractual	**11,975**					**11,975**
Utilities	**15,977**					**15,977**
Indirect Costs	**56,042**		11,541	11,623		**79,206**
Building Maintenance	**14**		10,210			**10,224**
Direct Childcare			191,762			**191,762**
Postage	**281**					**281**
License & Permits	**39**					**39**

Category Description	Early Childcare Services - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Legal	50					50
Telephone	1,203					1,203
Property Insurance	3,513					3,513
Program Activities	2,017					2,017
DPI Cash Supplement	37,976					37,976
Totals ►	**$ 337,484**	**$ 344,597**	**$ 325,003**	**$ 133,543**	**$ -**	**$ 1,140,627**
Fund/Totals Ratio:	29.59%	30.21%	28.49%	11.71%	N/A	

Education

Virginia Nuske, Director

Menominee students who successfully complete their education programs have benefitted the Tribe, their families, and their communities through employment. They have done this by working in and administering programs that address health, education and social issues. Tribal Education was literally built from the ground up when it started in 1975. The Education Committee and staff initially helped form the policies and procedures under contract guidelines that are still in use today. Over the years, the cost of continuing education increased and funding resources decreased dramatically. Stricter financial aid policies both state, federally and locally had to be implemented to assure equitable distribution of dollars to students based on financial need. However, students continue to persist in the desire and need to seek a better life for themselves and their families. In addition to our job responsibilities, Tribal Education staff also encourages students who come in to do their paperwork and continuing students who bring in their grade reports by discussing their education goals and by giving continuing students positive feedback on their accomplishments. Appreciation has been expressed to us both written and personally from students who have successfully completed their degrees/programs. Both Director and Program Assistant work closely with colleges and universities financial aid departments, especially those that do not have significant American Indian student population. Many are not aware of the resources available to our students as well as the different funding maximums between the Tribes.

SUCCESSFUL MENOMINEE GRADUATES (1976 – 2014): 71 – Advanced Degrees 419 – Bachelor/AA Degrees 388 – Technical/Certificate Completions. These are confirmed completions; many more have completed but have not notified our office.

In 1982, the Director contacted a staff person in the now defunct Indian Relief Program to find out how many Menominee's in that program did not have a diploma or GED. She was given the figure of 700. Thus the current adult GED Program was established. Several years later, when GED testing became an issue at the Antigo/NTC site, the Director arranged to have a licensed testing site in Keshena. This conveniently served the reservation and surrounding communities until 2013. Effective December 2013, GED paper testing was discontinued. Any student who did not complete the GED series would have to start all over in January 2014. Over 100 students were contacted by phone, mail and personally and urged to get their GED. Now all testing is done by appointment and on computers. We continue to provide instruction and preparation to test. We also work closely with MISD/Alternative Learning Program to assist students to get their high school diplomas.

EMPLOYMENT & CONTINUING EDUCATION OPPORTUNITIES (1970 – 2013) FOR: 892 –GEDs 77 – HSEDs 292 – ALP Diplomas

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Tribal Education					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ -	$ -	$118,374.00	$ -	$ -	$ 118.384
Fringe Benefits			45,871			45,871
Travel			3,554			3,554
Training			464			464

Category Description	Tribal Education - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Supplies			3,950			**3,950**
Space Lease/Rental			9,005			**9,005**
Indirect Costs	**8.901**					**8,901**
Other Costs: (list below)						
postage			429			**429**
photocopies			32			**32**
telephone			345			**345**
Undergrad. Grants	**91,185**					**91,185**
Undergrad. Grants			268,634			**268,634**
Totals ►	**$100,086**	**$**	**$ 450,658**			**$ 550,744**
Fund/Totals Ratio:	18.17%	0.00%	81.83%	N/A	N/A	

Election Commission

Davey Jean Peters

The Tribal Legislature Primary Election of November 13-14, 2013:

Candidates for Tribal Legislature "On Reservation Candidates"

Rebecca D. Alegria
Llewellyn "Lew" Boyd
Vyron Dixon III (Toby)
Marla M. Mahkimetas
Myrna Warrington
Laurie Boivin
Craig Corn
Kenneth A. "Bum Bum" Fish
John J. O'Kimosh
Orman "Chief" Waukau

Voting results at the polls and absentee on November 13-14, 2013

Craig Corn	621	Myrna Warrington	389
Laurie Boivin	440	Kenneth "Bum Bum" Fish	293
Vyron Dixon III 397		Llewellyn "Lew" Boyd	267

The remaining candidate's votes:

Rebecca D. Alegria	260	Orman "Chief" Waukau	248
John J. O'Kimosh	237	Marla M. Mahkimetas	205

Voting Results at the polls and absentee on November 13-14, 2013 Primary Election:

Neopit Fire Station	237
Keshena Tribal Courts	550
Absentee Received	127
Total	914

The top six candidates that received the highest number of votes for the Main January 15-16, 2014 were:

Craig Corn	709	Vyron Dixon III (Toby)	569
Laurie Boivin	417		

Voting results at polls and absentee on January 15-16, 2014 Main Tribal Legislature Election:

Neopit Fire Station	270
Keshena Tribal Courts	576
Absentee Received	154
Total	**1000**

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Election Commission					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 32,560	$ -	$ -	$ -	$ -	$ 32,560
Fringe Benefits	12,268					12,268
Travel	1,200					1,200
Supplies	10,400					10,400
Contractual	4,439					4,439
Indirect Costs	7,519					7,519
Meeting & Related	6,871					6,871
Postage	7,045					7,045
Telephone	350					350
Totals ►	$ 82,652	$ -	$ -	$ -	$ -	$ 82,652
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Emergency Management

Ben Warrington, Emergency Management Coordinator

MISSION: *The mission of MITW Emergency Management is to Prepare for, Respond to, Recover from and Mitigate potential effects of disasters or emergencies affecting the Menominee Indian Tribe and residents of the Menominee Reservation.*

The Menominee Tribal Emergency Management Department ensures that proper resources and protocols are in place to prepare for and manage emergency events affecting the Tribe and residents of the Menominee Reservation. This is achieved by following the National Emergency Management Model of Prepare, Respond, Recover and Mitigate. The most common emergencies that may occur in our area include Power Outages, Wildland Fires, and Severe Weather such as high winds, tornadoes and Winter Storms as well as flooding in low lying areas. MITW Emergency Management coordinates Planning for Public Health Emergencies in partnership with the Menominee Tribal Clinic and Shawano/Menominee County Health Department.

Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. Currently the department is comprised of the Emergency Management Coordinator. The office is co-located with Tribal Administration on the second floor of the Tribal Office Building.

The College of Menominee Nation, Menominee Casino Resort and Menominee Tribe partnered on the installation of an Emergency Warning Siren in Keshena this year. The siren is located on the CMN Campus and was operational in July 2014. The addition of this warning siren will provide much needed early warning in the area of the CMN Campus and Menominee Casino Resort. Planning is currently underway for additional warning siren locations throughout the Menominee Reservation.

One of the duties of the Emergency Management office is to prepare informational materials in regards to emergencies. Social media has become one of the first lines of communication during an emergency situation, in addition to social media; the Menominee Tribe has secured the CODE RED System which provides notifications directly to phone lines. Any person that is interested in receiving warning notices via this method is encouraged to go to the tribe's website and click on CodeRed at the top of the home page.

Emergency Management applied for a Pre- Disaster Mitigation grant through the Federal Emergency Management Agency (FEMA). The grant application was selected by FEMA for further review which is indication that the application is very close to being funded. If the grant is received, the funding will be used to update the current Pre-Disaster Mitigation Plan. Once the plan is updated we can then apply for funding to complete projects identified in the plan.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Emergency Management					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 5,513	$ -	$25,173	$ -	$ -	$ 30,686
Fringe Benefits	1,407		12,585			13,992
Training	1,186		1,470			2,656
Equipment	8,622		584			9,206
Supplies	156					156
Contractual	390		100			490
Indirect Costs	1,646		3,804			5,450
Totals ►	**$ 18,920**	**$ -**	**$43,716**	**$ -**	**$ -**	**$ 62,636**
Fund/Totals Ratio:	30.21%	0.00%	69.79%	N/A	N/A	

Enrollment

Yvette Ducane, Director

This year's story for Enrollment was quite amazing! It has to do with an adoption case where the tribal member had no contact with the relatives. In the beginning it was small questions regarding information as to our Menominee History and upcoming events such as powwows. Their next question was how they could contact the relative's. Due to confidentiality, our department is not allowed to give out information, however, we suggested that they give us a sealed envelope with their personal story and leave the name, address and phone number for the relative(s) to contact them and Enrollment would send the sealed envelope to the relative(s). This time frame was just about the beginning of the May and before long we received a beautiful letter thanking our Enrollment staff for helping them to contact the relatives that have chosen to reunite at the Veteran's Powwow of the Menominee Nation in May 2014, this touched all of our hearts!

ADMINISTRATIVE TASKS: In November 2013, the enrollment department posted for a part-time Research Technician position. The Enrollment Director has been excused to not attend the Milwaukee site twice a month, until we were able to hire an employee. Linea Arthur was hired for the Research Technician position.

In December 19, 2013, $100 check was disbursed to all Tribal Members. The Enrollment department received the approval to hire a temporary assistant for two months to assist with the distribution of the checks. Charlee Tourtillott was hired for the temporary assistant position.

In January 2014, the Enrollment department started attending Milwaukee site twice a month for. Our department submitted an article in Menominee Nation News reminding tribal members of the returned checks.

The temporary assistant position was laid off in February. The Enrollment department submitted another article in Menominee Nation News and Website reminding tribal members of checks that was returned.

In March, Enrollment received approval to be added to IDC. This approval allowed for an additional permanent full-time Administrative Assistant position and the ability to replace the old Progeny software with New Enrollment Software. An announcement was placed on the tribe's website updates to existing address, social security numbers and date of birth for better identification purposes for the Enrollment department.

In April, our department submitted another reminder in the Menominee Nation News to remind tribal members of returned checks in 2012 and 2013. The Enrollment department received a subpoena to attend Federal Court in Green Bay to verify a tribal member's enrollment. Our department also assisted with compiling Ferrell gas contact information.

In May, we continued to attend Milwaukee site twice a month for Enrollment. The petition for a special general council meeting, 210 signatures where verified. Enrollment worked with IT on the new File Director Cabinet which required scanning older larger documents for improvement to provide faster service delivery and research within the office. Enrollment specifications have been completed and turned for hybrid software to be completed for Enrollment.

In June, a training seminar on tribal records briefing was attended at the Midwest regional office. Natasha Miller was hired for the Administrative Assistant position. Community Development provided assistance with scanning older larger documents sizes 2' X 3' for Enrollment File Director. The Enrollment software has been approved with Jeremiah Software.

In July, Enrollment added another tribal member to debt collection. Community Development continued to assist with scanning our larger documents. We continued working with IT to ensure all the loose ends for the software were being made. All employees attended the FMLA and Bring Back the Community trainings. We began with the Program Attorney's office on internal Enrollment policies and procedures. The Enrollment staff provided assistance with covering the duties of Licensing and Permit when on Vacation.

In August, the work with Program Attorney's office on internal Enrollment policies and procedures continued. We continued to work with the IT department as they provided assistance with creating a PDF for our department.

In September, our oldest enrolled Menominee tribal member Dorothy Winter was honored, Dorothy is 100 years old. The annual report and IDC reports were worked on for completion. The meeting on Drug Activity in our Community was attended which was mandatory for all department Directors. Worked with Finance to close our petty cash and correct of some account errors. We began working on a strategic plan for service delivery.

DEPARTMENT INFORMATION

Yvette M. Ducane, Enrollment Director
Natasha Miller, Administrative Assistant
Linea Arthur, Research Technician

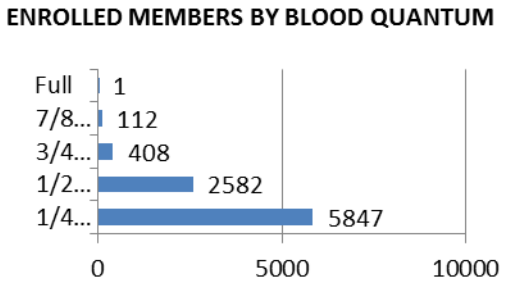
COMMITTEE INFORMATION

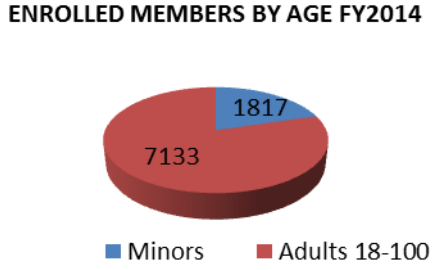
Michael Chapman, Chairman
Dorian Latender-Lyons, Vice Chairwoman
Romona Webster, Secretary
Petronell Martin, Member
Lynn Skenadore, Member

STATISTICS: The following report contains information and data compiled within the Enrollment Department for the months of October 2013 through September 2014:

Total Enrolled Members – 8950

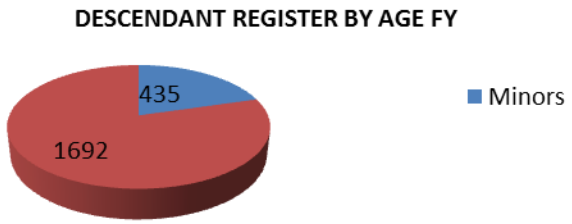
Approved 165 applicant(s) for enrolled membership
Tribal member(s) 2 relinquished
Tribal members 77 passed away
Tribal members 7133 eligible voters
Tribal members 1817 enrolled minors
Tribal members 1777 over the ages of 55





STATISTICS: Total Descendants Register 2127

Approval 140 Applicant(s) for descendant register
Descendants 4 passed away



Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Enrollment					
	Tribal	IDC	Federal	State	Other	Totals
Personnel Costs	$ 49,209	$ 17,712	$ 39,684	$ -	$ -	$ 106,605
Fringe Benefits	15,644	6,857	5,804			28,305
Training	800		-			800
Supplies	2,314	10,000	1,551			13,865
Contractual	200		189			389
Postage	1,400		318			1,718
Space Lease/Rental	3,920		3,913			7,833
Indirect Costs	6,976		-			6,976
Other Costs: (list below)	248		123			371
Totals ►	**$ 80,711**	**$ 34,569**	**$ 51,582**	**$ -**	**$ -**	**$ 166,862**
Fund/Totals Ratio:	48.37%	20.72%	30.91%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Enrollment Revenue	$ 5,298	$ 6,866	$ -	$ 6,866
Totals	**$ 5,298**	**$ 6,866**		**$ 6,866**

Environmental Services

Jeremy Pyatskowit, Director

2014 has been a year of change in the Environmental Services Department (ESD). After serving as the acting director since January, Jeremy Pyatskowit was hired as the new director in July. Along with the change in leadership, the MITW Fish and Wildlife Program moved into the department. Previously housed in the Conservation Department, the Fish and Wildlife Program is a great fit for the Environmental Services Department and the existing staff experience will allow the Fish and Wildlife program to meet the goals of the MITW strategic plan. Along with the program, Don Reiter also moved into ESD bringing 20+ years of experience in natural resources management. In addition to the changes, the department was involved in many activities relating to environmental protection. ESD is also continuing to work together with the Conservation Department whenever possible. Two staff left as a result of the Healthy Homes program ending and the Injury Prevention program moving over to the Tribal Police Department. Overall, the department is moving in a positive direction in regards to protecting the environment and managing our resources.

INVASIVE SPECIES CONTROL, PREVENTION AND OUTREACH: The Environmental Services Department (ESD) continues to lead the invasive species control and educational efforts within the Menominee Reservation, along with partners MTE and Menominee County; we were able to complete another productive year of work toward control and prevention of new species introductions within our boundaries. Working cooperatively through our Invasive Species Management Plan (ISMP), the ESD and its partners were able to treat approximately 250 acres of terrestrial and aquatic invasive species in the past year. We also continued our educational efforts to include; presenting material at the annual general council, presentations to all the area lake groups, public meetings to present the draft revision of the ISMP, and participation in the annual Menominee Culture Camp. These activities are consistent with the Natural Resources Goals within the Menominee Strategic Plan 2007.

Through a cooperative effort with the Wisconsin Tribal Conservation Advisory Council, the Menominee Tribe was able to hire 3 college students (Interns) that worked during the summer to assist with management of invasive species within the Menominee Reservation and surrounding areas. The 3 students that were hired are all enrolled members of the Menominee Tribe and are in various phases of their college education. The Interns were successful in management of several invasive species and the summaries of their accomplishments are outlined below within the respective species descriptions. We not only were able to treat areas within the Menominee Reservation, but we also provided support to areas in Langlade and Shawano Counties.

The ESD moved forward to build its formal partnerships during the year through its continued involvement in the Timberland Invasive Partnership. The TIP is a multi-county/tribal organization that includes Stockbridge Munsee, Menominee, Oconto, and Langlade Counties. The TIP has secured funding for operations, formed a steering committee and has hired a Coordinator to better organize and promote the partnership. Benefits to the Tribe from this partnership has included; widening our scope of education and outreach, ability to bring more resources to the table for effective control and prevention of invasive species and successful grant implementation and completion that included additional funding from EPA and USDA.

Over the next year ESD will continue with final revisions of the ISMP and work together with MTE to bring the final plan forward for approval. Plans are again in place to hire a summer crew that will be available for Menominee College Students to assist with control, prevention and education of invasive species. The ESD also plans to expand its capabilities to reach the Tribal Public through improvement of our online resources and an increase in direct communications with the public.

BROWNFIELDS PROGRAM: A soil study to establish background levels of contaminants was completed. This study will aid in spill cleanups if they are ever needed by having references of what existing conditions were like and how much remediation needs to be completed to attain pre spill levels. The sampling took place in 15 locations across the reservation along primary and secondary highways. Samples were taken at two depths along the edge of road right of way to give a picture of what the current conditions are in terms of concentrations of metals and organic compounds.

The program assisted with the removal of the underground storage tank at the Law Enforcement Center and the installation of the new underground storage tank at the fuel station. Assistance was provided to tribal departments in filling out the tribal forms for installation and removal of tanks. The program also monitored the installation and removal process to ensure all tribal codes were followed. Staff also attended an Underground Storage Tank training course held by the Oneida Tribe who offers compliance assistance to tribes under an EPA cooperative agreement.

The program responded to six complaints in the last year across the reservation dealing with refuse from tires to electronics to waste oil. The program responded to a complaint on Round Lake of oil on the ice. The department cleaned up over 10 puddles of oil left from vehicles parked on the ice. This continues to be a problem on reservation lakes. Appropriate departments were contacted for follow up or cleanup depending on what the initial investigation of the complaint revealed.

The program held a tabletop exercise on a fuel tanker spill that included players from the tribe, county, state, and federal agencies. All the agencies involved shared their capabilities in responding to this type of event. The information shared will allow involved agencies to respond more efficiently and facilitate the cleanup effort of a spill.

Clandestine drug lab training was held for tribal staff in an effort to educate staff about what suspicious accumulations of chemicals may be. Staff from the casino, law enforcement, and many different tribal programs attended. For some attendees, the information was new and for others it was a review. All participants found the training beneficial and it will be an aid in being vigilant against the production of drugs in the non-laboratory environment.

In the upcoming year, GIS will be used to plot new and historical events into a database which will allow those sites to be mapped. An ICS 300 course and a Hazardous Materials Awareness course will be held. Existing legislation pertaining to chemicals and the environment will be revised to reflect changes in technology and departmental capabilities.

EMERGENCY MANAGEMENT: The Tribe completed an application to the Wisconsin Disaster Fund for the August 2013 Windstorm event. The tribe had $29,000 in costs and received $21,000 from the state fund. In addition to the funds recovered for the response, the tribe took steps to improve its emergency management program. Primarily, the decision to hire a full time emergency management coordinator was made. This position was filled in June and the program was handed over to the new director beginning in July.

The program also assisted in the water main breaks in Neopit community. Information was gathered and relayed to the legislature. A preliminary damage assessment was submitted to Wisconsin Emergency Management but the amount of damage did not meet threshold requirements.

This program ran through the first half into the second half with the plan of work for the grant being completed in the first half of the grant reporting period. Emergency Support Functions were updated and required trainings were completed for the first half. Work on the second half was started before being handed off to the full time Emergency Management Coordinator.

RESTORATION PROJECT: NRCS: The boat landings at Upper and Lower Bass Lake were upgraded to control erosion. The slopes were graded and breaker rock was laid as a base and gravel was added for fill to smooth the surface based on constructions plans from the USDA engineer. The boat landings at Burney Lake and Fredenberg Lake were surveyed by the engineer. He will draft plans based on the measurements from the survey. The work will be completed in the upcoming year once the USDA completes its budget projections and can obligate the funds for the work.

BIA: The west branch of the Wolf River was surveyed from the source of the river at upper bass to the mouth at the Wolf River by foot and canoe. Areas that could be potentially restored such as old logging dams, beaver dams, etc., were documented by logging the GPS points and taking photos. These areas will be mapped in GIS to visualize the data. In the future, if funding becomes available these sites can be restored.

Plans and designs for restoration of two old logging dams and the old Vigue's trout ponds have been completed and are waiting for the Army Corp of Engineers 404 permits to be approved so the restoration work can begin.

MERCURY SAMPLING IN FISH: One of the Environmental Services department's projects that we have been working on for a few years has been mercury sampling in fish tissue. The goal of the project is to sample five Reservation lakes annually and to complete the cycle every five years. The department is assessing the mercury levels in fish. An advisory would only be put in place if there were elevated level of mercury in the fish that had been sampled. If an advisory gets created it would be to ensure that the Tribal public is made aware of the dangers of eating fish that are contaminated with mercury and what those risks are.

The mercury that is being tested for is called methyl mercury, below is some general information about it:

- The methyl mercury is not the same type of mercury found in some thermometers or in dental amalgam.
- Mercury is a naturally occurring element in the environment and is also released into the air through industrial pollution. Mercury that falls from the air can accumulate in streams and oceans. Bacteria in the water cause chemical changes that transform mercury into methyl mercury. Fish absorb the methyl mercury as they feed in these waters. Methyl mercury builds up more in some fish than others depending on what they eat how long they live, and how high up the food chain they are.
- Fish and shellfish are the main sources of mercury exposure to humans.

Due to sampling issues in 2012 and to keep on schedule, ESD sampled 10 lakes in 2013. Those lakes are: Little Sand, Keshena, Elma, Fredenberg, LaMotte, Upper Bass, Lower Bass, Millpond, Hazel, and Crowell. Within the next two years the lakes sampled will be: Legend Lake, Round, Sand, Burney, Moshawquit, Elma, Little Sand, Fredenberg, LaMotte, and Keshena. At the end of 2015 we will have sampled each lake twice.

At this time the Environmental Services Department is gathering all of the previous mercury data and looking into whether consumption advisory is needed. Tribal members should take note that the larger the fish the greater the chances of having higher levels of mercury in it. Also to note is just because fish may have higher mercury level doesn't necessarily mean that it is bad to eat, it may mean limiting the number of meals eaten, especially if you are a woman in childbearing age or young children. It should also be noted that eating fish are still part of a healthy diet.

PERMITTING: Tribal Surface Water Permits: The ESD is responsible for issuing tribal surface water permits. These permits are in accordance with MITW Code Chapter 512, Surface Water and are required for any activities that disturb the bed or banks of tribal waterways which include lakes, rivers, and streams. There were 19 permits issued and 2 permit applications were denied. The approved projects consisted largely of culvert replacements on forest roads. The permit

applications that were denied were proposed projects, that after some discussion with the applicants, it was decided the work was not necessary.

POWTS Permitting and Inspections: The ESD manages the permitting responsibility septic systems under the Sanitation Code Chapter 495. During the year ESD Staff prepared for the new duties required under the code by, reviewing the existing Code and studying the related Wisconsin Codes required for completion of the Certified Soil Tester and Private Onsite Wastewater Treatment Systems (POWTS) certifications. This duty also requires the ESD to coordinate closely with the Indian Health Service and the MITW Housing Department, due to issues related to the funding for the septic systems and permitting that is completed within the ESD.
During the year, the ESD has completed issuance of 5 permits for installation of the POWTS and have conducted inspections and completed departmental file updates for all 5 systems.

POWTS Septic Maintenance Cards: During the last year, ESD sent out approximately 125 notification cards to Tribal Residents reminding them that their septic systems are due to be pumped out during the year. The cards are sent with the information that needs to be filled out and are meant to be completed by the certified septic truck operator at the time of pumping. The card is then returned to ESD by the Tribal Resident or by the certified operator if they are willing to return the card for the resident. Of the approximately 125 cards that were sent this year, only 15 completed cards were returned.

WATER RESOURCES: MITW Environmental Services department samples lakes and streams to get current data on the Menominee Indian Reservations existing water resources. Targeted sampling on a certain water body occurs if we feel we have a problem or if we receive reports of tribal member concerns, but most sampling is done regularly to monitor for changes and trends within the reservation waters. Normal sampling takes place during seasonal events such as spring and fall turnovers. Parameters normally collected include pH, hardness, alkalinity, color, conductivity, dissolved oxygen, iron, temperature, nitrates and any other parameters as deemed necessary. Sampling is conducted at the deepest area of the lake or in an area of concern. Field equipment used in this process include a boat and boat motor, Hydro lab and Trimble handheld to collect field water chemistry of lake basin, Kemmerer water sampler to collect lab samples for analysis, Secchi disk to measure water transparency, depth finder, and field forms. This fiscal year Environmental Services did sampling on 24 reservation lakes and 8 reservation streams and rivers. These included Legend lake, Upper and Lower Bass, Hazel, Crowell, Elma, Hemlock, Burney, Neopit Mill pond, Weso, Founder, Fredenberg, Vejo, Pine 9, St Joseph, Marsh, Labelle, Moshawquit, Southeast Bass, Sand, Little Sand, Round, LaMotte, and Keshena for the lakes.

Streams and rivers included Wolf River, Red river, South Branch of the Oconto, Evergreen, West Branch of Wolf, Little West Branch of Wolf, Little West Branch creek, and Pecore Creek. Data collected from this past fiscal years sampling has shown us that the lakes and streams are maintaining their integrity. As with past years our lakes, streams, and rivers have shown no precursors of any immediate water quality impairments that would cause us concern for the future of our reservation waters. All water quality data collected was entered into Gold systems AWQMS database and exported to WQX national database

Temperature loggers: Another part of ESD's baseline monitoring program is the installation of temperature loggers. These temperature loggers get placed in rivers and creeks in spring and then are removed again come fall usually April – October. The MITW plans to establish a long term temperature monitoring network on the reservation that will generate data used in management decisions. The data will allow the MITW to make comparisons on an annual basis. The data will also allow the MITW to monitor for potential impacts due to thermal loading on the rivers and streams. The streams that the loggers get placed into are: Wolf River, West Branch of the Wolf River, Little West Branch River, Little West Branch Creek, Evergreen River, Red River, South Branch of the Oconto, Pecore Creek, and Chickney Creek. We will continue to monitor these sites to establish long term trends on the reservation in the context of global climate change.

During fiscal year 2014 The MITW Environmental Services department collected and performed 15 residential well tests and 6 summer vendor well tests. Parameters tested for were E Coli and Coliform Bacteria, Iron, Nitrates and Hardness. All results were reported to homeowners. It is recommended homeowners with a private well get their water tested on an annual basis.

WILDLIFE MANAGEMENT: 2013-2014 was a year of the weather extremes. No animal probably was more confused than the white-tailed deer. In 2013 the year started with the completion of the Menominee Deer Pellet Group Population Survey which indicated that Menominee has 9.1 deer per square mile. The Menominee Harvest Totals are as follows: 356 Deer registered which is low, Enrolled members harvested 344 (97%), Descendants harvested 11 (3%), and Permittees harvested 1 (0.3%). It was a normal year where the greatest month for harvest is October and November when 50 and 200 deer were registered. Deer harvest on Menominee is by Regular Still, Dog, Vehicle, and Bow. The mean age of deer harvested on Menominee is 1.5 years old, 70 % is Male deer and 30% is Female deer. There were no deer season firearm accidents to report which is great. 2014 was the coldest most severe winter for the record books. In one of the data looked at for the upcoming deer season, the department looks at deer population numbers, harvest numbers, types of methods, others and winter severity index. The Menominee Winter Severity Index was 104 which mean it was "Very Severe." In the

spring of 2014, the white-tailed deer pellet group survey was completed and Menominee has 9.4 deer per square mile to report. Despite the severe winter the population appears to be slightly higher than in 2013. We encourage tribal members to register their harvested deer because it helps in determining the trends in the population and aids in making management decisions.

The Menominee Indian Tribe of Wisconsin (MITW) received funding through the Bureau of Indian Affairs Endangered Species Funding Program to continue research on the eastern Timber Wolf to determine use of critical habitat and examine existing forage base on the Menominee Forest. Grant funds will allow us to continue the re-introduction efforts of the timber wolf, to monitor activities including funding for airplane radio-telemetry, examine critical habitat and habitat limiting factors, with current data collected establish rules and regulations to protect wolves, develop a MITW wolf management plan and annual wolf population assessment. Biological activities include monitoring movement behaviors, habitat use, and population status of non-radio-collared wolves within the Menominee Reservation, WI. In 2011 there were 20 wolves present, and in 2014, only 7 wolves are present. Menominee has 4 wolf packs that use the reservation as part of their range which includes northeastern Wisconsin.

MITW received funding from the USFWS Tribal Wildlife Grant to capture and radio collar 18 black bear throughout the Menominee Reservation, WI. Originally 11 female black bear and 7 male black bears were radio-collared. In 2014, 7 female and 4 male black bear remain radio-collared. Researchers track home ranges, habitat preferences, feeding patterns, dispersal rates and denning sites. A Global Positioning System will be used to track locations. Each winter the radio-collar is replaced; female black bears are checked for newborns and/or yearlings. The rate of survival for cubs during this study is 92%. The funding for this project has come to the end and the remaining collars will be retrieved from the bears this winter.

NUISANCE BLACK BEAR COMPLAINTS: In 2014, Menominee had 25 black bear complaints. 22 bear complaints were from the Legend Lake Area and 3 complaints across the reservation. 2 male black bear, approximately 150-200 pounds were captured and moved from the Legend Lake Area. 13 Raccoon were also trapped, they were released on-site. Black bear nuisance protocol is that first must talk with land owner on "Living with Black Bears," second if bear becomes a problem during day, the department will set a barrel trap to capture and remove problem bear. The department will continue to work on public awareness on how you can minimize human bear interactions.

FISHERIES MANAGEMENT: USFWS, Wisconsin DNR and MITW assist in Menominee Lake Sturgeon Management Activities which includes fish will be captured in three time periods, October 2013, targeting gravid adults; April 2014 targeting migrant gravid adults; and late summer 2014, targeting river resident fish ≥ 40 inches total length. This effort was repeated October 2013 - August 2014. The goal is to implant sonic transmitters in 100 lake sturgeon per year. All fish will have ten year sonic transmitter implanted in their lower body cavity and their locations monitored throughout the wolf river system with remote Vemco receivers placed in the middle of the stream. Fyke Nets, Experimental Gill Nets, and Dip Nets were used in our Lake Sturgeon Population Surveys. USFWS, Environmental Services Department, and the Menominee Conservation Fish and Wildlife Department, MITW conduct the annual lake sturgeon population estimate. Data analysis indicates approximate 1250 Lake Sturgeon live in Legend Lake. Results of the study influence future management decisions such as stocking rates, size at stocking, and development of a Lake Sturgeon sport fishery. Wisconsin DNR, USFWS, and MITW have been in meetings to update the 1994 Menominee Lake Sturgeon Management Plan. The 1994 plan is out of date and the new plan will incorporate all updates and cooperative management plans. The plan is still a work in progress.

LAKE SURVEYS: BIG SAND LAKE: A fishery assessment of Sand Lake in 2013-2014. Results will indicate overall fisheries health status. 9 species were collected, Bluegill, Largemouth Bass, Yellow perch, White Sucker, Pumpkinseed, Yellow bullhead, Black crappie and Northern pike. Total species collected were 2589 Bluegill, 272 Largemouth bass, 140 Black crappie, 17 Yellow bullhead, 10 Brown bullhead, 12 white sucker, 141 Black crappie, 24 perch, 124 pumpkinseed, 1 green sunfish and 11 northern pike. The 2012 survey on Sand Lake identified a fairly well balanced fishery. Bluegills are the dominant pan fish, with lower densities of yellow perch. Largemouth bass collection was good but population estimates was low compared to the size of lake. Bluegill, Largemouth bass and Black crappie is at acceptable levels with good growth rates and size structure. The predator/prey relationship is in balance and providing adequate predation on pan fish. Largemouth bass in the 12-15 inch range could be higher to keep bluegill population in check. 2012 PSD values for bluegill, largemouth bass and Black crappie in Sand Lake indicate balanced population.

A fishery assessment of Legend Lake was completed in 2013-2104. Legend Lake is a man-made lake that began development in 1967and is made up of eight lakes in two watersheds. The lakes on the east side drain into Moshawquit Lake and the lake drains to the north by Linzy Brook. Linzy Brook flows east to the Oconto River which flows east to Lake Michigan. Mean and maximum depths vary by lake body and the primary substrate is sand. Fish species present include: Black crappies, bluegills, largemouth bass, northern pike, muskellunge, lake sturgeon, pumpkinseed, rock bass, walleye, yellow perch, yellow bullheads and white suckers. Results of the fish data taken from fish species was not completed as of annual report date.

WALLEYE REARING PONDS: The Menominee Indian Tribe of Wisconsin developed, constructed and maintained a four one acre walleye rearing pond facility since 1992 with financial assistance from the Bureau of Indian Affairs Fish Rehabilitation Funding Program. Biological monitoring of movement behavior, habitat use and population status will allow adaptation of current management strategies as needed. Production of fingerling walleyes in the ponds continues to be poor. The department is looking to improve the water distribution system and drainage system at the ponds. We are also exploring other strategies to improve production of fingerlings produced. In May 2014, 100,000 walleye fry were stocked into Moshawquit Lake.

The Environmental Services Department continues to move forward and develop our existing programs. We are planning on repairing two more boat landings in the upcoming year as well as completing restoration projects as the former Vigue's trout ponds and removing two old logging dams that are continuing to obstruct the West Branch of the Wolf River. In the Fish and Wildlife program we are hoping to bring a fisheries biologist on board to continue assessing our lakes and streams which will allow the MITW to make more informed management decisions. One of the main goals is also to start developing a comprehensive wildlife management plan for the reservation. We are continuing to build and develop partnerships with external agencies and organizations that will aid in collaboration for a variety of projects in the future.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Environmental Services					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 50,855	$ -	$ 266,240	$ 46,999	$ -	$ 364,094
Fringe Benefits	19,023		115,994	19,416		154,433
Travel	1,000		24,096	3,195		28,291
Supplies	1,000		25,510	1,800		28,310
Contractual	12,572		13,675	37,809		64,056
Space Lease/Rental	4,500					4,500
Indirect Costs	14,429		39,196	14,825		68,450
Other Costs: (list below)			82,483	18,066		100,549
postage	150					150
telephone	350					350
program activities	3,981					3,981
vehicle costs	1,000					1,000
equipment maintenance	500					500
property insurance	220					220
vehicle insurance	1,800					1,800
Totals ►	**$ 111,380**	**$ -**	**$ 567,194**	**$142,110**	**$ -**	**$ 820,684**
Fund/Totals Ratio:	13.57%	0.00%	69.11%	17.32%	N/A	

Food Distribution

Patricia Roberts, Director

Our program goal is to distribute commodity food items to all **eligible** families/persons living on or near the Reservation/County who desire them. In 2014, we serviced 4,978 participants with Food Distribution and 12,201 participants with TEFAP Pantry food items and distributed 12,412 cases of food to the participants of Food Distribution, and 20,171 pounds of TEFAP and 327,332 pounds of donated food to TEFAP Pantry participants. Our program distributes USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Department of Public Instruction administers the TEFAP Program for USDA. For the TEFAP Pantry we purchase (Cost of storage) food items from Feeding America in Omro with funds received from Menominee County, donations and fund raisers that we do. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart and use these foods for our pantry. This year we received bread and potatoes from Ruby's Panty in Waupaca and SAFPARC of Shawano also donates food items when they have excess products.

Changes made this year to the Food Distribution program allowed more income deductions for shelter costs and with this change our participation increased about 43%. Last year we started the Grocery Store Concept and allowed participants to pick up part of their orders twice a month. This seems to be working well for clients to get fresh produce more than one time a month. We experienced shortages of some food items this past year due to government cuts and increased participation. USDA warehouses ran out of some food items and with government regulations it takes months to reorder items. We are anticipating that USDA will have more stock on hand for the program this coming year as they are keeping us informed of deliveries into their warehouses. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct problems associated with ordering and delivery of food items. Program directors meet twice a year with USDA Officials, we meet with our Midwest Region USDA personnel at our Annual Meeting and with the USDA personnel from Washington, DC and other Regions at the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conference.

We accept clothing and small household items for community members that need them. The casino/hotel also shares with the community by providing their used bedding and towels. This has been great; we get a lot of people coming in from the community to go through our shelves. It is wonderful that so many share with others through their kindness.

Our Nutrition Education Grant began May of 2014 and ends April 30, 2015. Our program was thrilled to be able to collaborate with the Menominee Tribal Clinic (MTC) to participate in "The Tied to Be Fit Walk" under the "Let's Move in Indian Country" initiative, this past spring and for the Harvest Walk held in late October. Food Distribution clients, community members and employees all participated in the Tied to Be Fit Walk event with 146 walkers. Physical activity is very important for all of us and it gave so many chances to get physical activity at their own pace. Our nutrition program assisted about 45 clients and eligible community members with gardening needs. We were able to rototill garden plots at clients' homes, assisted with seed packets and starter plants as well as building raised vegetable beds on ground level and we built several handicapped accessible raised beds which are about 3 feet off the ground. We held gardening workshops to assist our clients with the correct way to plant, weed, and water, and assisted with adding necessary nutrients as well as the correct method to harvesting fruits and vegetables. This is a great family activity and a great form of physical activity. We continue to offer semi-monthly healthy cooking classes to provide basic nutrition education along with new healthy recipes for our clients to increase their knowledge of healthy eating. Along with the healthy cooking classes, we also offer nutritional information to our clients. This gives them much needed information on the importance of healthy eating and we give clients an incentive for their time. We offer six food preservation classes on the proper way to preserve fruits, vegetables and wild game. These classes are well accepted by our clients at Food Distribution.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Food Distribution					
	Tribal	Program Income	USDA	TEFAP	In-Kind	Totals
Personnel Costs	**$ 61,765**	**$ -**	$ 154,951	386	$ -	**217,102**
Community Service/Vol.					$ 12,841	
Fringe Benefits	**38,993**		74,587	357		**113,937**
Travel			4,938			**4,938**
Training			7,400			**7,400**
Equipment			27,500			**27,500**
Supplies	**1,688**		15,114	68		**16,870**
Contractual			1,500			**1,500**
Utilities			20,300			**20,300**
Building Depreciation					4,657	**4,657**
Indirect Costs	**10,494**		34,096	99		**44,689**
Incentives	**1,000**		500			**1,500**
Program Activities	**1,500**		557			**2,057**
Telephone			1,300			**1,300**
Dues & Membership			325			**325**
Property & Vehicle Ins.			3,740			**3,740**
Building Maintenance			4,300			**4,300**
Equipment Maint			7,100			**7,100**
Vehicle Cost & Fuel			10,650	229		**10,879**

Category Description	Food Distribution - Continued					
	Tribal	Program Income	USDA	TEFAP	In-Kind	Totals
License & Permits			386			**386**
Office Supplies			1,750			**1,750**
Totals ►	**$ 115,440**	**$ -**	**$ 370,994**	**1,139**	**$ 17,498**	**505,071**
Fund/Totals Ratio:	22.86%	0.00%	73.45%	0.23%	3.46%	

Gaming Commission

Lynnette Miller, Executive Director

The Gaming Commission has been in existence since 1992. Since that time the Gaming Commission went from seven Commissioners, to three and then finally to five. There was no Gaming Commission office in 1992 but instead the seven Commissioners met monthly to review the three relevant documents at that time, which were: the Indian Gaming Regulatory Act (IGRA), the National Indian Gaming Commission (NIGC) and the Tribal/State Compact. During this time the Gaming Commission was also governed by Ordinance 93-30 – The Gaming Code and Ordinance 92-24 – The gaming rules and regulations. In late 1992, an Executive Director was hired and a gaming commission office was established in Neopit at the fire station where an office was shared with the Coroner.

Around late 1993, the Gaming Commission office was moved to the Boivin home behind the Tribal Offices and we stayed there until about 2005 at which time we moved to the Menominee Casino Resort. Around December of this year, 2014, we will again be moving back to the Tribal Offices.

According to IGRA, Tribal governments are recognized as having the right to engage in gaming. Under the IGRA and the regulations of 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 Tribal/State Compact does not mention the Gaming Commission, however, the Menominee Tribe's Article III of 347-18 states that the Menominee Tribal Gaming Commission will perform regulatory oversight and monitor compliance with tribal, federal and applicable state regulations and the Compact.

In an effort to ensure the Menominee Tribe was in compliance with all applicable rules the staff of the Gaming Commission began to grow. During this time there was an Executive Director and an Administrative Assistant. In 1996, two Background Investigators were hired. The staff of the Commission was now at four employees. Those four employees were tasked with conducting background investigations on over 500 employees. Shortly after the background investigators were hired, the Gaming Operation's Internal Auditor and Staff Auditor along with the Surveillance department and the Security Systems department were moved under the supervision of the Gaming Commission. Total staff at that time was about 25 employees. Since then and because of budget cuts the gaming commission today has a staff of seven. This staff of seven must ensure that all federal, state and tribal regulations are followed. Today the Commission staff consists of an Executive Director, Internal Auditor, 2 Compliance Officers, Sr. Background Investigator, Background Investigator Specialist and a Staff Auditor who made her journey to the spirit world on October 7, 2014.

The Gaming Commission's mission statement states: The Menominee Tribal Gaming Commission shall act to promote and ensure integrity, security, honesty and fairness of the operation and administration of gaming." Promoting and ensuring the gaming operation's integrity, security, honesty and fairness can only assist in a prospering gaming business which then is able to create and keep jobs for the community. If the National Indian Gaming Commission or the Office of Indian Gaming and Regulatory Compliance were to find the Menominee Tribe out of compliance with the many State and Federal rules that govern Indian Gaming the gaming operation could be shut down or fined $25,000 per day for each violation until compliance is achieved.

Integrity, security, honesty and fairness are largely promoted through the auditing, background investigations and gaming commission meetings with the Commissioners. The audit department has consistently completed all eight mandated audits including the six month follow up audits. These audits are completed along with any extra audits required because of some anomalies that may have occurred in the gaming operation throughout the year. These audits have been performed for at least 18 years and continue to be completed even with the decrease in staff and resources. There was just recently a case in California where a Tribal Gaming Commission did not produce two years of missing audits to the NIGC and because of that the NIGC threatened to close the casino. Along with closing the casino the Tribe also faced fines of up to $100,000 per day for four violations. Because the Menominee Gaming Commission audit department has consistently provided all audits on time and the Menominee Tribe has never been threatened with a shut down from NIGC nor has the Tribe ever been fined.

Another manner in which integrity, security, honesty and fairness is promoted is through background investigations. Background investigations are performed on all primary management officials and key employees. Primary Management officials are those that have management responsibility for a management contract and those who hire and fire employees or set up working policies for the gaming operation. Key employees are those that basically have access to any gaming money. The background department works closely with those employees who require a gaming license. The service that is provided to the employees is one where they try hard to work with them in getting them in for their orientation and many times allowing them extra time to gain access to documents they need in order for the background department to complete the background investigation. In order to improve the delivery of service to our customers, the gaming operation employees, the backgrounds departments employees will come in on Saturday's and stay after hours during the week just so the gaming operation employee can complete the background investigation process so they are able to begin working. Every year the NIGC does a site visit to the Gaming Commission. Involved in those site visits every-time is a review of background investigations. The Gaming Commission background staff has always received nothing but good comments on how well organized and complete the background investigation files are. The Office of Indian Gaming and Regulatory Compliance which governs the Tribal/State Compact has the same request every year to review background investigations and again the review process generates statements such as all background investigations are completed in a timely manner and there are no findings.

Lastly, integrity, security, honesty and fairness is promoted by the Gaming Commissioners meeting monthly or bi-monthly on setting policy, conducting licensing/barring hearings, reviewing the Tribal Internal Controls and any other matters that may involve possible non-compliance issues. This five member Commission strives hard to maintain the integrity of the gaming operation by allowing due diligence to be performed and ensuring that the honesty, fairness and security is intact with all matters involving the Gaming Operation.

In the 20 plus years that the Gaming Commission has been operating self-regulation was achieved which was a very intrusive audit of the Gaming Commission's activities along with activities of class II gaming and certain aspects of class III gaming. The Menominee Tribe was the first in the Nation to achieve self-regulation and that was obtained in 2001. Both the audit and background investigations are well organized departments and all work is completed in a timely manner allowing for no findings by those outside entities that audit the gaming operation. All of this has been done with the decrease in budget and staff.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Gaming Commission					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 314,222	$ -	$ -	$ -	$ -	$ 314,222
Fringe Benefits	161,322					161,322
Training	4,000					4,000
Equipment	1,710					1,710
Supplies	2,000					2,000
Indirect Costs	43,568					43,568
Other Costs: (list below)	9,399					9,399
Totals ►	**$ 536,221**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 536,221**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE – Gaming Commission	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Vendor and employee licensing fees	$ 24,550	$ 25,550	$ 0	$ 25,550
Totals	**$ 24,550**	$ 25,550	$ 0	$ 25,550

Head Start/Menominee Nation Early Childhood

Gary Pyawasay, Director

The Menominee Nation Early Childhood-Head Start/Early Head Start program continues to provide early education services and a whole host of other services to the communities' children and families. These other services include health, oral health, and nutrition services; supports for children with disabilities; and assistance in accessing family and community services. The program is in a continual stage of improvement as we strive to provide the best possible services and resources to our youngest community members and their families. Menominee Nation Early Childhood (MNEC) does not provide these services solely and relies on community partnerships with many different agencies in efforts to give children a head start in their education and life.

SERVICE AREA: MNEC may only serve children in its service area which includes Menominee Indian Reservation/County and surrounding communities including the city of Shawano, Gresham, Suring and Middle Village. There may be instances where the program can serve children in areas outside this service area pending approval of Head Start programs in that area and the Office of Head Start.

AGES SERVED: Six weeks through five years of age and expectant mothers

ELIGIBILIY: While Head Start is designed to serve low-income children and families, the Head Start Performance Standards allow Tribal programs to serve up to 49% over-income children and families. MNEC ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.

FUNDED ENROLLMENT:

200 Head Start children (ages 3-5)
36 Early Head Start children (age six weeks to three years)
9 Pregnant Mothers (pre-natal and post natal services for expectant mothers)

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Fiscal Year 2014:

1. Total amount of public and private funds received and the amount from each source as well as what was expended for the life of the grant/budget.

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: $1,667,550; Expended $1,655,204
- Bureau of Indian Affairs Part B. Awarded: $76,760; Expended $76,760
- Bureau of Indian Affairs Part C. Awarded: $6,650; Expended $6,650
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: $98,175; Expended $98,175
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $266,187; Expended $216,713
- Menominee Indian Tribe of Wisconsin. Awarded: $553,674; Expended $486,082
- Sacred Little Ones Award: $25,000; Expended $25,000
- Indian Community Development Block Grant: Awarded: $546,275; Expended: $546,275
- Tribal Contribution to Center Renovation: Awarded: $156,812; Expended: $156,812

2. An explanation of budgetary expenditures and proposed budget for the fiscal year

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. This is the main source of funding and is spent according to an approved budget. The budget is approved by

the Policy Council and includes expenses for salaries, fringe benefits, supplies, direct operational costs, and indirect costs. These categories are further subdivided into individual line items that help to support program functions. This funding runs out in the April/May months each program year at which point, supplemental funding from the Tribe assists with maintaining the program. Total FY15 award: $1,780,823

- Bureau of Indian Affairs Part B: This funding is for age groups 3-5 years and is to provide free and appropriate public instruction for children with disabilities. Expenses include salaries and fringe benefits. Total FY15 award: $65,891
- Bureau of Indian Affairs Part C: This funding is for age groups birth to 3 years for the early identification of infants and toddlers who are at risk of developmental delay if early intervention services are not provided. Expenses include salaries and fringe benefits. Total FY15 award: $7,782
- Wisconsin Department of Public Instruction Head Start Grant: This supplemental grant provided experience to preschool children who would otherwise be on waiting lists to receive the federal Head Start program. Expenses include salaries, fringe and classroom supplies. Total FY15 award: $98,175
- Wisconsin Department of Public Instruction Child and Adult Care Food Program: This funding provides reimbursement for breakfast, lunch, and a snack for every child enrolled in the program. Expenses include personnel, fringe, administrative, supplies, and indirect cost. Total FY15 award (anticipated at time of submittal): $287,882
- Menominee Indian Tribe of Wisconsin: This is supplemental funding to assist the program in service delivery. Expenses include personnel, fringe, supplies, operating costs, contractual food services cash match and indirect costs. Total FY15 award: $496,806
- Sacred Little Ones: This is funding we receive from the College of Menominee Nation's Wakanyeja "Sacred Little Ones" Initiative grant. As a partner Head Start receives $12,500 in this last year of the grant to support the initiative in our classrooms to be spent on supplies or other items that assist in the implementation of the culturally based curriculum being developed by CMN. Total FY15 award: $12,500

3. The total number of children and family services provided by the program.

MNEC served 273 children in program year 2013-14 with 190 of those being in the Head Start portion of the program and 83 being in Early Head Start. 248 families made up the total number children served this year with 176 coming from Head Start and 72 from Early Head Start.

Supportive services units of 140 were provided to families in the form of gas cards, transportation tickets, Goodwill vouchers and referrals to outside agencies. Other services were provided directly to children through day-to-day programming.

4. The results of the most recent review by the Office of Head Start

MNEC last took part in a full on-site program review on May 14-19, 2012 which was conducted by Federal Office of Head Start. The review found no deficiencies but did find three areas of non-compliance. The specific areas were in renovation and repair contracting (compliance with Davis-Bacon Act) and file documentation obtainment. The areas showed evidence that a portion, not all, of the files checked were absent of the required documentation or the documentation was not obtained in the specified time frame as stated in the performance standard. A re-review of these areas took place on October 21st-25th of 2013. In this review the assigned Program Specialist found that all areas of non-compliance previously identified had been satisfactorily corrected and those findings have been closed.

5. The percentage of enrolled children that received medical and dental exams

100% of children enrolled in the program received EPSDT and medical exams.
100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities Parent involvement included participation in Monthly Family Nights held at each center, Parent Committee Meetings and Policy Council Meetings.

Other program activities where parents participated include the Grandparents Day Breakfast, Kiddie Krime Stoppers March, Literacy Nights, Father's Breakfast, In-classroom Father Activities, In-classroom family activities, field trips, Christmas caroling and Kindergarten visits. In addition to these, parents, high school students, and community members continue to volunteer in classrooms and at the centers throughout the year.

7. The agency's efforts to prepare children for kindergarten

At the start of the 2013-14 program years, Menominee Nation Early Childhood implemented a new curriculum, Big-Day for Pre-K in the Head Start classrooms thanks to the College of Menominee Nation. Big Day for Pre-K is a literacy based curriculum chosen by the Head Start Policy Council at the recommendation of the CMN Teacher Education department. A further description of the curriculum can be found later in this report. In an effort to prepare our children for the move to kindergarten, Menominee Nation Early Childhood again worked collaboratively with the Menominee Indian School District (MISD) and Menominee Tribal School (MTS) to have the MNEC four year old classrooms visit the kindergarten

rooms of both of those schools. Per Office of Head Start, programs are being mandated to create School Readiness goals. This year, the Education/Disabilities Manager met with our training and technical assistance provider on-site and the two were able to condense some of the developed goals and now there is a draft set of overall school readiness goals for all required areas. The next step in the process is to develop objectives and indicators for each of these goals with teacher input.

OTHER PROGRAM HIGHLIGHTS INCLUDE THE FOLLOWING:

DISABILITIES: MNEC is unique in its abilities and efforts to provide children with disabilities, ages 6 weeks to 5 years, the special education supports and services they require based on their individual needs. Each child, once found to need special education services through a documented Individual Family Service Plan (IFSP)/Individual Education Plan (IEP), receives their services at the center to help them succeed and grow along with their peers in the regular classroom setting to maximum extent possible. Over the years, MNEC has had an outstanding working relationship with community partners to meet the needs of children with disabilities and provide a smooth transition process between programs for children with disabilities and their families. MNEC collaborates with the Menominee Indian School District through a Memorandum of Agreement, as well as the Menominee County Birth to Three Program through an interagency agreement between Menominee County Birth to Three, MNEC, and MISD. The agreements between these community resources detail the responsibilities of each program in regards to Child Find (process to identify potential children with special needs), transition process, recruitment, screening, communications, referral, evaluation, IFSP/IEP development and the provision of services and supports to ensure that each child with a disability is able to grow and learn in their least restrictive environment along with their peers.

During 2013-14, MNEC was able to further develop its partnership with the Shawano School District (SSD) in the disabilities services area by using MISD Therapists and Professionals to provide services in the child's center during program hours. This agreement allows the children who live in the Shawano School District and attend MNEC to receive disabilities services as may be needed. This is now done by the family applying for Open Enrollment to MISD which results in SSD paying MISD for services provided by MISD personnel.

CHILD DEVELOPMENT AND CURRICULUM: Within the Head Start classrooms a new curriculum has been implemented this past program year, Big Day for Pre-K, which is an eight month theme based curriculum that is organized around three Big Experiences – Whole group, Circle time, and Story Time lessons. The curriculum provides instruction in all of the following learning domains: social-emotional development, oral language and vocabulary, emergent reading, emergent writing, mathematics, science, social studies, fine arts, physical development and technology. Each theme offers weekly activities for learning centers that extend from the Big Experiences. Daily small-group instruction provides multiple opportunities for children to be actively involved in learning, developing skills with teacher modeling, guidance, immediate feedback, and support. Small group lessons focus on the most predictive skills, phonological awareness, alphabet recognition and mathematics. While the curriculum is aimed at pre-kindergarten children, it also includes subsections for implementation within three year old classrooms and MNEC three year old teachers use the curriculum as much as they can based on their children's development in the respective classroom. Three developmental assessment periods are completed utilizing the Teaching Strategies GOLD to evaluate each child's progress.

HEALTH: Per Head Start Performance Standards, all health screens are to be completed within the first 45-days of the child's start date. All follow-up treatment has to be completed by the start of the next program year by the parents and documented. All failed screening results are sent to the families via mail with instructions on getting any needed follow-up treatment. All available health screening results are shared at the parent teacher conference in the fall and spring and a Health Summary of all medical screenings is mailed to the family.

Height/Weights: The Menominee Tribal Clinic provides height/weight assessments for all children at each center in the fall and spring of each program year. The Nutritionist completes an individual assessment including the BMI, Hemoglobin/Hematocrit and the Anthropometric screening along with the WIC dietary assessment. The height/weight is measured by age and sex against the national average. In the spring of 2014 data showed overall program wide decrease in overweight children by 1% and a decrease in obese children by 4% which can be attributed to the structured environment of Head Start (i.e. healthy meals and regular exercise).

Visions: All vision screenings are done here at the centers by the Menominee Tribal Clinic Optical Department.

Hearings: All hearing screens are done at the centers by the Menominee Tribal Clinic Community Health Program and the Menominee Tribal Clinic Audiologist.

Dental: All Head Start/Early Head Children receive an oral exam at the centers or an exam at the Menominee Tribal Clinic. They also receive preventative care services like a cleaning, fluoride, and x-rays. MNEC, along with the Menominee

Tribal Clinic's Dental department, sends referral letters notifying parent/guardians if their child needs further treatment services.

Physicals: All children are required to have an age appropriate Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or a Well Child Check on file within their first 45-days of entering the program. In FY14 through coordinated efforts between MNEC, the Menominee Tribal Clinic's Health Advisory Committee and the CMN Nursing program, all children were provided a Well-Child Check at their respective center during regular program hours. Program Enrollment Applications were revised giving MNEC consent to provide a Well-Child Check to children without their presence and the required health screenings (listed above) were performed on the same day to meet the requirements of a Well-Child Check. For those children who enter the program after these screenings take place, MNEC works with the family to get the child to meet this requirement by scheduling an appointment with Menominee Tribal Clinic's Community Health Program.

IMMUNIZATIONS: All children are required to have an immunization record on file. All our pre-kindergarten children have the option of receiving their required vaccinations here at the centers by the Menominee Tribal Clinic's Community Health Program. 99% of children enrolled in the program this program year were up-to-date on all required immunizations. The one child that was not up-to-date met the state guidelines for an exemption from immunizations.

MENTAL HEALTH: MNEC uses the Ages and Stages Social Emotional (ASQ: SE) screening tool to assess each child's mental health per the Head Start Performance Standard requirement. All parent/guardians complete the age appropriate ASQ-SE questionnaire for their child within the first 45-days of the start of the program year. We score and staff each child's questionnaire with our Mental Health Consultant-Mark Fuller from Maehnowesekiyah Wellness Center. All children that score above the cut-off are re-screened and monitored quarterly. When a parent/guardian has expressed any concerns regarding their child's development we hold a face to face special conference meeting to discuss any further recommendations on how to proceed. In FY14, 22 children were staffed with the mental health consultant resulting in three meetings held with the parent/guardian about their child's behavior/mental health. These meetings resulted in no children receiving services from the mental health consultant.

COMMUNITY ENGAGEMENT EFFORTS: MNEC was an active member of the Community Engagement Workgroup this past year. The Workgroup brings together Tribal departments and other agencies that have a vested interest in the Menominee Community to collectively work on issues that affect the community. The past issues taken on by this group thus far have been: reducing childhood obesity, increasing school readiness and reducing teen pregnancy. One of the subgroups in which the MNEC was involved in was the Increasing School Readiness initiative, more specifically creating an increased awareness of what school readiness is from birth to post high-school institutions. With the financial assistance of the MISD and the Great Lakes Intertribal Council, MNEC was able to create two developmental milestone slide charts (ages two months to two years and ages three years to five years). These charts detailed milestones in the areas of social/emotional, language, cognitive and physical skills children normally have at the respective ages. The charts were distributed to all families in the program as well as given to the Clinic's WIC program for its clients.

MNEC is also a member of the MISD Safe Schools/Healthy Student grant core management team. The grant is coming into its second year with the completion of a Community Needs Assessment and Environmental Scan being the focus of the first year. The grant's focus area workgroups in which MNEC is an active part of in this initiative are: 1. Promoting early childhood social and emotional learning and development. 2. Connecting families, schools and communities.

MNEC also participated in the Fostering Futures Advisory Group this past year. The Fostering Futures goal is to strengthen resiliency through culture, acknowledging trauma informed care and bringing ACES (Adverse Childhood Experiences) education into our community. Doing our part in this process, MNEC staff was provided with training on Adverse Childhood Experiences and Trauma Informed Care before the start of the 2014-15 program years. Also, MISD provided slots for select teachers and the Education/Disabilities Manager to attend a training session put on by Heather Forbes on her book "Help for Billy" in August of 2014.

TRANSPORTATION: All our transportation needs continue to be coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school and are very supportive when doing our bus evacuations. The Department of Transit Services provided transportation for 21 field trips throughout the school year to include: Kindergarten Visits to both Tribal School and KPS, Pumpkin Patches, Trick-or-Treating, Bay Beach, Shawano Library, CMN Library, the NEW Zoo and Christmas Caroling. On an average we had a total of 145 kids riding the buses in the AM Routes and 181 kids on the PM Routes.

TEACHER QUALIFICATIONS: MNEC is happy to report that three of our teachers obtained their Associates Degree in Early Childhood Education from the College of Menominee Nation this past year. The program would like to congratulate Valerie Self, Lindsay Besaw and Helena Nino De Guzman Yacolca for their hard work put in to obtain this advanced degree. That brings the total of associate degreed teachers on staff to 16; combining that with the three bachelor's degree

teachers gives MNEC 19 teachers total with advanced degrees that meet the requirements of being a Lead Teacher in a Head Start classroom. Of the remaining teaching staff, 13 are currently enrolled in college level courses to obtain either a Child Development Associate Certificate, Associates Degree in Early Childhood Education or in most cases both. The plan is for the remaining four employees to resume Early Childhood Education coursework in the spring of 2015.

ITEMS FOR FY14:

DOLORES K. BOYD CENTER RENOVATION: Thanks to the Indian Community Development Block Grant and an additional supplement from the Tribal Legislature, MNEC completed a renovation of the Dolores K. Boyd Center in August-September of 2014. A small addition and the renovation allowed for the addition of three classrooms to the main floor level, expansion of the kitchen area and the addition of an indoor gross motor area in the vacated basement classroom. The addition of a fire suppression system was also a part of the renovation project. With the renovation running into mid-September, the start of the 2014-15 program year was delayed three weeks. MNEC will still meet its required contact days with the end dates for Head Start and Early Head Start being pushed back three weeks. MNEC would like to thank the following departments who provided the necessary assistance to get the DKB Center ready for children after completion of the center renovation: Community Development, Tribal Maintenance and Housing. In the summer of 2015, the expansion of the staff parking lot and addition of truck delivery area will complete the ICDBG project thanks to the Community Development Department funds.

HEAD START TO EARLY HEAD START SLOT CONVERSION: Due to the push of four year old kindergarten in school systems, MNEC Head Start enrollment has declined in the past couple years. In order to address this issue, MNEC worked with the Federal Office of Head Start on a plan that would best meet the needs of our community. There has regularly been a waiting list for Early Head Start services but the program did not have the appropriate space to accommodate more Early Head Start center based services. Taking all of this into consideration, MNEC has converted Head Start slots to Early Head Start slots for the 2014-15 program years. The funded enrollment is now:

- Head Start – 179;
- Early Head Start – 52; and
- Pregnant Mothers – 14.

PERSONNEL: Teaching Staff (36) – Nicole Kraft, Dione Waupoose, Robin Waukau, Rae Gatz, Janice Smith, Markie Miller, Tavon Burkel, Evergreen Teller, Camay Lyons, Julianne Waupoose, Janelle Schroeder, Samantha Corn, Roxanne Mohawk, Matilda Peters, Patricia Boyd, Melva Peters, Tonia Haack, Melina Cree, Laura Corn, Diana Vigue, Lindsay Besaw, Helena Nino De Guzman Yacolca, Jill Ermatinger, Carol Red Kettle, Carrie Delabrue, Tiana Webster, Ramona Lyons, Valerie Self, Roberta Cox, Jwin Crowe, Carol Sanapaw, Leona Draghi, Jennifer Notinokey, April Pecore, Carol Zhuckkahosee, and Nicole Escalante; EEN Staff (MISD) – Sara Lamia, Renee Melotik.

Administrator – Gary Pyawasay; Assistant Administrator – Meah Hesse, Education/Disabilities Manager – Amy Miller-Cox; Health/Nutrition/Safety Manager – Rosemarie James; Family Support Services Manager – Candace Wilber; Family Services Workers (2) – Patricia Williams, Shay Sanapaw; Receptionist/Busing Assistant – Gloria "Jeannie" Peters; Maintenance/Housekeeper – Edward Reiter; Housekeeper – Elizabeth Walter; Head Cook – Barbara Wayka; Assistant Cooks (2) – Candy Boyd, Colleen Sanapaw; Senior Services Program Worker – Gloria Miller.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Headstart					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ 207,603**	**$ -**	$ 869,922	$ 90,632	$ -	**$ 1,168,157**
Fringe Benefits	**94,380**		385,101	49,607		**529,088**
Travel	**1,109**		3,096	123		**4,328**
Training			29,746			**29,746**
Equipment	**13,771**		7,500	2,144	3,750	**27,165**
Supplies	**9,093**		28,751	47,357	29,890	**115,091**
Contractual			35,000	79,948		**114,948**
Utilities	**1,992**		23,820			**25,812**
Space Lease/Rental	**3,573**		18,517			**22,090**
Indirect Costs	**42,988**		143,820	20,537		**207,345**
Transportation	**23,552**		182,923	24,341		**230,816**
Cash Match-Food Program	**83,768**					**$ 83,768**

Category Description	Headstart - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Building Maintenance	**3,904**		39,430			**43,334**
Program Activities (field trips)	**1,317**		3,893			**5,210**
Operating Costs	**2,677**		9,594	200		**12,471**
Construction	**153,167**		503,775			**656,942**
Totals ►	**$ 642,894**	**$ -**	**2,284,888**	**$ 314,889**	**$ 33,640**	**$ 3,276,311**
Fund/Totals Ratio:	19.62%	0.00%	69.74%	9.61%	1.03%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Employee Sunshine Club	$ 441	$ 916	$ 366	$ 550
Totals	**$ 441**	**$ 916**	**$ 366**	**$ 550**

Historic Preservation/ Logging Museum

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

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

STAFF

David J. Grignon, (Nahwahquaw), THPO and Director
Rebecca Alegria, Researcher/Cultural Planner
Jean Cox, Administrative Assistant/Tour Guide

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 the future generations of the Menominee Tribe. We will protect and preserve our valuable cultural resources that have been left by our Menominee ancestors, and will give opportunities to Menominee tribal members to experience Menominee culture our museums.

MENOMINEE YOUTH CULTURE CAMP: The Menominee Youth Culture Camp took place on August 16-21 at Wayka Falls. There were 28 Menominee youth at the camp this year. This year some of the youth came from Menominee families living in Chicago, Milwaukee and Green Bay as well as those living on the Menominee reservation. Our main focus or objective is to help Menominee youth learn their identity as Menominee people and we do this by providing Menominee language instruction, traditional Menominee crafts (hand drum making, beadwork, clay molds), Menominee traditional games (lacrosse, Cha ha), AODA and Anti-drug (Synthetic Drugs) prevention presentations, elder speakers, storytelling, and just plain having fun swimming, fishing, and canoeing. Camp participants also had an opportunity to hear archaeologist Larry Mier talk of how our ancestors lived in the past. There was also a family night where parents could come and enjoy a traditional meal with their children and to see traditional crafts that they made, see a Menominee legend or skit they performed and to experience traditional dances at the mini-pow-wow after the meal. This year the Menominee tribe paid the majority of costs of the camp and we collaborated with the Community Resource Center who provided funding and a van for the week. MITW Recreation Department also provided a van for the week and Youth Development and Outreach provided t-shirts for the campers. The Tribal Maintenance Department also helped with the camp and a load a wood came from the Department of Aging. Maec Waewaenen (big thank you) to all who helped put on this year's camp for the youth and future leaders of the tribe.

REPATRIATION: On June 22, 23, and 24, the director attended a Native American Graves Protection and Repatriation Act (NAGPRA) "consultation" meeting at the University of Michigan, Ann Arbor, Michigan. The purpose of the meeting was to discuss with U of M's NAGPRA representatives the possibility of repatriating human remains and funerary objects

from Menominee and Delta Counties in upper Michigan located in our ceded and ancestral territory. Most of the remains came from the burials located on the Menominee River and the tribe's ancestral village at the mouth of the Menominee River dating to 8,000 years BC in the archaic period. The remains and funerary objects are officially designated as "unaffiliated" however we feel we can provide enough documentation to claim the remains and funerary objects as "culturally affiliated" to the Menominee Tribe. We will be working with archaeologist, Dr. David Overstreet with the documentation for cultural affiliation claim. There are 50 human remains and associated funerary objects at U of M from Menominee and Delta Counties Michigan. By bringing our ancestors remains home for reburial it helps them continue their journey to the spirit world and it helps the community heal from the horrific atrocities that our ancestors endured being taken from their final resting places. We always have collaboration from different departments and have several volunteers from the community that help build cedar or pine boxes, help dig graves, cook, bring fire wood or help in any way in regard to our reburial ceremonies.

MENOMINEE CULTURAL MUSEUM: We continue to have the cultural museum open on Saturdays to accommodate the reservation community and non-tribal members if they want a tour the museum or purchase items from our museum gift shop or if we can help them in anyway. In May of this year, we received a Mitawin or Menominee Grand Medicine Lodge Drum and stick from the State Historical Society Museum. A former Bureau of Indian Affairs Superintendent Thomas H. Savage, who was here on the reservation in the early 1900's, received the drum and stick from a tribal member as a gift and his grandson Tom Grotelueschen gave the drum and stick to the State Historical Society Museum. The drum will stay in our artifact storage area and will not be put on display because it is considered a "sacred object". We are in the process of changing out and bringing in new artifacts "on loan" from the Wisconsin State Historical Society Museum. We are continuing to work on the objectives of a grant we received from the Institute of Museums and Library Services. We received funding from the grant to purchase the "Past Perfect" museum software that will help properly document and digitize the artifact collections in the cultural and logging museum. We have held traditional craft workshops the included; traditional moccasin making, traditional Beadwork and deer hide tanning and a traditional arts and crafts fair featuring local artist's works. We also have a museum gift shop stocked with Menominee made items, pow-wow CD's (from local drum groups), Menominee language CD's, Menominee History and Sesquicentennial guides, Menominee Veterans Book, wild rice, maple syrup, t-shirts and sweatshirts, and other novelties.

LOGGING CAMP MUSEUM: The Menominee Logging Museum is open from May through October and on Saturday's during this time period. We have started a fundraising campaign to replace the roofs on the logging museum buildings. Letters were sent out to vendors who work with the tribe to sponsor a building's roof replacement. Donations have been coming in from vendors and friends of the tribe. We also want to replace existing structures over our outside exhibits. The roofs and structures are in dire need of replacement. We had the Annual Lumberjack Breakfast and Heritage day workshops on October 4th and it was a huge success. The cold rain and weather did not stop people from coming to enjoy a home cooked **Menominee** lumberjack breakfast and heritage day workshops. Over four hundred people came to the breakfast and heritage day workshops that included: flute music and songs from Wade Fernandez, traditional wild rice processing by Jonesy Miller and Dale Kakkak, Menominee language by Ron Corn, Jr. (Muhsahquat) and hoop dances from the Menominee Tribal School performed that were coached by Menominee language and culture teacher Sherri Lachapelle. We had many volunteers from the community who helped with the breakfast that included cooks, servers, and those who helped cleanup after the event. By having the lumberjack breakfast we feel we provide a meal much like the lumberjacks had in the some 33 logging camps that flourished on the Menominee reservation in the late 1800's and early 1900's. Tours of the logging museum were available that day and several people did tour listened and to logging history of the tribe.

STURGEON FEAST AND CELEBRATION POW-WOW: The Menominee Tribe celebrated the return of sturgeon with a feast and pow-wow on April 19, 2014 at the Menominee Indian High School. The Wisconsin Department of Natural Resources provided 15 sturgeons for the feast and celebration. Before the pow-wow the Sacred Water Walk was held starting at Keshena Falls. A Menominee prayer and tobacco was offered before the start of the walk. Several people walked from the Keshena Falls to the Menominee Indian High School and some of the walkers took turns carrying the Water Walk staff that was specially made for the event. The Veterans of the Menominee Nation provided the color guard for the two grand entries. The host drum this year was the GiiTaa,se Singers and the head dancers were Curt Moon and Laura Doud. The emcees were Joey Awonohopay and Jonesy Miller and arena director was Gary Besaw. The Menominee Fish Dance was performed in honor of the sturgeon's return as well as other traditional Menominee dances. We fed over 500 people at the sturgeon feast and from here and the surrounding communities. We had several vendors selling Native crafts and we had the only food stand and the money raised from the sale of food goes for next year's pow-wow. Once again, we had the 5th annual Marine L.C.P.L. BradLee J. Wilber Men's Traditional Dance Contest that was sponsored by Bruce and Shannon Wilber. This was another successful pow-wow and we collaborated with several departments and entities that helped sponsor the event. As another fundraiser for the event we collaborated with the Thunderbird Club with their annual Fish Derby in February. To register a fish in the derby, fisherman has to purchase a ticket from us and we also had raffles and a food sale to help raise money. It is an honor to sponsor this annual sturgeon feast and celebration pow-wow and in doing so we try to help educate tribal members and others of the tribe's cultural and spiritual connection to the sturgeon that goes back to the Creation Story of the tribe.

SECTION 106 COMPLIANCE OF THE NATIONAL HISTORIC PRESERVATION ACT: The department is continuing to monitor "federal undertakings" that must comply with Section 106 of the National Historic Preservation Act (NHPA). If a road or building project is proposed by the tribe or federal agency and is using federal funds for the project or if the project is scheduled to be located on land in trust the tribal department or federal agency must comply is Section 106 of the NHPA. This means the tribal department or federal agency must "assess historic properties" in consultation with the Tribal Historic Preservation Officer. As a part of the "consultation process" we ask for an archaeological survey is conducted and we review the archeological survey report to see if there are historic properties that must be protected. The THPO monitors "federal undertakings" with the following agencies: Army Corp of Engineers, Federal Communications Commission, Indian Health Service, Interior/Bureau of Indian Affairs, Federal Highway Administration, US Forest Service, Federal Energy Regulatory Commission and Department of Agriculture. The department was successful in helping to create a "Programmatic Agreement" for Green Island with the Army Corp of Engineers, State Historical Society, and the developers of the Island. Green Island is a seven acre island located eight miles from the mouth of the Menominee River on the bay of Green Bay. Previously, an archaeological survey was conducted on the Green Island by archaeologist, Dr. David Overstreet and he found a pre-historic encampment on the Island. The Programmatic agreement, that was signed by Army Corp, State Historical Society, developers and the tribe, will help protect the prehistoric encampment if the island is developed into a resort with a marina, condominiums and restaurants. **The department continues to be signatory of all forestry prescriptions that must comply with Section 106 of the NHPA and Tribal Ordinance #05-22 Tribal Logging Limitations.**

TRADITIONAL CULTURAL PROPERTIES INVESTIGATION: We have successfully completed the Traditional Cultural Properties Investigation in reference to the re-licensing of the Balsam Row Dam. The dam re-licensing is considered a "federal undertaking" because the pool of the dam extends into the reservation and affects trust lands and must be in compliance with Section 106 of the National Historic Preservation Act. The department conducted oral history interviews with several tribal members who are familiar with the cultural and spiritual knowledge of the Wolf River above the dam. From these interviews we determined what areas of the river, from the reservation line to the Keshena Bridge, were Traditional Cultural Properties as defined in the National Register Bulletin #38, Guidelines for Evaluating and Documenting Traditional Cultural Properties. According to the Bulletin #38, a TCP can be defined as one that is eligible for the inclusion in the National or Tribal Register of Historic Places because of its association with cultural practices or beliefs of a living community that (a) are rooted in that community's history, and (b) are important in maintaining the **continuing cultural** identity of the community. The owner of the dam must now develop a plan to protect the TCPs in the "area of potential effect" on and near the river.

REBURIAL CEREMONIES AT CAMPBELLSPORT, WISCONSIN: For the past three years the director has been meeting in "consultation" with the State of Wisconsin State Historical Society Museum who received Native American Graves Protection and Repatriation Act (NAGPRA) documentation grant. The purpose of the grant was to work in collaboration with the Menominee Tribe, Ho Chunk Nation, and Forest County Potawatomi to meet and decide the disposition of unaffiliated human remains and associated funerary objects coming from the southern half of the state. Meetings were held in Madison and Stevens Point and our office to discuss sites where the remains were unearthed in reference to historic village or occupation sites of the three tribes. It was then decided if one tribe could claim any of remains for reburial from a particular village site or if the tribes could come to an agreement for joint reburial. Of the over 300 unaffiliated remains and funerary objects that were ready for reburial each tribe claimed a portion of the remains for reburial if it came from or near their historic village sites. On October 15th, the remaining 208 remains were buried at the Wisconsin Intertribal Repatriation Committee reburial site located in Campbellsport, Wisconsin. All three tribes participated in the reburial ceremonies along with representatives of the State Historical Society Museum. This was truly an historic day for the three tribes to collaborate and come to an agreement of how to respectfully dispose our ancestor's human remains and associated funerary objects.

MENOMINEE LANGUAGE PRESERVATION: The department collaborated with the Menominee Language Culture Commission and Mawa Chiseniyah in applying for an Administration for Native Americans (ANA) language preservation grant. The grant would have allowed us to strengthen Menominee language skills of present Menominee Language and Culture teachers and develop a Menominee language apprenticeship program through the Menominee language Institute created by Mawa Chiseniyah. Unfortunately, the grant was not funded and we will have to try again in the next grant cycle. In an effort to preserve and promote the Menominee language we have available in our cultural museum gift shop the beginner and intermediate Menominee CD's and the beginner and intermediate Menominee language dictionaries. The director also conducts prayers in the Menominee language at tribal meetings, conferences and community events.

WISCONSIN TRIBAL COMMUNITY REINTEGRATION PROGRAM: The department continues to participate in the Reintegration program by having ceremonies for Menominee inmates leaving prison and going back into society after their prison term has ended. These ceremonies include smudging, Menominee prayers, hand drum songs, and words of encouragement from people attending the ceremonies. Family members of the inmates are encouraged to attend these ceremonies to lend support to the individual. The department feels we are helping the former inmate by giving spiritual

and cultural support that we believe is important for someone coming out of the prison system. We have collaborated with the Wisconsin Tribal Community Reintegration Program for the past three years and four ceremonies were held at the cultural museum this year.

COMMUNITY CULTURAL AND SPIRITUAL SUPPORT: Throughout the year the department is called by on by tribal members for cultural and spiritual help. This could be smudging of homes for whatever reason, Menominee prayers at wakes and funerals, naming ceremonies, ghost suppers or other cultural and spiritual reasons. Our staff tries to help in any way that we can or we direct tribal members to whomever in the community that can help them. We also conduct our annual Community Ghost Supper and everyone is invited to attend. The purpose Ghost Supper is to help people in their mourning process after losing a loved one.

TECHNICAL ASSISTANCE AND SUPPORT TO COMMUNITY MEMBERS: The department offers help to high school, college students or community members conducting research projects or writing papers with the cultural and historical information we have in our department. Community members also come and review tribal annuity payment records, oral history interviews, historical and cultural photographs, historical documents and books, and other cultural and historical information we have available. We give information to the public upon request of the tribe's culture and history.

MEDIA PARTICIPATION: The department has participated in different media coverage events of the tribe. The director did a detailed history of the Menominee Tribe on Public Television and an interview on Public Radio in regard to the repatriation efforts of the tribe. The director also was interviewed by Public TV on the history of the City of Oshkosh and how Chief Oshkosh influenced the naming of the city. The director also did an interview with CBS58 tour when they came to the office in October in regard cultural history of the tribe.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Historic Preservation					
	Tribal	Program Income	NPS THPO	IMLS grant	Other	Totals
Personnel Costs	$ 94,002	$ -	$ 36,849	$ 11,192	$ -	$ 142,043
Fringe Benefits	51,251		23,236	6,527		81,014
Program Supplies	3,343		158			3,501
Postage	100					100
Electricity	8,437					8,437
Telephone	911					911
Heating Fuel	5,392					5,392
Advertising	176					176
Property Insurance	1,847					1,847
Building Maintenance	9,099					9,099
Vehicle Cost	1,464					1,464
Contractual	5,738			5,212		10,950
Garbage/Recycling	771					771
indirect Cost	19,808		5,699			25,507
Travel/Training				500		500
Logging Museum tours		2,408				-
Cultural Museum tours		1,379				
Travel/Training				500		500
Totals ►	$ 202,339	$ 3,787	$ 65,942	$ 23,931	$ -	$ 295,999
Fund/Totals Ratio:	68.36%	1.28%	22.28%	8.08%	N/A	

PROGRAM INCOME/REVENUE – Historic Preservation	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Logging Museum Tours	$ 1,316	$2,408	$ -	$ 2,408
Cultural Museum Tours	810	1,379		1,379
Fundraising	5,663	9,329	16,714	(7,385)
Sturgeon Feast and Celebration Pow-wow	6,872	7,234	7,633	(399)
Totals	**$ 14,661**	**20,350**	**$ 24,347**	**$ (3,997)**

Housing

Betty Jo Wozniak, Director

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 home owners. 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 of it. 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. We have only 80 units out of 244 left to rehab and are considering a ninth tax credit project for 2015 to rehab 24 more units.

EAGLE'S NEST – EMERGENCY SHELTER – KRISTIN LATENDER, MANAGER: We served 217 families: 108 children and 109 adults. This is a decrease of 4 families. 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 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 the EN throughout the year that is distributed to residents and other community members when needed. We work with the following programs to assist residents with finding the funding needed to move into a more permanent home or apartment: NEWCAP, Inc., Forward Services, Inc. (which will pay for an apartment for up to one year providing the tenant has an income); Rural Housing, Inc. (will assist with security deposits); and, Menominee Tribal Housing rental assistance. New Cap, Inc. also has a program to assist people with disabilities and mental health needs – 3 of our residents qualified for this help. Families without resources are also assisted in applying for subsistence assistance such as TANF. We refer residents to the TANF programs or W -2 and the Job Training Program. 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. During this fiscal year we were finally able to start work on the second transitional house, scheduled to open on Oct. 1, 2014. 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 unavailable. Residents meet with staff weekly to assure that they are accomplishing the goals they've established for themselves to become self-sufficient. An example of our success is the story of the family who had to access our services 3 times this year. Things are looking up for this family; they are working with the W2 Program and will be using the transitional unit until they can find more permanent housing. 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, AND REBECCA ROBERTSON: 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. Resident counselors are meeting with Maehnowesekiyah staff about the issue of domestic violence and MISD in regard 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 the METP.
Staff, resident, security, planning and maintenance, 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 4 homeowners totaling $11,214. Fifteen loans were paid in full this year. This is a revolving loan fund that provides assistance to homeowners needing emergency repair work, no cosmetic work is funded.

LOW RENT: 8 elderly and 26 mixed use apartments, 148 single family homes. 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, while tenants they must adhere to lease requirements. Failure to comply can result in lease terminations. 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 hard to fill vacancies we can request waivers to fill 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.

Unfortunately we continue to have issues with snakes in the Zoar apartments. Maintenance has gone so far as to dig up and replace the concrete steps and sidewalks in order to eradicate the snake infestation. We will continue to address this problem as it is brought to our attention.

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.

HOME OWNERSHIP: 4 remaining Mutual Help homes and 19 Tax credit homes. In FY 2014, Tribal Housing conveyed 1 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are about 1 year from being conveyed to the potential home owners. It is expected that these homes will belong to 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 home owner.

TAX CREDIT PROJECT 2-24: 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 non-profit State agency.) These units may be leased again to those who occupy them currently but during the renovation phase, they 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 to 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.

In FY 11, we started 2 more rehab projects, 5 & 6, consisting of 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 fall 2011 to rehab 48 more housing units, all located in Keshena. Altogether, we have used the Tax Credit Programs to rehab 160 homes, from top to bottom, at an average cost of $100,000 per house.

RENTAL ASSISTANCE: Limited to one year eligibility. In 2014, 18 families were assisted with their monthly rent expenses. This service has also provided assistance with security deposits to 19 families.

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. Housing staff will continue to be aggressive in their recovery of 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 us to intercept Tribal payments, like per capita payments, made to them. Old unpaid debts owed to Housing will prevent applicants from being eligible for Housing services unless arrangements are made to pay those debts. Payment plans are allowable. 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: We maintain waiting lists for each housing program; in order to be added to the waiting list, applicants must have completed the application process, provide the required documents and verifications. In 2014 112 applications were processed; 203 criminal background checks were conducted of which 8 revealed that those applicants could not be approved for housing services.

MAINTENANCE: 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 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 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 renovations funds are spent simply keeping up with repairing deliberate tenant damage. In 2014, maintenance personnel completed 2,850 work orders. In addition, they conducted 1109 move in/move out inspections and 331 annual inspections. This department has a new manager and 20 staff: 4 housekeepers, 1 inspector, 1 groundskeeper, 2 carpenters 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.

We continue to struggle with teaching tenants in homes with new wood burners how to properly use those 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 are 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. Wood burners NOT properly operated can cause carbon monoxide to build up in homes creating life threatening situations. This is absolutely avoidable by simply doing two things – burning seasoned (dry) wood and learning how to use the new wood burners properly by taking advantage of the training available in many formats to teach them.

A new roof was installed on one of the Weso apartment buildings, replaced the boiler systems at 3 of the elder and Weso apartment buildings; replaced all smoke alarms and CO detectors in Elders 202 units; replaced 17 chimneys; began reroofing project on Tax Credit 1 homes, completed 9, 10 to be done in 2015. We continue to slowly but surely, work 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.

We saw the retirement of 2 long term employees, Ken (Romy) Johnson and Jerry Pocan. We wish them luck and enjoyment of their well-deserved leisure time.

HIP, ELDERLY AND DISABLED ASSISTANCE, WHEDA, IHS SANITATION SERVICES, TAX CREDIT REHAD PROJECTS: 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 16 jobs at an average cost of $2,688. 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 $3,683 each for the 10 applicants. Because this program in 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, 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 16 wells and water systems and 7 individual septic systems and 1 community water/sewer connection. There was no new funding for the BIA HIP program. 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. We did, however, provide 2 families with new residences using the balance of BIA funds from previous years.

The most significant addition to the work at Housing in recent years was the funding of tax credit rehab projects that provided funding for the total rehabilitation of 160 housing units. While we did not have any active tax credit projects in 2014, we are considering applying for a ninth tax credit project that will help remodel 2 small apartment buildings and 16 additional homes.

INVENTORY: In order to respond as quickly as possible to the repair needs, Housing maintains an inventory of commonly used supplies. The tool loan closet 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. Tenants may also get other supplies, such as paint, at no cost, to keep their homes in good condition. Inventory staff is responsible to assuring that commonly used supplies and materials are ready and available when needed by maintenance staff. To facilitate that we

have implemented a new inventory tool using an iPad and software developed by HDS. Currently there are concerns about the efficiency with which this program can be used but we are attempting to resolve this concern with HDS.

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.

GRANT WRITING/PLANNING: 1 grant application was submitted and funded to assist with expenses at the Eagles' Nest. Housing policies were drafted or revised. Security systems were upgraded at main office building. Provided assistance in facilitating outreach activities like 2nd Annual Drug Awareness Workshops and attended Self-monitoring requirements training offered by HUD.

COMPLIANCE OFFICER: A compliance officer assists in assuring lease compliance and helping to bridge the communications gap between housing staff and tenants continues to prove to be a valuable asset to our staff. Our goal is safer, healthier neighborhoods and protection of Tribal resources. Staff works together to develop and implement a number of activities designed to create awareness of Housing's resources; they have 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. Despite efforts to assist tenants in a Keshena Neighborhood Watch program, there is still little interest by the tenants to get involved. Notices are delivered to 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 the compliance officer's responsibilities is to help ensure that improved quality of life objectives are met. 307 notices of lease violations were served. Another 720 notices were served regarding violations that involved the finding of drug use resulting in a notification to the Tribal Police. We have 2 prevalent but seemingly small problems concerning parking on lawns (which is not allowed) and yard maintenance. This staff person spends an unnecessary amount of time reminding tenants that these are violations of their lease and that they need to be taken care of to avoid lease terminations.

FUTURE PLANS: 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 to 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. We are considering applying for another tax credit project that will increase the number of housing units totally rehabbed. We also will begin rehab on 10 low income units that will be bound only by HUD regulations not the much stricter tax credit requirements imposed by investors. Finally, I want to thank the staff for their untiring efforts this past fiscal year. Due to some serious health issues I've had to take several months off from work and for the first part of the year (as well as most of last fiscal year) I was asked to assist with duties of Tribal Administration until a new administrator could be hired. The result was that staff, including Shane Dixon in his capacity as Acting Director, had to assume a great deal more responsibility than usual. They did so without complaint and great accomplishment. This is a great team whose concern is for the betterment of this community and their efforts are not always appreciated by the public. I want them to know that I appreciate all that they've done and continue to do.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Housing					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ -**	**$ 801**	$ 1,428,063	$ -	$ 3,310	**$ 1,432,174**
Fringe Benefits		**432**	678,598		65	**679,095**
Travel						**-**
Training			2,569			**2,569**
Equipment			33,550			**33,550**
Supplies		**6,888**	135,786			**142,674**
Contractual		**3,476**	104,719		4,858	**113,053**
Utilities		**1,687**	207,125			**208,812**

Category Description	Housing - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Indirect Costs		2,182	275,485		1,016	278,683
Other Costs: (list below)						-
Meeting/Related		1,010	193			1,203
Building Maintenance		1,528	28,891			30,419
Donations		1,800				1,800
Employee Recognition		2,101			2,200	4,301
Construction Grants		8,370	79,578	10,162		98,110
Direct Assistance		1,077	2,111			3,188
Program Activities		3,675	7,604		222	11,501
Renovations/Construction		122,399				122,399
Subsidies		30,290	226,982			257,272
Misc. Expenses			267,679			267,679
Totals ►	$ -	$ 187,716	$3,478,933	$ 10,162	$ 11,671	$ 3,688,482
Fund/Totals Ratio:	N/A	N/A	94.32%	0.28%	0.32%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
HUD		$3,060,088	$3,060,088	
515 apartments		45,624	45,624	
202 Apartments		130,768	130,768	
WRDC	1,037,258	449,683	14,024	435,659
Persons in Crisis		10,162	-	10,162
non-program income (subsidizes all other program as needed)	4,509,158	512,106	213,284	298,822
Totals	**$ 5,546,416**	**$4,208,431**	**$3,463,788**	**$ 744,643**

Human Resources

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 the Menominee Indian Tribe. 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.

The Human Resources Department consists of six employees, which include the following personnel; Verdene Schlichting, Merlynn Johnson, Annette Peters, Stacie Holstrom, Randy Chevalier and Ben Kaquatosh.

The following graph depicts the gross annual salary for FY 2014 through FY 2007, which shall give you an estimate as to how the gross payroll has grown and/or stabilized through the last eight years. It also reflects the total employee count as of the end of each fiscal year, which would be the end of September of each year. This data is calculated as of the end of the FY 2014, it does not mean that we had started with 1128 employees at the start of the fiscal year.

Fiscal Yr.	FY 14	FY13	FY12	FY11
Payroll	28,738,077	28,334,111	28,424,359	26,943,534
Employees	1128	1060	810	764

Fiscal Yr.	FY10	FY09	FY08	FY07
Payroll	26,379,148	25,239,881	23,571,966	23,430,472
Employees	704	763	720	710

In the next graph, we are showing you the results of our drug testing for the current FY of 2014, along with test results for the previous years. Our department utilizes two different sites for urinalysis collection, one is the Tribal Clinic and the other is Maehnowesekiyah. All of these tests have to be confirmed by Medtox, which is a large firm that confirms the test results which is a requirement of the law. We also use Marshfield Clinic for any hair follicle testing that can be used in conjunction with or exclusive of our urinalysis testing. Our testing process is for drugs such as opiates, phencyclidine, amphetamines, cocaine, marijuana and synthetic drugs. This graph represents the number of positive tests that we had for the current year as well as previous years.

Positives	FY 14	FY13	FY12	FY11	FY10	FY09
Cocaine	02	01	03	03	02	03
Marijuana	07	08	04	01	08	11
Synthetic	00	00				
Alcohol	00	03				
Other	03					
Total	12	12	07	04	10	14

Under reasonable suspicion testing, we had two positive for marijuana; under the pre-employment testing we had one test positive for marijuana and one positive for other (methamphetamines, amphetamines, phencyclidine, and opiates). We also kept records of those who were in our Employee Assistance Program and have negative test results for those testing under the Employee Assistance Program.

The next graph represents a comparison of the current fiscal year of FY2014 through the year of FY 2009, regarding job openings, interviews, resignations, discharges and layoffs.

	FY14	FY13	FY12	FY11	FY10	FY09
Job openings	151	157	143	138	155	139
Applicants	1137	1479	1529	1327	1652	1700
Interviews	602	698	653	634	639	804
Resignations	67	48	60	49	43	39
Discharges	88	77	64	77	81	73
Layoffs	55	76	13	52	77	48

This year we started tracking Enrolled and Non-enrolled for interviews and Discharges. We held 602 interviews; 471 Enrolled and 131 Non-enrolled. We had 88 discharges; 76 Enrolled and 12 Non-enrolled.

The next graph represents the total number of hearings that were conducted by HR during the Fiscal Year of 2014. The Menominee Indian Tribe has a conflict dispute resolution process that incorporates two levels of mediation, one is at the first level where a mediator attempts to mediate the process and the second level is where a three person hearing panel hears the case when and if it reaches that stage in the process. Of the 18 hearings, 13 were resolved in the favor of Management and 5 in the favor of the Employee.

Conflict Disputes	FY14	FY13	FY12	FY11	FY10
Step 2 Hearings	18	14	14	13	15

The next graph represents our Employee Assistance referrals for the past five 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 immediate supervisor.

EAP	FY14	FY13	FY12	FY11	FY10
Mandated	06	04	08	11	13
Self-Referral	08	11	12	04	03

The following graph represents the total number of background checks we generate through the local Law Enforcement Agency, State Law Enforcement Agency and the Federal Background check process.

Background Checks	FY14	FY13	FY12	FY11	FY10
Local	431	401	373	417	432
State	682	668	627	511	622
Federal	237	299	282	171	105
Motor Vehicle	16	20	22	74	197
Sexual Offender	299	306	326	n/a	n/a

In addition to the statistical data presented, our department tracked the training hours for our Law Enforcement Division and Conservation Department that is mandated by the Bureau Law Enforcement Division. Each year both departments are required to completed First Aid/CPR, Annual Physicals with PEB Testing and Firearm Certifications. This past year the Conservation and Law Enforcement Division completed their required forty hours of training in the following areas regarding law enforcement and conservation:

ATV Patrol Officer	Wild Ginseng Enforcement	Wildland Fire Safety
Environmental Enforcement	Verbal Defense & Influence	Barricade Subject
Basic Hostage	Taser Certification	Drug Lab Awareness/Response
ACES Training	Illegal Marijuana Grows	FBI Evidence Collection & Photography
DITEP Training	SWAT In-Service	WI Narcotic Officer
Death Investigation	WI Crime Alert	Drug Impairment Training
Firearms Certification	Court Safety & Security	Crimes against Children/Indian Country
COPS Program Facility	Supervisory Liability	Manage Property & Evidence

NOTABLE ACHIEVEMENTS:

TRAINING: This past fiscal year our department had some training in the following areas of interests:

- Civility in the Workplace Training
- Customer Service
- Understanding the Disciplinary Process
- Conflict Resolution
- Sexual Harassment

These workshops were short four hour training processes that were extremely helpful to some of our employees who had a need for such training or were referred by their supervisor.

ORIENTATION PROCESS: We plan on incorporating some Menominee History into our orientation process by using some data that we will be getting from the Wisconsin Public Television. Some of you probably saw the viewing of this as it was on the public television network. It is very interesting and should provide a good background to an employee who has never worked for our tribe before. At the same time, I think it will provide excellent history to our own native personnel who work for us.

DEPARTMENT OF JUSTICE: This past year, we were in the process of reviewing our procedure for federal background checks. We had an agreement with Personal Securities, which is a firm in Albuquerque, New Mexico. While they did an excellent job for us, they had a "wait time" that continued to be a problem for us in our recruitment efforts. Our wait time was upwards of 21 days and we needed better service than that. I had been discussing this with the Department of Justice and we met the criteria for them so we started the process with DOJ to accomplish our goal of getting faster service. Currently we can send in a fingerprint card on a Monday and review the results by Wednesday or Thursday of the same week.

GOING PAPERLESS: HR has taken on the task of going paperless which will have a positive effect on a number of concerns within the department such as:

- Reduced filing cabinets
- Automate document retention and have the documents in a more secure electronic document area

- Automatic review of files to ensure required documentation prior to audits
- Ability to provide instant documents when required

JOB OPPORTUNITIES: Within the past year or so we have expanded our list of outside employers that have asked us to post their open job opportunities on our Intranet site. We are excited about this as it gives our local Menominee's the opportunity to seek employment in neighboring cities if they choose to move or seek other opportunities. We have had several personnel working at P&G in Green Bay with good wages. We also have a couple employers in Shawano who have contacted the Tribe and are using our system for posting their job opportunities. I feel good about these opportunities as it opens the door for someone who wants to expand their career in a profit making operation.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Human Resources					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 280,186	$ -	$ -	$ -	$ -	$ 280,186
Fringe Benefits	162,879					$ 162,879
Travel	500					$ 500
Training	4,000					$ 4,000
Supplies	11,500					$ 11,500
Contractual	49,500					$ 49,500
Space Lease/Rental	21,443					$ 21,443
Totals ►	$ 530,008	$ -	$ -	$ -	$ -	$ 530,008
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Information Technology

Andrew Westphal, Director

OUR MISSION: "Using technology to enable the organization we serve to succeed."

The Information Technology (IT) 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 2 logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of 4 Technicians, a Network Administrator who supervises the technicians and a Network Engineer. Application Development/Software Support has 3 Developers and 1 Software Application Specialist. The department is rounded off with a Director and Administrative Support Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches), and software (Word, Excel, Email, applications, databases) that the organization uses across 21 different sites.

TECHNICAL SERVICES: Technical Services is staffed by Technicians Gordon Waupekenay Jeffery West, Dustin Racine and Aaron Spice, Network Administrator and Technician supervisor Bryan Rank and Network Engineer Jeff Klemens. They are responsible for maintaining the hardware and software of the networks, servers, and PCs.

APPLICATIONS DEVELOPMENT/SOFTWARE SUPPORT: Applications Development is staffed by Senior Web/Application Developer Renee Cornelius, Web/Application Developer Amanda Brie, Application Developer Derek Drake, and Software Application Specialist Regina Prey. They are responsible for developing and maintaining the databases, websites, applications, and automating work processes.

ADMINISTRATIVE SUPPORT SPECIALIST: Administrative Support Specialist Michelle White continues to handle the clerical duties as well as the quoting and ordering of technology items and assisting with the help desk.

YEAR IN REVIEW: Resiliency and availability were the key words IT worked on the past year. If the PCs are not working so they can run the programs and access the data or the network is not available to supply that data then the departments we serve cannot assist the members who need their services. We were able to achieve 99.999% or 5 "9s" of uptime meaning the network which connects all the PCs together and supplies data to those PCs and staff use was unavailable for only 5 minutes and 26 seconds during the entire year.

Automation and speed were also important. While the paperless work place is still elusive a work place that uses less paper is not and IT is focusing on analyzing work processes to see how they can be made better. One area of impact here is the development of fillable forms that can be done on the computer and sent via email instead of being printed, filled out and then passed around. Hours or days of process can now be achieved in minutes.

YEAR AHEAD: In the year ahead the key words are going to be communication and enterprise. The public access channel is going to enter phase 2 which means expanded broadcasting, more information in longer segments focusing on services offered and how to use them. Internet streaming of important meetings will become a part of the member's only section of the website. Enrolled members will be able to login and remotely attend a Legislative meeting. Digital signage at Tribal locations will keep members and staff up to date daily with important information, schedules, agendas, and notices that can be changed in one place and published to all locations in seconds.

The website menominee-nsn.gov will be undergoing a remodel to update its look and shift its content to a more dynamic data driven model to increase the speed at which information becomes available. The new look will more closely follow current web design trends and be more easily changeable as those trends change. Websites need to be able to grow and change to meet new needs and that is where the remodel will take it.

Just like a nervous system IT will be working to maintain the current technology and supply new technology so that information can flow throughout the MITW body.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Information Technology					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 496,483	**$ -**	$ -	$ -	$ -	**$ 496,483**
Fringe Benefits	219,567					**219,567**
Travel	1,000					**1,000**
Training	10,000					**10,000**
Supplies	5,000					**5,000**
Contractual	20,000					**20,000**
Space Lease/Rental	29,611					**29,611**
Computer Upgrades	112,000					**112,000**
Postage	100					**100**
Photocopies	50					**50**
Cellphones/Pagers	3,500					**3,500**
Vehicle Cost	8,000					**8,000**
Telephone	180,000					**180,000**
License & Permits	120,000					**120,000**
Totals ►	**$ 1,205,311**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,205,311**
Fund/Totals Ratio:	100.00%A	N/A	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Microsoft Settlement	$ 4,049	$ -	$ -	$ 4,049
Totals	**$ 4,049**			**$ 4,049**

Insurance

Rosemary Simon-Kazic, Director

GENERAL OVERVIEW: The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Resort & Casino and College of Menominee Nation. Employee benefits provided include health, dental, vision and prescription drug coverage; short and long term disability; workers compensation; the Return to Work Program; life insurance including voluntary life; and the 401k retirement plan. The Insurance Department handles the Medical Relief Block Grant which provides healthcare benefits for Tribal members without health insurance; the burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; the Employee Advocate Program and the Employee Morale Program. It also oversees the Tribal Approved Drivers List. In partnership with Menominee Tribal Clinic Wellness Team, the Insurance Department provides wellness education, information and opportunities to employees. All benefit plans are subject to the Employee Retirement Income Security Act (ERISA) and are audited annually.

STAFFING: The Insurance Department consists of five staff members: Insurance Director (Rosemary Simon Kazik), two Benefit Specialists (Sue Blaha and Colette White), a Property and Casualty Specialist (Deborah Reiter) and an Occupational Health, Wellness & Safety Specialist (Leslie Beyersdorf).

LOCATION: Insurance Department offices are located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin directly across from Tribal Offices Headquarters Building.

HEALTHCARE PLAN: Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2014, the Tribe's healthcare plan covered 804 employees with a total of 2069 lives. Annual premiums collected totaled $14,744,360.00 while medical and prescription drug claim payments equaled $15,909,542.00; of which $1,640,156 was reimbursed by the stop loss carrier.

LIFE INSURANCE: Life insurance and Accidental Death and Dismemberment coverage is provided by the Tribe at no cost to all full-time employees at one times their annual salary. Employee spouse coverage is $2,000 and dependent children coverage is $1,000 per child. FY2014 cost of this benefit was $181,814.44. Employees have the option of purchasing up to an additional $100,000 in life insurance for themselves, spousal coverage of $25,000 and dependent children coverage of $5,000 per child. Tribal life insurance benefits are administered by The Hartford.

DISABILITY: Short term disability (STD) is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability coverage up to 60% of their income with a maximum of $6000 per month. During FY2014, 25 employees received short term disability benefits and 13 participated in the STD Return to Work Program.

DENTAL: Employees are provided dental insurance from Delta Dental with an annual maximum of $1200 and no deductible. In FY2014, 903 employees were provided with dental insurance and paid claims amounted to $658,292.

MEDICAL RELIEF BLOCK GRANT (MRBG): MITW receives from the State of Wisconsin a Medical Relief Block Grant which helps provide health insurance to Tribal members without health insurance. In FY2014, the plan covered 21 participants at a cost of $233,425.

401K RETIREMENT PLAN: MITW maintains a 401k retirement plan for employees with Interactive Retirement Systems providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-12 were $30,143,935.43 representing 856 accounts, 174 of which were new accounts for FY2014. The plan covers Tribal and Casino employees however CMN employees are covered by their own retirement plan. The Tribal Investment Committee works together with Nicolet Bank to monitor investment performance throughout the year and to evaluate funds offered. Interactive Retirement mails quarterly participant statements directly to employees and information can be accessed through Interactive Retirement's secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2014, 199 loans were processed, 21 hardship withdrawals and 219 distributions made.

WORKERS COMPENSATION PLAN: MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2014, 184 workers compensation claims were reported which resulted

with $239,614.24 paid for medical, $17,734.25 paid for indemnity and $950.82 paid for expenses. Claims reserves for medical are $57,805.11; indemnity $18,813.87; and expense $1,391.65 The Return to Work Program, which helps make the process of returning to work after a workers compensation loss as smooth and efficient as possible, had 15 participants at a cost of $46,172.26.

BURIAL BENEFIT: The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a $3,000 burial assistance benefit and $175 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2014, 63 burial assistance payments totaling $201,142.82 and wake assistance payments of $11,025.00 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

PROPERTY AND LIABILITY INSURANACE COVERAGE: Tribal First provides property and liability insurance coverage for the Tribe, Casino and CMN. In FY2014, the property coverage premium was $414,826 and provided $296,479,098 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $277,174. Housing provides coverage for 337 units through Amerind Insurance at an annual cost of $97,401.00.

APPROVED DRIVERS LIST: The Insurance Department maintains the Approved Drivers List (ADL) for all Tribal entities and departments. Employees whose job requirements include driving a Tribal vehicle or their own vehicle on Tribal business must be listed on the Approved Drivers List. In FY2014, 433 inquiries were received for review for possible addition to the ADL.

EMPLOYEE ADVOCATE PROGRAM: The Employee Advocate Program provides a responsive, informal, confidential, effective and inexpensive means of resolving conflicts between employees and supervisors. The Conflict Dispute Resolution (CDR) process is the first step, using positive discussion, mediation and conflict resolution, to help employees work towards a mutually agreeable solution. In FY2014, the Insurance Department handled 27 Conflict Dispute Resolutions.

EMPLOYEE MORALE PROGRAM: The Insurance Department administers an employee morale program which benefits employees and departments throughout the organization. The program recognizes employees for years of service and for achieving certain accomplishments (attendance, customer service, etc.). It sponsors activities such as Halloween costume contests cookouts and door decorating contests throughout the year. In FY2014, the program provided 83 individual recognitions.

FLEXIBLE SPENDING ACCOUNTS: IRS Section 125 (Flexible Spending Reimbursement) is available as an employee benefit of Menominee Indian Tribe. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in significant tax savings. There are three types of eligible expenses: Health Plan Premiums (automatically deducted on pre-tax basis); Medical/Dental Expenses; Dependent Care Expenses. In FY2014, employees contributed $45,783.39 to Medical/Dental Expense Flex Plans and $16,349.57 to Dependent Care Expense Flex Plans.

EMPLOYEE WELLNESS BENEFITS: In partnership with the Menominee Tribal Clinic Wellness Team, the Insurance Department provides wellness information, education and opportunities to employees. Free smoking cessation programs are offered. A Healthy Lifestyle Benefit pays 50% up to $150 per person or $300 per family for approved healthy lifestyle activities which are supervised by a licensed professional. This can include health club memberships, dance classes or Weight Watchers among other activities. In FY2014, 75 employees took advantage of the Healthy Lifestyle Benefit.

EMPLOYEE TRAININGS: Insurance Department personnel conducted 48 employee trainings in FY2014. These included First Aid/AED certifications and re-certifications, OSHA trainings, Mold Remediation Trainings, Lead Safe Renovator Trainings, Asbestos Removal Trainings and Family Medical Leave Act (FMLA) Trainings among others.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Insurance					
	Indirect Cost Pool	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 241,574	$ -	$ -	$ -	$ -	$ 241,574
Fringe Benefits	86,607					86,607
Travel	2,000					2,000
Training	16,000					16,000
Supplies	18,000					18,000
Contractual	4,738					4,738

Category Description	Insurance -Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Space Lease/Rental	**16,245**					**16,245**
Employee Recognition	**30,000**					**30,000**
Liability Insurance	**61,008**					**61,008**
Business Income Insurance	**30,000**					**30,000**
Postage	**1,800**					**1,800**
Entities Reimbursement					(122,088)	**(122,088)**
Totals ►	**$ 507,972**	**$ -**	**$ -**	**$ -**	**$ (122,088)**	**$ 385,884**
Fund/Totals Ratio:	131.64%	0.00%	N/A	N/A	-31.64%	

Internal Audit

Judi Hegewald, Director

MISSION STATEMENT: *The mission of the Internal Audit Department is to provide independent, objective assurance and consulting services designed to add value and improve the operations of the Menominee Indian Tribe of Wisconsin. It helps the Tribe accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.*

Simply, that means that Internal Audit:

- Helps to protect the funds that a department or program receives by reviewing compliance with the terms and conditions of its funding sources
- Works with programs and departments to help them find ways to operate as efficiently and effectively as possible
- Seeks to help departments and programs maximize the services that they are able to provide with the resources that they have in order to maximize benefits to those whom they serve
- Provides consulting and advice on various topics in order to help identify opportunities to improve process and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

STAFF AUDITORS: Dan Braun, Alicia Wilke

FISCAL YEAR 2014 HIGHLIGHTS: During Fiscal Year 2014, Internal Audit completed the following assignments:

- Seven program audits (operational, compliance, and financial)
- One financial audit (cash receipts and receivables)
- Five consultations, recommendations, and reviews of departmental and process policies
- Two outside audit reviews
- Fifteen investigative engagements
- Four training sessions on policies and procedures
- Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start
- Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- Internal Audit risk assessment for all programs of the Tribe
- Control risk assessments for 41 Type B Tribal programs

In an effort to become “greener” and more efficient, Internal Audit has developed internal control forms for processes and revised existing forms which can be sent out electronically and completed, signed, and returned electronically. These are standard forms that we use for each auditing engagement that we undertake. Operating without paper forms will save time and resources.

We have two new staff members:

- Dan Braun began working in Internal Audit in August. Dan brings his expertise in cash handling that he obtained from working as the Cashier in Tribal Finance. He also has great experience in accounting, customer service, and business management from his previous position as the owner and operator of his own business.

- Alicia Wilke just recently began employment within the Internal Audit Department as a staff auditor. Alicia's nine years of experience in Tribal Finance and her familiarity with various funding sources and accounting procedures make her a great addition to the Internal Audit Team.

SINGLE AUDIT FY2013: As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, McGladrey LLP, on the completion of the Fiscal Year 2013 Single Audit and the Management Discussion and Analysis. Highlights of the 2013 single audit included:

- An early submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status for the Tribe
- Audit results that reflect very well on the Tribe's ability to effectively and efficiently manage grant funding
- Only one audit finding this year which has already been adequately addressed and resolved

FISCAL YEAR 2015 GOALS:

- Continued emphasis on prevention and education in order to protect funding sources and to maximize benefits to Tribal members
- Development of procedure manuals for operations and positions within the Internal Audit Office
- Electronic file management through scanning of existing files and documentation in order to operate more efficiently and to reduce physical storage space needed

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget-Internal Audit					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 107,004	$ -	$ -	$ -	$ -	$ 107,004
Fringe Benefits	54,719					54,719
Travel	76					76
Training	341					341
Supplies	3,179					3,179
Contractual	127,257					127,257
Utilities	69					69
Space Lease/Rental	6,272					6,272
Dues & Membership	305					305
Totals ►	$ 299,221	$ -	$ -	$ -	$ -	$ 299,221
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
N/A	$ -	$ -	$ -	$ -
Totals				

Johnson O'Malley

Patricia Tourtillott, Director

The Johnson O'Malley Program is designed to meet the specialized and unique education needs of Indian students attending public schools on or near the Menominee Indian Reservation, who are there three years of age through grade 12 and one-quarter (1/4) or more Indian blood.

MISSION: To provide a comprehensive program that encumbers academic education, cultural awareness and community involvement according to the guidelines of federal regulations governing the JOM programs and to enhance the quality of Education through the adaption of best practices, to form partnership with Community Educational Institutions, and to assure technology to support education necessary for Native American students to be successful in attaining academic achievement.

JOM PROGRAM SUCCESS: In Fiscal Year 14, JOM was to provide 18 youth with a comprehensive 6 week summer youth work program where youth were exposed to opportunities and expectations in the world of careers and work program. Students received Interview Technique Training, an actual job interview and resume updates. JOM and JTP programs joined in the Wednesday training sessions the topics were Careers, Culture Day, and Synthetic Drug awareness, all topics that effect our youth. These practices have played an important part in the JOM work program and our students get a chance to get familiar to the real work experience. All youth employed successfully completed the program.

In Fiscal Year 15, our improvements will include increasing the number of youth in the summer youth work program with the budget permitting.

Improvements included in this year for the JOM program were having the South Branch and Zoar Community Activity Centers open for a short time during the summer, youth in these rural communities enjoyed having a place to go and participated fully in activities that were offered.

In Fiscal Year 15, programming is to expand on the activity centers by offering more time to have the centers open to youth and community members and to provide needed services in these communities that otherwise do not get any services.

Other activities that JOM provides are: Halloween Dance, Annual Career Day, After School Program, Dream Catchers and Cedar Ties for Menominee Elders in Shawano Nursing homes, Coats 4 Kids, Breakfast with Santa, College Campus Tours, Family sewing classes, Class field trips-schools, 3 on 3 Basketball Tournament, Community Easter Egg Hunts, Annual Senior Banquet, Youth Olympics-school supplies, Direct Assistance-parental cost and Contracted school related projects. The total service to youth in Fiscal Year 14 was 7,366 we did not reach our service projection by 2,834.

The JOM Program collaborates fully with all departments, agencies and area schools for the betterment of our community JOM Director participated in the Community Engagement efforts in the S.E.T. Team for school readiness. From the Strategic Plan Goals and Objectives 1, 2 and 3 and the JOM Education Plan are used to improve the delivery of services to students and families of the Menominee Johnson O'Malley program.

The JOM program has a complaint procedure in place for concerns or complaints as stated in the JOM By-Laws. JOM Education Committee members review all complaints.

The JOM Needs Assessment is a tool used for programming JOM Activities. The JOM Education Committee oversees JOM activities and the Election Plan.

F.Y. '14 a total of 7,366 services were provided to youth, we did not reach our projection of 10,200.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Johnson O'Malley Program					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ 35,562**	**$ -**	$ 65,088	$ -	$ -	**$ 100,650**
Fringe Benefits	**10,414**		16,588			**27,002**
Travel	**-**		-			**-**
Training	**-**		2,316			**2,316**

Category Description	JOM - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Supplies	-		1,001			**1,001**
Contractual	-		636			**636**
Space Lease/Rental	**447**		6,796			**7,243**
Indirect Costs	**4,642**					**4,642**
Mileage			337			**337**
Transportation			300			**300**
Program Supplies			756			**756**
Postage			138			**138**
Food Supplies			2,843			**2,843**
Direct Assistance			4,691			**4,691**
Program Activities			1,519			**1,519**
Remain		**6,438**	6,664			**13,102**
Totals ►	**$ 51,065**	**$ 6,438**	**$ 109,673**	**$ -**	**$ -**	**$ 167,176**
Fund/Totals Ratio:	30.55%	3.85%	65.60%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Donations - Fundraising	$ 1,173	$ 6,433	$ 5,850	$ 583
Totals	**$ 1,173**	**$ 6,433**	**$ 5,850**	**$ 583**

Judiciary

Stephan Grochowski, Chief Justice

This past fiscal year, the Court lost two judges due to health concerns. Both the honorable Judge Lorena Thoms and Associate Justice Wendell Askenette resigned during the early months of 2014. Kris Goodwill was appointed in March 2014 and began her three-year term in April 2014. The Supreme Court is currently without a third justice although efforts to find a replacement have been ongoing. The Court also hired a new deputy clerk. Her name is Christine Hargett.

Over the past year, it has become apparent that people just do not understand the court system. Let's begin with a discussion on our court records. According to Chapter 120, Part 1, Article IX, section 120-45, subject to some exceptions, our court files and records are open for public inspection. The court cannot hide its files because that would be the antithesis of what a court stands for. So until the Legislature changes the law, our records must remain open.

Now on to judges, even though the qualifications for a Menominee judge are few, it is still important and expected that a top rate candidate be chosen. We expect our judges not to prejudge a matter pending before them. We want our judges to be independent and not beholding to anyone. We expect that our judges be impartial at first blush and be fair in their determinations. We expect that our judges not use the bench to settle old scores. It is expected that a judge, being a mature individual, understands his/her role and acts accordingly. It is expected that our judges know how to conduct themselves both in public and in private. Judges need to remain impartial so that individuals may safely and confidently take their matters into court to have them decided by a judge who uses the facts provided and the law before her/him. Judges cannot voice their opinions at public meetings without compromising their impartiality. They cannot discuss confidential matters simply because the case is completed. If you believe that the judges do not struggle with certain decisions or cases before them then you are mistaken. Our judges are caring individuals who just happen to be attorneys. It is a lonely job being a judge; but a very honorable one.

If there is an issue with the decisions of the judge, then it must be decided if the decision needs to be appealed. If the judge is 'misusing his or her position', then clearly the judge must be removed. But if you are complaining about a judge simply because you do not like the decision rendered, then you need to decide whether or not to appeal. If there are grounds to appeal, then you should appeal the decision. But if you are just disgruntled because the judge decided against you, then you will just have to live with the decision as the judge made the decision based upon the evidence and the law. A judge cannot be forced to change his or her mind absent a motion for reconsideration with new information and/or a new argument. No one can force the judge to do this.

Let me take this opportunity to remind everyone that the Menominee Tribal Judiciary is a separate branch of the government. The Chief Justice does not report to the Chair and Legislature and the Chair and Legislature do not report to the Chief Justice. We are separate parts of the government; neither side more powerful or better than the other.

In February 2014, the William Mitchell Law School began appearing in criminal court with defendants charged with domestic violence. Collette Routel, law professor and supervising attorney, along with at least four (4) law students every semester represent members of our tribe in criminal court. It is a great program. Not only do our community members receive representation, the students learn how to become lawyers. The down side is that the domestic violence prosecutor must deal with this group by herself. It has become apparent that the prosecutors' office is in need of more resources. So far, Attorney Routel has brought in three (3) groups of student attorneys. Her grant ends in May 2015.
The Court and the public still receive the services of Wisconsin Judicare. Their attorneys appear in a multitude of case types. They do take some criminal matters, juvenile cases, CHIPs cases and other types of civil matters. Besides service from these two organizations, the private bar still takes cases and represents individuals in tribal court.

This year, because of grant money and free training, every person employed at the court had the opportunity to benefit from training. The Court is also part of the Menominee school system's grant entitled Smart Schools, Healthy Students and the Tribe's grant project called Kepāēmehtonenaw.

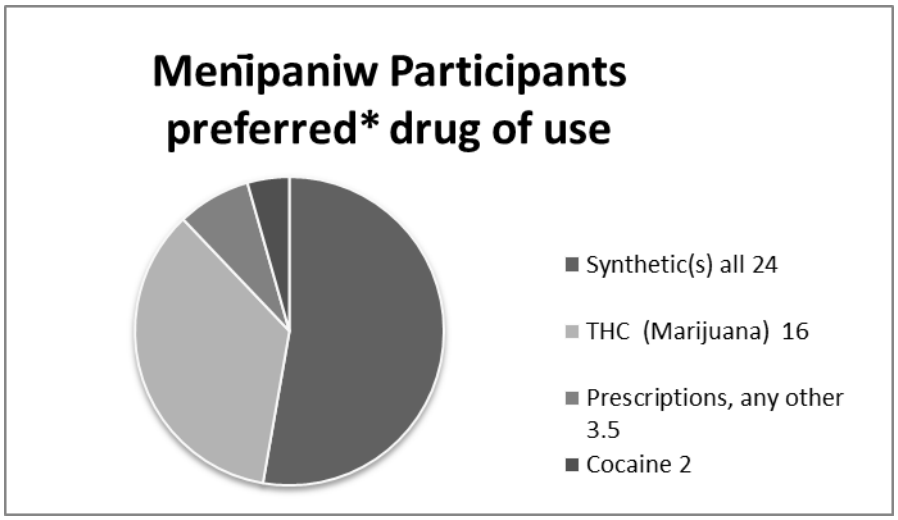
The Court still has two (2) grants that are open. One of the grants is for our court record that was just extended for an additional year. The other grant is for our Wellness Court or Menīpaniw. With the records grant, we are refocusing our efforts on the court's records and attempting to get more records digitized/computerized so that it will be easier to search for an individual's files by computer rather than by manual effort. It is also hoped that paper usage will decrease. Our drug court grants helps Menīpaniw keep the drug court participants sober/straight by making them comply with AODA counseling, drug testing, one- on-one counseling, Moral Reconation Therapy (MRT) therapy and weekly attendance in court.

FY 2014 CLERK OF COURT STATISTICS:

Case Types	Filed	Number of Hearings
Motor Vehicle	948	1,574
Curfew	21	45
Underage Drinking	73	1023
Truancy	79	637
Conservation, Dog and other Adult Ordinances	79	103
Appeals	10	3
Restraining Orders	36	20
Adult Criminal	688	3,094
Civil**	315	317
Juvenile/JIPS	35	143
CHIPS	21	142
TPRs Adoptions	2	2
Child Support/Paternity	65	479
Menīpaniw	18	338
Extraditions	44	35
Total	**2434**	**7,955**

Civil cases include small claims, large civil claims, employment issues, divorce, probate, relinquishments, name changes, guardianships, custody, placement, and visitation issues and commitments.
** This category also includes Order to Show Causes (OTSC), motions, capiases and bench warrant returns, reviews, status hearings, initial appearances in court, and trials just to name a few types.

Menīpaniw Court
Annual Report FY 2014
John Krebs Menīpaniw Court Coordinator



*This personal preference was shared willingly at time of initial interview by all prospective participants into Menīpaniw.
** Prior to FY 2014, the drug of preference was hugely THC (marijuana), data now reflects a trend of near equal proportion to Synthetics preference.

FY 14, MENIPANIW CLIENT VOLUME: 24 referrals were made to enter Menīpaniw Court in FY 2014. 13 new participants were accepted into program, 1 was re-admitted to program, 6 were denied due to other pending charges, or circumstances not fitting with eligibility requirements, and 4 did not complete the interview process.

CURRENT PARTICIPANT CHARACTERISTICS: The vast majority of Menīpaniw Court participants in FY 14 were male (80%) with no legal source of income. Almost half of all participants in the beginning (45%) were residing with extended family, "drifting" between different households, or were HOMELESS. As of late FY 14, the trend shows a higher number of females entering program and now outnumbering the males. •The average age at entry is 21.

Only 30 percent of all participants have a drug treatment history. Residential treatment was recommended for only 20 percent of all Menīpaniw participants in FY14.

MENIPANIW MILESTONES FY 14: With increased testing for Synthetic THC, the already randomized drug screens included a comprehensive drug screen excel spreadsheet program which began at the start of FY 14. This program allows us to chart and track all drug screens and include clinical notes. Menīpaniw also incorporated a more comprehensive Personal Assessment Tool to use on each prospective participant. This Assessment tool is used at intake and is serving to be invaluable in collecting a wide range of data. This went into effect at the start of the second quarter FY 14. In FY 14, Menīpaniw enrolled 16 new clients into treatment, including the rollover of 8 continuing participants from FY 13. Menīpaniw was present by participating in 5 community events: Sobriety Powwow, Annual Tribal General Council, Night against Crime, the Annual Powwow, and for the first time, the Menominee Tribal Employee Fair.

TIME SPENT IN COURT/TIME TO TRANSITION: *(This time to transition report segment pertains to **16** Clients exiting in FY 2014 which includes 1 readmitted and two carryover participants)*

Among all 16 Menīpaniw clients, the average amount of time spent Menīpaniw ("program time") was 19 months or 547 days. 8 individuals successfully completed (transitioned) from Menīpaniw.

The average program time for clients who were court-terminated from Menīpaniw was 5 months. 4 people or 25 percent of participants were court terminated from Menīpaniw due to reasons of irregular participation or absolute non-compliance.

By mid FY 2014, 6 participants made the decision to self- terminate (completely non- participating). For those who absconded from Menīpaniw, the average time spent in program was nearly 3 months or 90 days. Of those absconding

participants, 1 left program to avoid sanctions, 2 of those 6 were incarcerated in other jurisdictions, 2 of those 6 were referred back to criminal court, and 1 had left before Menīpaniw treatment began.

**Note: the new policy of self- termination, which stipulates that any client who absconds for a length of 3 months from program is now deemed self- terminated, took effect in the beginning of FY 14.

FY 2014 CLIENT QUOTE OF TRUE SUCCESS: "Thank you so much for giving me my husband back, I did not know him and he was lost, a different person, but the true person I love is back now."

TECHNOLOGY UPGRADES IN FY 2014 BY JON ASKENETTE, JUST WARE COORDINATOR: The Menominee Tribal Courts has implemented many technology upgrades and made many new technological options available for use by the court staff, prosecution staff and defense counsel. Due to the lack of available tribal funds, Menominee Tribal Courts was able to secure "one-time" funding from Tribal Justice Support which is a division of Office of Justice Services for this purpose amongst other purposes. No tribal dollars were spent on these purchases. Some of the upgrades include:

Desk top computers with current office products and licensing - 7
Touch screen convertible laptop - 1
23 inch monitors – 8

The seven (7) desktop computers were purchased to replace the five (5) court clerk computers, the Office Manager computer as well as the Chief Justice's computer. The touch screen convertible laptop was purchased for the Just Ware coordinator as that position is a mobile, floating position within the Judicial Center. The decision was made for the laptop to be touch screen as this is quickly becoming the standard in technology and it was felt the courts should be prepared to test for any new software that may emerge using this technology as it is happening every day.

The eight (8) 23-inch monitors were purchased as they allow for the courts staff to be able to view the scanned documents easier. The courts are working towards a more efficient use of available technology in an attempt to reduce interacting with paper files to as minimal as possible in an effort to maintain greater security over that file.

The court recording and sound system in the big courtroom was also overhauled as the last major interaction with it was in 2004 when the system was purchased and installed. A new component cabinet was built and the most current technology was purchased to bring the sound system up to today's standards. All microphones were also replaced. The small courtroom also received new components to modernize the system. General maintenance and testing of the system was also done during this process.

Upon replacing the sound system, it was found that the air handling system was working at a disadvantage raising the amount of unnecessary noise in the courtroom. This issue has been corrected. Had the audio system overhaul not occurred, we may have not known about the air handling issue until it became a much bigger problem and much more expensive to fix.

As a part of the system overhaul, our sound contractor also upgraded, fabricated and installed components for our Polycom Video Appearance system. A new, larger flat panel display was installed in the large courtroom while the display previously in there was moved to the small courtroom for installation as it is bigger than the display that was originally installed. Inside the jail Polycom Video Appearance room, our sound contractor fabricated from scratch a handset unit that will allow the prisoner to be able to hear the court proceedings more clearly and to reduce the echo being produced in the jail which was amplified in the courtroom. The handset was the best option to fix this issue without having to do any type of construction resulting in a reduced cost.

The Menominee Tribal Courts is also working on utilizing emerging technology within the courtroom environment. We have installed a GefenTV wireless extender. The wireless extender will allow prosecution and defense the ability to show digital media and evidence on the large screen without having to have a hardwired connection from a source to the display.

We are continually exploring different technologies in an attempt to reduce overall costs and continually looking for ways to implement new technology at no cost to the Tribe as we have with all of the above mentioned improvements made over this past fiscal year.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Judiciary					
	Tribal	Federal				Totals
Personnel Costs	$ 144,717	$ 383,576	$ -			$ 528,293
Fringe Benefits	68,400	219,163				287,563
Travel	100	21,188				21,288
Training	9,000	34,035				43,035
Equipment	-	20,417				20,417
Supplies	10,000	41,640				51,640
Contractual	20,057	98,372				118,429
Indirect Costs	27,485	28,646				56,131
Other Costs: (list below)	-	-				-
Postage	400	2,000				2,400
Minor Equipment	5,000	11,568				16,568
Telephone	750	500				1,250
Cellphone	4,245	2,396				6,641
Jury Fees	5,000	-				5,000
Witness Fees	5,000	-				5,000
Dues & Fees	-	75				75
Totals ►	**$ 300,154**	**$ 863,576**	**$ -**	**$**	**$ -**	**$ 1,163,730**
Fund/Totals Ratio:	25.79%	74.21%	N/A	N/A	N/A	

Language and Culture

Joey Awonohopay, Director

In fiscal year 2014, we at Menominee Language & Culture Commission (MLCC) have recertified a three year Menominee Language & Culture License along with two (2) new one Year Provisional License. It's always a proud and joyous moment for our Tribal members watching them with their families stand proudly as their license are read and handed to them. Knowing they will work hard to help teach the next generation that will carry our Language, Culture & History into the future with confidence.

We at MLCC had a challenging year restructuring how we provide services to our Tribal membership. Our main focus is to promote, preserve and protect our beautiful God given Native Language & Culture for future generations. In doing so we took into serious account what our Teachers need and what will help pave the road for successful Language development by finding and strengthening our many weaknesses. We took a good hard look at our previous efforts and realized they have fallen short of what we deserve and should expect from this department if we are to save the Menominee Language & Culture from falling to the wayside and becoming extinct. We examined the way we prepare our Teachers for the classroom and process of Professional Development to make them classroom ready, lack of accountability of teachers, the free services provided and not provided, the lack of engagement using technology, lack of community and employee education efforts, lack of participation in community functions, limited partnerships with education facilities within our boundaries and across the united states. We also are restructuring the tests given so the material is relevant to daily learning and sustaining a meaningful conversation geared more toward full immersion and typical conversation.

As we reached summers end in FY 2014 we had a good grasp of implemented changes and our journey ahead to complete those changes for an overall effective and efficient program and department. Menominee Language & Culture Commission consists of 9 enrolled Menominee Tribal members from Menominee Language Teachers to eminent persons (elders knowledgeable in Language, Culture, Traditions, History and Spirituality). We try to assist, help guide, educate and oversee any issues or concerns pertaining specifically to our Indigenous Language, history, culture, traditions and spirituality along with our partners at Historic Preservation. Currently we have a total enrolled population closing in at

nine thousand (9,000) Tribal members. Of that nearly 9,000 person membership, **only 0.001% are first language fluent speakers**. We have many Tribal members that know a few usable words and commands to Tribal members that know many words and phrases and a limited few that are semi functional, one semi-fluent and 5-7 first language fluent speakers which gave us the 0.001% figure you see above. Every Wednesday we hold "Keckīwak Mā̄wacēsenok" (They gather the elders) as a place they can come to share stories of old and rekindle the language. Also we work on stories, Teacher material, one-on-one mentorship with Teachers and Language curriculum accuracy with the elders. MLCC also holds 2 -12 week free Menominee Language classes and a shorter 8-10 week class during the summer each calendar year. We must establish an Immersion School if we are to have a serious chance at saving our language. Before we can have conversations about an Immersion school we need competent, reliable, dedicated and functional speaking Teachers to fill existing schools plus the role of Language Teachers in our Immersion School. Within the next two years we will be pushing to have 4-8 Tribal members Immersion classroom ready to fill that void if we start in FY2015.

NATIONAL SCIENCE FOUNDATION GRANT (NSF): MLCC along with partners from Northern western University Illinois and the American Indian Center in Chicago partnered over 3 years ago on a collaborative grant to; #1- create self-sustaining programs in childhood development and the forest and #2- engage the community during the design and implementation process to direct where the project would go and what it would do.

DICTIONARIES AND BOOKS FOR PURCHASE:

Berry Picking Story- $10
Beginners Dictionary &15
Intermediate Dictionary- $20

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Language and Culture					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 88,086	$ -	$ -	$ -	$ -	$ 88,086
Fringe Benefits	38,666					38,666
Travel	3,250					3,250
Training	3,250					3,250
Supplies	496					496
Contractual	700					700
Space Lease/Rental	19,806					19,806
Indirect Costs	14,037					14,037
Totals ►	$ 168,291	$	$	$	$	$ 168,291
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	

Law Enforcement

Antonio Escalante, Interim Chief of Police

Under the continued direction of Interim Chief of Police, Antonio Escalante, the Menominee Tribal Police Department's mission for the past two years has been dedicated to improving the relationship between law enforcement and the community at the same time of improving the efficiency of the department.

Through many collaborative efforts with many different agencies the department has continued to achieve its goals and objectives this year. The following are goals that were set and accomplished for fiscal year 2014:

1. **PROACTIVE APPROACH TO DRUGS IN THE COMMUNITY:** The department along with collaborative efforts with other tribal departments participated in several events throughout the year to help with the proactive approach on the fight against drugs. The police department assisted with and participated in events such as "Take back our community", "National Night Out", "Take back Drugs", and a few community awareness meetings.

2. **EMPLOYEE STAFFING:** The department was able to acquire a very much need Administrative Assistant to help with our budget and record keeping needs. The department was also able to fill two vacant patrol positions

in which the persons were selected and sent to Fox Valley Technical College to receive their certificate of completion in recruit academy. Another addition to the department was adding a School Resource Officer for the Menominee Indian High School. **All employees added to the department were enrolled Menominee Tribal members.**

3. **ENHANCED EFFICIENCIES WITHIN THE DEPARTMENT:** The police department was able to seek the assistance from the Menominee Tribal IT department in the creation of a record keeping program to better file our "hard copy" reports. IT department also helped in enhancing the process of tracking investigations.
   Community outreach programs continue as time permits to educate the community on the identity and effects of various drugs in community such as Synthetic marijuana, Methamphetamines and Marijuana grow sites. Officers also participated in the schools to educate students on the role of law enforcement and safety issues.

THE MENOMINEE TRIBAL POLICE DEPARTMENT: Is comprised of the following department personnel. Interim Chief of Police, Interim Deputy Chief of Police, 2 Detectives, Master Sergeant, 3 Sergeants, 10 patrol officers, Bailiff, School Resource officer and 4 grant funded officers comprised of a Highway Safety officer, Domestic Violence / Sexual Assault Investigator and two patrol officers. Other support staff included an Administrative Assistant, Sex Offender Registry Coordinator, Sex Offender Research Coordinator and an Injury Prevention Coordinator.

During the fiscal year 2014, officers have responded to **9,011** incidents and made **1,766** arrests. These statistics reflect a decline from last year in which officers responded to **9,151** incidents and made **1,907** arrests. In all, there is a gradual decline in offenses which is great for the community. On the flip side of statistics there is a slight incline in the amount of reported Domestic Violence and Sexual Assaults which is contributed to the amount of attention and collaboration that is shown between agencies such United States Attorney's office, Federal Bureau of Investigations, Crime Victims Program and Law Enforcement working together to ensure victims are being heard.

THE MENOMINEE TRIBAL JAIL: Is comprised of a Jail Administrator, 12 correctional officers and kitchen staff which help keep the jail functioning on a daily basis. The jail is rated at a working capacity of 45, but unfortunately has had to continually function at an overcrowded population. The jail continues to provide services to the inmates such as education, religious programming and substance abuse counseling. The only service to diminish this fiscal year was the Domestic Violence counseling classes which Maehnowesekiyah elected out this year.
A highlight to this year is receiving a funding award in the amount of $987,000 to help expand the facility to increase the bed capacity and make much needed renovations.

DEPARTMENT ACHIEVEMENTS INCLUDE THE FOLLOWING:

1. All officers received annual re-certification on the usage of Tasers with the assistance of the Department of Criminal Investigations instructor.
2. An officer was assigned the duties of Fleet Manager to ensure all squads are properly maintained and equipped for daily use.
3. An officer was assigned the duties of Equipment Manager to monitor and assign equipment as needed to officers.
4. A patrol sergeant received training and was assigned as a Field Officer Supervisor to oversee the training program that newly assigned officers receive prior to working on their own.
5. Four officers received training and were assigned the duties of Field Training Officer
6. A detective received Homicide Investigator training
7. Both detectives received Evidence Room management training
8. Five officers received training in Hostage Negotiation
9. An officer received Humane Officer training sponsored by the State.
10. Six supervisors received training in Supervisor Liability
11. Most officers received training in Incident Command
12. Two officers completed Recruit Academy at Fox Valley Technical College
13. Five more officers were assigned to the Native American Drug & Gang Initiative Task Force
14. Officers received Intoximeter recertification

COMMUNITY INVOLVEMENT:

Menominee Tribal Police Officers are active in:

- Richard Nacotee assisted in Culture camp, coaching high school cross country and refereeing at the schools.
- Maniyan Pyawasay coached softball at the high school, 8th grade basketball, coached basketball at the indigenous games in Canada and she also volunteers her time at open gym.

- David Mahkimetas coached high school softball, coached at the indigenous games in Canada and volunteers his time at open gym.
- Jerrit O'Kimosh coached softball at the indigenous games in Canada.
- David Wynos coached varsity girls' basketball at the high school.
- Other events that officers were involved in were 3 on 3 basketball tournament and the Cops and Bobbers event held for the past few years during the winter.

CHALLENGES THE DEPARTMENT FACED: Starting the fiscal year off with a projected budget deficit of approximately $200,000. The department however continued to progress forward and address the needs of the community the best way necessary through collaborative efforts with seeking assistance from other departmental entities with limited staffing and funding available to do so. Other challenges that were faced were attempts to seek other alternatives to becoming more self-sufficient rather than relying upon outside agencies for assistance. Mutual aide assistance is our most important and challenging barrier to overcome.

GOALS AND OBJECTIVES: Fiscal year 2015 will be to continue to work towards a more stable and efficient department.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Law Enforcement					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ 810,763**	**$ -**	$1,466,578	$ 45,000	$ -	**$2,322,341**
Fringe Benefits	**336,862**		716,395	8,199		**1,061,456**
Training	**10,000**		47,542	10,000	-	**67,542**
Equipment	**800**		58,981	3,825		**63,606**
Supplies	**78,797**		185,801	14,700		**279,298**
Contractual	**176,400**		211,845	6,000		**394,245**
Utilities	**1,085**		1,038	-	-	**2,123**
Indirect Costs	**143,999**	**-**	112,885	9,225	-	**266,109**
Other Costs: (list below)	**39,388**	**-**	54,312	9,792		**103,492**
Totals ►	**$1,598,094**	**$ -**	**$2,855,377**	**$106,741**	**$ -**	**$4,560,212**
Fund/Totals Ratio:	35.04%	0.00%	62.62%	2.34%	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Law Enforcement Fundraising	$ 2,253	$ 493	$ 358	$ 135
Other Law Enforcement - Copies, Paper Service		35,126	-	35,126
Totals	**$ 2,253**	**$ 35,619**	**$ 358**	**$ 35,261**

Legal Services

Lindzey Spice, Director

DESCRIPTION OF THE DEPARTMENT: The Department of Legal Services ("DLS" or "Department") is currently comprised of following staff: Lindzey Spice, Director of Legal Services/Tribal Attorney; Toni Caldwell, Assistant Tribal Attorney; Danica Zawieja, Assistant Tribal Attorney and Guy Keshena, Legal Assistant.

In FY2014, the Department was relocated from the old DLS building. The Department of Legal Services offices are now located on the first floor of the main Tribal Office Building, on Tribal Office Loop Road in Keshena, Wisconsin.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: 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 with legal assistance for their various programmatic legal needs.

The DLS provides 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 drafts ordinances, resolutions, agreements, and provides both formal and informal written legal opinions for the Tribal Government.

The Department works closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that are 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.
In FY2014, the DLS assisted in drafting one of the most comprehensive drug ordinances in the nation. The amendment to Chapter 306 of the Code of the Menominee Indian Tribe of Wisconsin was developed to expand the definition of a "controlled substance," which now gives the Tribal Legislature the ability to react more quickly to new drugs and new types of synthetic cannabinoids which pose a threat to the Menominee Reservation. The ordinance also added new laws, penalties, penalty enhancers, and developed a specific forfeiture procedure.

The Department also spends considerable time handling legal work for the various Tribal programs where they provided professional services in the form of legal advice, legal research, litigation, contract assistance and other legal work.

In FY2014, the DLS spent a significant amount of time assisting the Human Resources and Insurance Department in updating the Tribe's Family Medical Leave (FMLA) policies and procedures. The FMLA policy allows eligible employees to take up to twelve (12) weeks of unpaid leave for medical purposes for certain individuals who have a serious health condition, the policies developed outline the procedures and requirements employees must follow to take leave under the policy.

The Department also represents and/or defends the Menominee Tribe in 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 either case, 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.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Legal Services					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 230,534	$ -	$ -	$ -	$ -	$ 230,534
Fringe Benefits	80,644					80,644
Travel	1,699					1,699
Training	2,767					2,767
Supplies	5,305					5,305
Contractual	14,960					14,960
Space Lease/Rental	9,020					9,020
Indirect Costs	32,564					32,564
Postage	500					500
Telephone (Alarm)	359					359
Dues & Membership	6,000					6,000
Equipment Maintenance	330					330
Totals ►	**$ 384,682**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 384,682**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

The total budget allocation for the Department for FY2014 was $384,682.00. Of this amount, the Department only spent $334,755.00. This left an unspent amount of $49,927.00 which went back to the Tribe's general fund.

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Interdepartmental Billings	$ -	$ 10,175	$ -	$ 10,175
Reimbursement from other Westlaw Participants		10,249		10,249
Totals		**$ 20,424**		**$ 20,424**

DLS generated $10,175.00 in interdepartmental billings in FY2014. This came from billings to various tribal departments for legal work that was specific to that department. The Department also received reimbursement from other Westlaw participants in an amount of $10,249.00. Between these two items, DLS generated income/revenue in the total amount of $20,424.00. The Department did not expend any of this money; it all went back into the Tribe's general fund.

SERVICES TO BE PROVIDED IN FY2015: The DLS intends to continue to provide a wide variety of 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 Department'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. The Department continues to work on scanning old legal files and legal work product to build and develop searchable databases for employees in the department to use when researching legal issues. 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.

SERVICES PROVIDED TO THE GENERAL PUBLIC: The Department also provides notary services to the general public, free of charge. All three (3) attorneys in the department are notary public officials, and are able to provide this service to tribal members, as well as tribal government officials and employees, at no cost.

Lending & Tribal Tax

Greg Smith, Director

The Director of the Tax Commission assumed the Interim Director role for the Loan Fund operations on May 1, 2014 due to the retirement of the Loan Fund Director, Thomas Litzow. The Menominee Loan Fund and Tax Commissioner Departments were officially consolidated through an amendment of Chapter 98 (Government Plan) of the Code of the Menominee Indian Tribe of Wisconsin on August 7, 2014. This effort saved budgetary appropriations for current and future years on the Tribal budget and the Loan Department program income.

Prior to the merging of the two departments, the Tax Commission Department was staffed by the Director and an equally shared Administrative Assistant with the Licensing and Permits Department. As a revenue department of the Tribe, the Tax Commission is responsible for the assessing and collecting of Tribal taxes along with the filing of various State of Wisconsin and Federal refunds.

The majority of tax revenues derive from the Cigarette and Tobacco taxes with 87% ($993,601.64) of the revenue from this current fiscal year. Cigarettes are tribally taxed at $13.25 per carton of cigarette and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of these products occur twice weekly on Monday and Thursday. As per an agreement with the State of Wisconsin, the Tax Commission Department files for and receives a refund of 70% of the State Cigarette Excise Tax ($25.20 per carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). In an effort to assist the Tribe with maintaining adequate cash flows, the Director increased the frequency of filing these refund to twice monthly for cigarettes and monthly for tobacco products.

The remaining sources of the fiscal year revenues include the Hotel Lodging Tax 7% ($77,951.53); Federal Excise Gas Tax Refund 3.5% ($40,554.54); Fireworks Tax 0% ($360.00); and the Construction Tax 4% (46,580.24). The Hotel tax is collected on a monthly basis based upon occupancy. The Federal Excise Gas Tax Refund is a tax which is included in the price per gallon which is purchased through the various departments of the Tribe. The MITW government operations are an entity which receives an exemption of the tax and is eligible to be reimbursed. The Fireworks Tax is assessed on the retailers who sell fireworks. The Construction Tax is assessed on the construction materials consumed in any commercial construction project.

The Director maintains the process of identifying new sources of revenues. An alcohol tax was discussed with reservation retailers. I have received positive feedback if the tax levied on these products is in lieu of the State of Wisconsin Excise Taxes. Another tax to consider is a gasoline tax. This could produce additional revenues with minimal effect on the consumer if levied at a reasonable rate per gallon.

The following information is being provided to the Chairperson's office as required by §25-4 subsection G. of the Code of the Menominee Indian Tribe of Wisconsin. There were a total of sixteen awarded contract opportunities from the Menominee Indian Tribe of Wisconsin (MITW). Of these sixteen contracts, eight did not fall under the provisions of this Chapter by either being a service or goods only contract; or an external source of funding which did not allow for Menominee preference.

Of the remaining eight contracts, there were not any bids submitted by a Menominee owned business. The eight awarded contracts to non-Menominee businesses did include a Menominee work plan which stated the contractor would utilize twenty percent Menominee workforce or Menominee owned business subcontractors. The performance by the non-Menominee businesses were in an acceptable range. Additional consideration should be made to the Boson Company for their efforts to utilize 42% (6,507 hours) of work performed by Menominee tribal members on the Menominee Tribal Dental Clinic Project as of the date of this report.

Upon consolidation with the Menominee Loan Fund, the new Department of Lending and Tribal Taxes consists of four employees; Director, Assistant Loan Officer and two Bookkeepers. The last two months of the fiscal year consisted of training these staff members in some of the tax aspects of the new department. The Loan operations of the department consist of five different loan programs. In each of the loan programs, loan interest and fee revenue is used to maintain those funds for continuing service.

The Menominee Loan Fund (MLF) is a personal loan to Menominee tribal members which may be obtained for various personal reasons. MLF issued 1,503 loans with a cumulative total of $1,551,718.61 for the fiscal year. MLF loans may be refinanced after one year of issuance. The current maximum personal loan is $1,000.00.
The Revolving Loan Fund (RLF) is a loan program which offers business loans to Menominee tribal members or entities of the Tribe where the business is located on the Menominee Reservation. There were three loans issued this fiscal year, $340,355.10 was provided to the Menominee Fuel Station for additional fuel pumps, $54,374.00 loaned to the Department of Transit Services for new school buses and a $3,000.00 loan to a Tribal member for the individual's business equipment needs.

The HUD/CDBG is a loan program in intended for the repair, renovations or improvement of a Menominee tribal member. A total of 29 loans were issued for a collective amount of $140,930.00. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. A maximum loan is $5,000.00 for this loan.

The Emergency Fuel Fund (EFF) was created with the purpose of assisting Menominee tribal members during the heating season, October thru March, The EFF loans are available during this time or until the fund has been expended for the season. There were 156 loans issued for a total of $80,370.00 for this fiscal year. The maximum loan for this program is $500.00.

The Down Payment Fund offers loans to Menominee tribal members who are in the process of purchasing a home. One new loan was issued for $5,000.00 which is the maximum amount.

In an effort to meet more of the demand and needs of the membership, personal loans are now issued on a weekly basis for loans up to $1,000.00. This was changed in July 2014. In the past, personal loans over $300.00 were required to be approved by the Loan Fund Committee once a month. This new process served to decrease workload on staff from one very busy period by leveling off the loan processing throughout the month.

Current goals are to improve efficiencies of the department through technological enhancements. A new loan database program was installed in February 2014 which will assist in the process. The department will be progressing forward with digital storage of documentation to reduce costs. In addition, the Department of Lending & Tribal Taxes will be moving to

the former Menominee Business Center in November 2014. The department has also offered to maintain the Volunteer Income Tax Assistance (VITA) program previously provided by the Menominee Business Center staff for the community. Future goals being planned are an increased effort to collect defaulted loans through the Menominee Tribal Courts. Along with the collection efforts, maintaining positive lending activities and diligent budget savings will promote the development of new loan packages or loan program maximum amounts.

Below is a snapshot of the expenditures and income for the Department of Lending & Tribal Taxes.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Lending and Tax					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 53,121	$ 93,236	$ 41,828	$ -	$ 5,923	$ 194,108
Fringe Benefits	26,430	29,297	16,696		3,395	75,818
Travel	2,127				7	2,134
Equipment		1,671				1,671
Supplies	576	5,630			24	6,230
Contractual		21,000				21,000
Utilities		373				373
Space Lease/Rental	2,090	9,665			299	12,053
Indirect Costs	7,999	15,397				23,396
Other Costs: (list below)						-
Postage	30	1,229				1,259
Meeting & Related		79				79
Photocopies		112				112
Advertising		81				81
Legal		138				138
Totals ►	**$ 92,372**	**$ 177,908**	**$ 58,524**	**$ -**	**$ 9,648**	**$ 338,452**
Fund/Totals Ratio:	27.29%	52.57%	17.29%	N/A	2.85%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Menominee Loan Fund (Personal Loans)	$1,207,729	$ 230,779	$154,907	$ 75,872
Menominee Revolving Loan Fund (Business Loans)	774,421	27,645	23,001	4,643
Menominee HUD/CDBG Loan Fund (Home Improvement)	374,926	22,733		22,733
Menominee Down Payment Loan Fund (Home Assistance)	45,039	1,278		1,278
Menominee Emergency Fuel Fund (Heating/Energy)	77,106	5,916		5,916
Tax Commission	-	1,155,048	92,372	1,062,676
Totals	**$2,479,221**	**$1,443,399**	**$270,280**	**$ 1,173,119**

Licensing and Permits

Diana Taubel, Director

MISSION: The Licensing and Permit Department provides service to Menominee people, residents and those doing business on the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Chapters (Ordinances).

GUIDING PRINCIPLES: The Licensing and Permit Department is responsible for providing the public with permits and licenses to accommodate the needs that are required within each specific chapter. Licenses and permits issued by the department include: hunting and fishing licenses to descendants and spouses of Menominee Tribal members; ginseng licenses and bait dealer (minnowing) licenses to Tribal members, dog licenses to residents of the Reservation; food

handling permits for those selling or serving food on the Reservation; rafting, fireworks, cigarette/tobacco licenses, sanitation permits and construction permits to those conducting these specific businesses on the Reservation.

The department issues various ID cards, such as Tribal, Descendant, Spouse and Tribal Employee IDs. 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) which include utility-type vehicles (UTVs), golf carts, snowmobiles, etc.

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. All revenue generated from the stickers goes toward the cost to purchase stickers, administrative costs for sales and distribution of the stickers as well as fishery enhancement of LaMotte Lake.

ADMINISTRATIVE TASKS: The Licensing and Permit department is funded with 100% Tribal funds and is staffed with a full-time director and one full-time Administrative Assistant. This fiscal year the fees for permits, licenses and motor vehicles were increased. This is the first increase since 2004. The revenue generated by the department in Fiscal Year 2014 is approximately $220,180.00. The department was approximately $5,187.00 **over** our projected revenue.

Not only did the department increase the fees but also implemented new fees this fiscal year. The new fees include Residential Dumping Permits for Non-Members, Sanitation Permits, Temporary Plates, Administrative/Counter Fees and Seller's Permits. The Residential Dumping Permits allow non-member residents of the Reservation access to the Keshena Transfer Site upon payment of an annual fee. The Sanitation Permits and Temporary Plates were free prior to this fiscal year but now a fee is charged. The Administrative Fee is charged for each title application processed and the Counter Fee is charged for each vehicle renewal. The Seller's Permit is for those who engage in the activity of selling candies, food, magazines/books or other merchandise at any tribally operated building. The new fees resulted in an additional $3,826.00 in revenue.

The budget amount allocated for Licensing and Permit Department was $127,706.00. Expenditures for FY14 totaled approximately $126,368.00 which is approximately $1,338.00 **under** our expense projection.

The department spent two Saturdays working at the Keshena Animal Help and Rescue Dog Clinics held at The Department of Transit Services this Spring and last Fall. We registered 144 dogs during the two clinics and collected $454.00 in revenue. Please be advised, all dogs over three months old must be licensed.

This fiscal year was the second year issuing Ginseng Licenses although the Menominee Tribal Legislature changed the license from a separate dealer or harvester license to a combined dealer/harvester license. Although we issued 122 licenses this fiscal year, we lost out on additional dollars having only one license. Last fiscal year, we issued 18 dealer licenses which resulted in an additional $180.00 in revenue.

The department, along with the Enrollment Department, continues to go to the Milwaukee Area Tribal Office, located at 1711 South 11th Street, Milwaukee. Due to the low number of visitors, the office changed to being open weekly to being open the second and fourth Tuesdays of the month. This fiscal year, there were 38 visitors from October 2013 – September 2014.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Licensing and Permits					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 67,057		$ -	$ -	$ -	$ 67,057
Fringe Benefits	34,479					34,479
Supplies	414					414
Space Lease/Rental	4,884					4,884
Indirect Costs	10,283					10,283
Other Costs: (list below)						-
Postage	1,032					1,032
Inter-Dept. Tribal Legal	13					13
Mileage	26					26
Resale & Material	8,180					8,180
Totals ►	$ 126,368	$ -	$ -	$ -	$ -	$ 126,368
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Tribal	$ -	$ 220,180	$ 126,368	$ 93,812
Totals		**$ 220,180**	**$ 126,368**	**$ 93,812**

Maehnowesekiyah Wellness Center

Steve Dakai, Director

Annual reports by their very nature make the primary emphasis on numbers and quantitative outcomes to justify the reasons programs do what they do. Harder to quantify is the subjective outcomes of what we do here at Maehnowesekiyah Wellness Center. How do you put numbers and judge success based on statistics? The answer is: You cannot. Alcohol and or drug troubled human beings, victims of domestic violence and or sexual assault, and even batterers often abuse alcohol and other substances in an effort to guard against anxiety and other painful feelings like shame, guilt, loneliness and depression, adverse childhood experiences, other traumas such as historical, generational and lateral oppression that occur or continue to occur in their lives.

Other life challenges including substance abuse disorders are viewed by modern treatment modalities as a result of individuals lack ability or skills to make authentic, meaningful, and self-directed choices about how to live. Maehnowesekiyah Wellness Center with its Vision and Mission which is listed below, views the troubled human being as basically good, with a natural potential to maintain healthy, meaningful relationships and to make choices that are in the best interest of self and others, or, in other terms, to become directors of their own healing and wellness. Interventions are aimed at increasingly client self-awareness and self-understanding by asking individuals to look toward Culture as a preventative activity while searching to find positive alternatives to fill the negative emotions and feelings they may be feeling due to the issues cited above.

Maehnowesekiyah Wellness Center focuses on four major social health issues affecting members of the Menominee Tribe of WI: Treatment, Prevention, Domestic/Interpersonal Violence and Crime Victims. Recipients of these major focuses are adult men and women, adolescents and children. Nothing is as devastating to the lives of the Menominee People as the burden of alcohol and other substance abuse that find themselves present in domestic violence incidents, school truancy, sexual assaults, traffic accidents, along with physical and mental health issues. All of these issues contribute to the continuing cycle of Trauma both from a Historical Perspective and a current phenomenon Lateral Oppression. In addition, there are those who are currently suffering from PTSD/Trauma issues received from military service in combat situations. The staff at Maehnowesekiyah Wellness Center continues to keep the Mission and Vision of the Wellness Center in focus and perspective as they provide the services needed.

MISSION: *To provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention, and domestic violence, responsive to the community needs to develop and maintain healthy lifestyles for our community; to continue to maintain and develop positive relationships between Maehnowesekiyah Wellness Center, other service providers and the community.*

VISION*: To serve 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 school and drug related deaths and problems.*

OVERVIEW: We have continued to provide school-based prevention programming at the Menominee Tribal School, Keshena Primary School, and at the Menominee Indian Middle School. This type of prevention work involves classroom education on alcohol, drugs, inhalants, and commercial tobacco, appropriately presented for each grade level. The prevention programs we have used have been *Protecting You/Protecting Me* and *Project Alert*. Our adolescent counselor works with individual students at the Menominee Indian High 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. We have collaborated with the Youth Development and Outreach Department in facilitating this cultural based parenting program.

Menominee culture is Prevention and is utilized as a strength based and protective factor for our youth and their families. We continue to provide cultural activities to the community through our seasonal *Teaching Lodge* and *Winter Round House* events. We have also supported the *Menominee Culture Camp, Sober 49, and the Annual Sobriety Pow Wow in addition to the Sturgeon Feast* and the ongoing work of the Menominee Historic Preservation Department.

We continue to work closely with local coalitions to address AODA issues among youth and to raise public awareness of AODA issues in the community. The coalitions that we were involved with include Netaenawemakanok and *Maehnow Pematesen* groups. Other events that we have collaborated on with other community agencies in the past year include: National Night out against Crime, Fostering Futures, Trauma Informed Care Initiative, Take Back Our Community II, Safe Schools/Healthy Students, Brighter Futures and Youth Runaway Program.

We also offered the Menominee ROPES and Challenge course for various clients, employees, students, and other groups. This form of experiential education is very useful for developing teamwork, problem-solving, and also can be used for personal growth and challenge.

Maehnowesekiyah Wellness Center's men's and women's domestic violence treatment programs provide services to men and women who have been arrested for domestic violence related crimes. Maehnowesekiyah Wellness Center's Batterers Counselors facilitate three men's groups and one women's group. We work with both Tribal and State of Wisconsin Probation and courts to assist individuals live a violence free life. In addition, Maehnowesekiyah Wellness Centers BIP Counselors make themselves available for local trainings and community events including presenting domestic violence dynamics and effects on children to the Menominee Tribal Daycare staff. We frequently work with the Menominee Tribal Courts, Mercedes Martin, Nikkohl Gallant, Thomas Deleon, Gloria Baker, Melissa Trinko, Autumn Stachura, Clayton Kane, Jennifer Eckert, Stacy Metko and Terry Chier, to better monitor our mutual clients. Laura Lingle and Jeff Langlois also provide regular status updates to Tribal Courts for case reviews. Regular email and telephone contacts with Tribal and Shawano Probation has improved overall management of mutual clients.

Maehnowesekiyah Wellness Center Domestic Violence program has been able to reach out to not only our client base but also our community and local schools. The awareness and attention to domestic violence has led to increased referrals from outside agencies, again including local schools. This is a great accomplishment and a relationship that we have been working very hard to create. Having our youth and youth educators aware of our services has not only increased youth awareness but also helps them build safe and healthy relationship with our program. With the foundation to plant seeds at an early age, this helps instill long lasting life skills in regards to healthy relationships.

Community engagement and education has increased and with the help and assistance of DCF funding this only continues to grow. Having a community behind our efforts helps us build healthy relationships and puts us that much closer to our clients in times of need. The core population served by our program is the Menominee Indian Tribe of Wisconsin, therefore making a large portion of our client base. While implementing services, it very important to look at not only the issues presented by our clients, but how to best assess and assist in alignment with culturally sensitive techniques. Assuring staff not only have the proper education and experience, but also being knowledgeable of cultural aspects is vital. Some of the activities that occurred this year include, Discovery Dating – working with students/youth to make safe and healthy choices in existing and future relationships. Groups were held on a weekly basis during the school year, at local middle school. Topics such as preventing teen pregnancy, health relationships, and safe relationships were presented, also on building safe relations within the family to promote communication between parent and youth. Elder's Empowerment which covered topics of awareness in regards to elder abuse along with the concept of self-awareness and how not to be pulled into unsafe or unhealthy situations. We sponsored our annual Domestic Violence Awareness Walk to promote domestic violence awareness. With continued work and dedication, our voice, community education and assistance, and our vision will only continue to grow as well. Also with the support and relationships we have built, this leaves us with a great deal of educated partners to assist in times of need.

STORIES: (name, age, have been changed)

A young female with children entered into our program. The victim had suffered severe physical, emotional and mental abuse and presented with the typical behaviors associated with trauma, i.e. withdrawing, quiet and timid and signs of post-traumatic stress disorder or PTSD. With Shelter staff working with this victim on how to advocate for herself and children within the first week she was able to take the skills learned from staff and come to staff with the confidence to voice her needs. In progressing and healing she started utilizing our program by attending groups, 1:1 sessions and educational sessions. Before long her self-confidence was built up and she started to believe in herself again. Within two months she felt safe enough and began searching for housing. After two weeks of searching she has secured her own housing with financial assistance from our program, secured employment, and after about 6 months on her own; she started school. The whole time she met with our program once a week for support services and continued to increase her self-sufficiency skills.

The Menominee Crime Victims Program assisted a female through a SANE, and gave emotional support through the reporting process to police department. The Crime Victims staff assisted with getting this female involved with Mending Broken hearts at Wise Women Gathering Place. This client was able to make connections through Green Bay and has elected to stay and live in Green Bay where she is starting her "new" life. This client has a new full time job after losing her job in Green Bay. She stays in contact with Crime Victim Staff and Crime Victim Staff keeps her up to date on her case. This client has made amazing positive changes in her life that is noticeable when talking with her and in her appearance.

A family in crisis comes in, their son is on synthetic marijuana and is need of help, there have been a couple of suicide attempts and they don't how or where they can get help and assistance. Through the assistance of the counseling staff an assessment was conducted, completed, staffed and this young man was able to travel to a treatment facility out of Wisconsin in which he was able to address his substance use/abuse but also his emotional and mental challenges. After 45 days this young man was able to come back to the community, healthier and with a new outlook on his life, an outlook that has hope for a better future. This young man is in his second semester at the College of Menominee Nation, employed, and a positive role model for other Menominee Tribal members.

STATISTICS:

180 total clients received services at the DV Shelter
4,586 Bed nights were used at the DV Shelter
3,229 Informational Calls were received at the DV Shelter
198 Crisis Calls were received at the DV Shelter
1,457 individuals participated in Presentations given by DV Shelter Staff
26 Sexual Assaults were reported to Crime Victims
30 Harassment Calls were reported to Crime Victims
41 Transports were facilitated by Crime Victims
22 Forensic Interviews/SANE due to Sexual Assaults were supported by Crime Victims Staff
85 Batterers received DV Batterers Treatment
247 DV Batterers Groups conducted (men and women)
106 DV Batterers Assessments conducted by DV Batterers Counseling Staff
257 Adults received substance use treatment
30 Adolescents received substance use treatment
1343 Individual Counseling sessions were conducted by the Counseling Staff
270 Assessments were conducted by the Counseling Staff

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Maehnowesekiyah					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	**$ 174,928**	**$ 162,385**	$ 841,252	$275,241	$ -	**$1,453,807**
Fringe Benefits	**75,663**	**91,873**	368,851	135,232		**671,618**
Training & Related			50,139	17,920		**68,059**
Equipment			12,830	-		**12,830**
Supplies		**20,605**	53,745	14,428		**88,778**
Contractual			23,132	-		**23,132**
Utilities			-	-	67,141	**67,141**
Space Rent			13,998	13,176		**27,174**
Indirect Costs	**25,656**	**27,179**	140,074	44,118		**237,027**
Program Activities	**2,157**		6,088	7,254		**15,499**
Advertising		**272**	469	-		**741**
Insurance		**3,514**	648	-		**4,162**
Building Maintenance		**3**	31,389	-		**31,392**
Vehicle Costs		**2,827**	12,718	1,919		**17,465**
Direct Assistance		**700**	115,054	11,841		**127,595**
Telephone			3,021	722		**3,743**
Dues & Membership			2,558	1,463		**4,021**

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Maehnowesekiyah					
	Tribal	Program Income	Federal	State	Other	Totals
Postage/Photocopies			260	1,633		**1,893**
Resident/Other			37,753	33,452		**71,205**
Medical Services			225			**225**
Totals ►	**$ 278,404**	**$ 309,358**	**$1,714,204**	**$558,400**	**$67,141**	**$2,927,508**
Fund/Totals Ratio:	9.51%	10.57%	58.56%	19.07%	2.29%	

****Note: Annual Agency budget is comprised of all programs operating from Maehnowesekiyah Wellness Center in 2014 to include Crime Victims Services, Domestic Violence Program/Shelter Services, Batterer's Intervention Program, Prevention and Treatment programs.****

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Revenue	$ -	337,562	$309,358	$ 28,204
Totals		**$337,562**	**$309,358**	**$ 28,204**

CLOSING: I want to thank all the staff at Maehnowesekiyah Wellness Center for their continued commitment to provide services to the Menominee People. All staff, from Housekeeping, Kitchen, House Staff, Crime Victims, Prevention, and Shelter Advocates, Counselors and Supervisors are all firsthand witnesses to the devastating effects that AODA, Domestic Violence, Sexual Assaults have on our community and families and are committed to putting an end to these destructive behaviors and creating a Community of Wellness.

Maintenance

Roger Corn, Director

Tribal Maintenance Department is accountable for the preservation and upkeep of tribal building structures and grounds. Assist all tribal departments with operation and maintenance problems. Provide labor and tools to complete tribal deficiencies.

DEPARTMENT OVERVIEW: Maintenance staff includes a director, office manager, supervisor (LEC), receptionist, inventory clerk, hvac technician, (2) general maintenance workers, (1) part-time courts maintenance worker, (7) part-time housekeepers.

Funding of maintenance operations budgets are obtained through three methods, Federal, Tribal and space rent. The police/jail section of the Law Enforcement Center (LEC) is funded through the Bureau of Indian Affairs and the Tribal Courts section through tribal appropriation. All other facilities are funded through space rental collections. Space rent is determined by square foot divided by the cost to manage the building. The Maintenance Department keeps expenditures as minimal as possible to operate the building. Annual costs will be the end of report.

Buildings with space rent are; Tribal Office, Gordon Dickie, Program Attorney, Menominee Language Culture Commission (MLCC) and Recreation.

Operation activities include janitorial services, utility system expenses, refuse disposal, fire protection systems, pest control, personnel, equipment, security and supplies.

Maintenance will be used to conduct preventive, routine and unscheduled repairs of equipment, utility systems and structure. This will prolong the building assets.

Maintenance also provides services to other departments upon request; Historic Preservation, Tribal School, CBRF, Maehnowesekiyah, Headstart, Daycare, Conservation, Food Distribution, Community Development, Zoar Ceremonial, Zoar Community Center, South Branch Community Center, Transit, Police Storage Center, Boxing Club, South Branch Church, Floring Property, Mawaw-ceseniyah, Business Center, Woodland Youth, Neopit Headstart, Community Resource

Center, Clinic, Environmental Services, Gaming Commission, Housing, Menominee Language Culture Commission, College of the Menominee Nation, Casino, Pow-wow Committee and Tribal Utilities.

Department utilizes software programs to monitor and schedule work requests and material inventory. Another database system is used to track facility routine and preventative maintenance work.

Trainings for the department include; fire extinguisher, signs of sexual abuse and how to respond, asbestos operations and maintenance training, first responders awareness level /8 hour refresher, mold remediation, respirator fit test, CPR, clandestine drug lab awareness, family medical leave act, lockout tag-out and procurement & debt collection.

Listed below are the highlights of the building upgrades;

HEADQUARTERS: First floor bathrooms and Administration offices renovated; Ceiling tile replaced in finance; Entry door to men's second floor changed; Replaced cracked boiler section and steam traps; Installed a new metal roof on garage and HQ entrance; Security cameras and door interlocks added; Consultant hired for security issues; Sound proof doors added to chairman's office; Removed hazardous fuel oil tank from boiler room.

GORDON DICKIE CENTER (FIC): Cameras added for security inside and outside of building. Sewer line repaired on east end of building.

LEGAL SERVICES BUILDING: Unthawed frozen water line twice; Sewer line cleaned; Fuel tank removed from basement and new outdoor lights installed.

LAW ENFORCEMENT CENTER (LEC): Electrical 3 phase network ran to Prosecutors office; purchased power module for security panel; Boiler circulating pump replaced; Kitchen make up air unit pilot assembly mounted; Removed old duct work on air handling unit 3. Boiler motor #1 replaced; added new water dispenser; New Algas vaporizer installed; Primus door hardware upgraded with new keys and control box policy; Sink cartridges and shower head connected and new electric heater put-in at radio tower garage.

LEC COURTS: New sewer pump fitted in basement; Repaired roof top HVAC unit; installed new bearing on both roof top furnaces and fitted hot water heater with new burner assembly.

MENOMINEE LANGUAGE CULTURE COMMISSION (MLCC): Cameras fixed for security purposes; Installed two sets of energy efficient windows; Mounted new blinds and vandalism is still problem.

RECREATION CENTER (MENIKEMAKAT WIKAMEK):
New carpet installed in three offices; outside fascia board repaired; Roof leaks repaired; Re-key entire interior offices with master; Security cameras installed; new door added to back entrance and LVT tile added to hallway.

NEOPIT HEADSTART: Tribal News boxes removed out of building; Repaired security monitors; Items stored removed an either sold or given to other departments; Vandalism is a recurring problem; Radon pumps reactivated and Make-up air units started to bring in fresh air.

ANNUAL COSTS: 2014 Maintenance budget is broken into three categories; Tribal includes the cost to operate Head Quarters, Gordon Dickie, Program Attorney's, MLCC, Recreation and Courts. IDC represents In Direct Costs and LEC represents Law Enforcement Center.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Maintenance					
	Tribal	Program Income	IDC	Facilities	Other	Totals
Personnel Costs	**$ 155,503**	**$ -**	$181,796	$ 52,957	$ -	**$ 390,256**
Fringe Benefits	**69,814**		87,976	20,511		**178,301**
Training	**9**					**9**
Equipment	**42,764**		1,030	4,038		**47,832**
Supplies	**10,852**		425	3,346		**14,623**
Contractual	**18,208**		190	4,842		**23,240**
Utilities	**256,473**		5,065	76,958		**338,496**
Space Lease/Rental	**353,907**		7,133			**361,040**

Category Description	Maintenance - Continued					
	Tribal	Program Income	IDC	Facilities	Other	Totals
Indirect Costs	**6,061**					**6,061**
Renovation	**70,526**					**70,526**
Garbage/recycle	**4,158**			823		**4,981**
Property insurance	**17,458**		225			**17,683**
Vehicle fuel	**110**		1,575			**1,684**
Building maintenance	**62,239**		2,330	13,056		**77,625**
Mileage			277			**277**
Postage			10			**10**
License & permit			74			**74**
Vehicle Lease/Insurance			15,919			**15,919**
Totals ►	**$1,068,080**	**$ -**	**$304,025**	**$176,531**	**$**	**$ 1,548,636**
Fund/Totals Ratio:	68.97%	0.00%	19.63%	11.40%		

EXTRA SERVICES: Tribal Legislatures created a contingency fund to help the Menominee people get thru a very harsh winter. Temperature was so cold it froze or broke many water and sewer lines. Tribal Maintenance along with Utilities and Housing stepped forward to help with these numerous problems. Maintenance hauled water for drinking or flushing. They also worked to repaired water lines. We were able to purchase parts for broken equipment. We cleaned snow off roofs. We also attended meetings with emergency management committee.

Menominee Nation News

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 it 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.

LOCATION: The Menominee Nation News office is located on the first floor of the Gordon Dickie (Family Investment Center) Building in Keshena.

DEPARTMENTAL STAFF: During fiscal year 2014, 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'14 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-10/17/14); Christopher Anderson, Full-Time Reporter, (8/13/07-present); Patrick Delabrue, Part-Time Reporter (4/23/12-present); Sheena Dodge, Part-Time Secretary, (08/29/2012-present).

ANNUAL BUDGET: The Menominee Nation News is 100% tribally funded. The department was awarded $253,462 for fiscal year 2014. According to the preliminary budget report dated October 7, 2014, the departments' actual expenses for

fiscal year 2014 amounted to $238,634.33. This is a total savings of $14,827.67 for the year. The savings can be attributed to the cost containment measures that were implemented during the fiscal year.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Menominee Nation News					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 140,402	$-	$-	$-	$-	$ 140,402
Fringe Benefits	49,232					49,232
Travel	1,642					1,642
Supplies	7,128					7,128
Contractual	11,164					11,164
Space Lease/Rental	8,302					8,302
Indirect Costs	20,763					20,763
Totals ►	**$238,634**	**$-**	**$-**	**$-**	**$-**	**$238,634**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Throughout the past years, the department has been very prudent in spending. The budget has reached a point were cuts can no longer be made in operational expenses, and can now only be made in the areas of salary and fringe. Therefore, the hardest part of working with a limited budget this year was staffing. Menominee Nation News staff was on a reduced work hour schedule during the fiscal year. This was very hard on the staff, as we still had to complete just as much work. The staff struggled to complete their workload under pressure of deadlines, but we managed to pull it off and complete our work on time with each and every issue. This was no small feat, but thanks to the professionalism of our staff, it was achieved with minimal disruption to the business. I thank them, both for their commitment and dedication.

REVENUE: The annual income goal for FY 2014 was set at $50,118.19. As per an income statement dated October 7, 2014, a total of $58,244.43 was generated. The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line item where we generate a much smaller amount of revenue via NSF checks, postage and photos.

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Subscriptions	$ 7,458	$7,177	$-	$ 7,177
Non-Subscription Sales	11,343	13,490		13,490
Advertising	36,122	37,492		37,492
Other	102	86		86
Totals	**$ 55,025**	**$ 58,244**		**$ 58,244**

Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.

SUBSCRIPTION: Since 2001, the annual subscription rate has been $28.00 3rd class rate and $38.00 for 1st class rate. Beginning October 1, 2013, the subscription rates increased to $32.00 3rd class rate and $42.00 1st class rate. To accommodate customers who cannot meet the expense of the yearly rates, we also offer quarterly rates for each class. There is a 1st class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

SALES: As of October 2014 we have a total of twenty-three (23) distribution sites. This includes eight (8) sites in Keshena with one (1) being a complimentary site for the Elders, three (3) sites in Neopit/Middle Village with one (1) being complimentary sites for the Elders, one (1) site in Gresham, two (2) sites in Bowler, and nine (9) sites in Shawano. Since 2001, the newspaper was sold for $0.75. Beginning October 1, 2013, the rate has increased to $1.00.

ADVERTISING: Since 2001, display advertising was sold at $4.00 per column inch. As of October 1, 2013, the rate increased to $5.50 per column inch. 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. 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 information as articles.

OTHER: We 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.

Although we met and exceeded our revenue projection, even with the price increases there have been challenges. Despite the fact that we are a tribal newspaper and our target audience is our tribal members, we are not immune to the changes the industry is facing.

Newsstand sales continued an industry- wide decline and we lost some subscribers. There was also a fall in print advertising as businesses move money to digital marketing. That, coupled with the price increases has had a negative impact on our revenue.

Digital forms of mass communication now drive the world and Menominee Nation News will have to keep pace with the changing times to continue to be successful. It is our goal to establish a digital format of the paper and offer online subscriptions, which may allow for easier access to information provided in the newspaper. The department has made many attempts at getting a website and that has not come to fruition as of yet. We will continue to explore these possibilities in the upcoming year. In the meantime, Menominee Nation News can now be found on Facebook, an online social media tool used by many businesses.

Operation of Tribal Government

Laurie Boivin, Tribal Chairwoman

The Chairperson's Office is the face of the Tribal Legislature and serves as the liaison between the Menominee people and Tribal Government. The Chair's Office is also responsible for maintaining the Tribe's relationships with other Tribal Governments, local, State and the Federal governments. Our mission is to serve and provide direct support to the, Tribal Legislature, Legislative Committees, Commissions, Taskforces, and the Menominee membership.

The Chair's office functions as the hub of communications between the Tribe's government, to include the Executive and Legislative branches with the following partners:

1. Internally, to facilitate communication to our membership, governmental agencies, and other Tribal entities, such as the College of the Menominee Nation and Menominee Tribal Enterprises (MTE);
2. Externally, between Tribal Government and the Federal Government (Executive and Legislative branches), State of Wisconsin (Executive and Legislative Branches), Other Tribes, and local County and Municipal governments and agencies.

The Tribal Chair's Office has prioritized the following initiatives in the last legislative year: 1) Increasing transparency, and Improving communication between Legislature and Membership, 2) Streamlining & standardizing processes, and 3) Prioritizing Spending & Accountability.

1. **INCREASING TRANSPARENCY AND IMPROVING COMMUNICATION:** Improving communication and establishing new channels of communication is important so that Tribal Government is accountable to tribal members. Tribal membership has insisted that the Tribal Legislature work harder to get information out to the membership. The Chairwoman worked with staff and Tribal departments to review the efficiency of existing information sharing and determine new ways to get information into the hands of tribal membership. The outcome of this work resulted in the goal of increasing transparency by increasing the type of information provided to tribal membership and improving the way that information is distributed.

   The government transparency initiative included public meetings aimed to solicit from the Menominee Community their views on the critical issues facing the community. Through this avenue, the level of civic participation has increased in addition to the implementation of solutions-based strategies to attack social-justice issues plaguing the community. This year alone, the Tribal Legislature and membership have held a number of public meetings to address issues such as drug activity and the abuse of children. Community focus groups are helping the tribal government with awareness campaigns and policy development.

   To achieve the goal of increasing transparency through information distribution, tribal members are able to view and print Legislative Meeting Packets (excluding Executive session information concerning proprietary and personnel matters/information) on a Tribal Member Only website by using enrollment credentials for access.

Additionally, all Tribal Legislative Committee, Taskforce, and Community Meeting agendas are posted on the same site. Meeting notices are also posted on social media and the Menominee Public Access television channel offered to Charter subscribers, while paper agendas are still being posted throughout the Community according to Tribal Ordinance.

2. **STREAMLINING AND STANDERDIZING PROCESSES:** In 2014, an audit was performed on the Tribal Chair's Office for the time period of March 1, 2013 through February 28, 2014. As a result of the findings of that audit, the Chair's office was required to take action to correct deficiencies through policy development. This has led to the establishment of these last two initiatives: Streamlining & Standardizing Processes and Prioritizing Spending & Accountability, especially as related to the use of tribal credit cards by Legislators.

   A critical foundation in governmental affairs is the demonstration of equality among all. To meet this goal, the Chairwoman and staff worked diligently to establish the Chair's Office Procedure Manual, which at the time of this publication deadline is pending approval by the Tribal Legislature. The purpose of the procedure manual is to provide staff and incoming Leadership with a guiding document that designates policy & procedures where none have previously existed. This assists in establishing standardized methods for activity and decisive action by the Leadership. In addition, the advent of the office procedure manual also progresses the goal to exert fairness and impartiality in all actions conducted by the Chair's Office.

3. **PRIOITIZING SPENDING AND ACCOUNTABILITY:**
   In 2014, the Chairwoman took up the initiative of prioritizing spending & accountability in order to rectify audit deficiencies related to this area. One measure that was used to accomplish this end was to evaluate funding received throughout the Tribe and eliminate those that were duplicative in nature. In the past, the Chairperson's office was provided with a Direct Assistance line item that was to be spent to assist Tribal Members with emergency needs. The internal audit revealed little to no controls over how those funds were directed. This line item has been eliminated from the Chair's Office budget and members are directed to other functions within the government who provide such assistance.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Operation of Tribal Gov't					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 135,340	$ -	$135,341	$ -	$ -	$ 270,681
Fringe Benefits	59,301		80,160			139,461
Mileage	4,000		2,500			6,500
Meetings and related	81,226					81,226
Office supplies	12,500		12,500			25,000
Program supplies	2,900					2,900
Contractual	127,763		2,500			130,263
Phones	3,500		3,500			7,000
Space Lease/Rental	27,000		22,000			49,000
Indirect Costs	57,793					57,793
Program activities	600					600
Dues and memberships	27,434					27,434
Advertising	4,000					4,000
Vehicle cost	9,000					9,000
Committee mtgs.	18,000		8,500			26,500
Legislative mtgs.	41,500		36,500			78,000
Donations	500					500
Direct assistance	9,724					9,724
Postage	4,000		1,000			5,000
Photocopies	1,250		250			1,500
	-					-
Totals ►	$ 627,331	$ -	304,751	$ -	$ -	$ 932,082
Fund/Totals Ratio:	67.30%	0.00%	32.70%	N/A	N/A	

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Operation of Tribal Gov't					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 68,568	$ -	$ -	$ -	$ -	$ 68,568
Fringe Benefits	38,300	-	-	-	-	38,300
Travel	2,000	-	-		-	2,000
Training	12,000	-	-	-	-	12,000
Supplies	8,000	-	-	-	-	8,000
Space Lease/Rental	4,816	-	-	-	-	4,816
Indirect Costs	14,432	-	-	-	-	14,432
Meeting & Related	8,600	-	-	-	-	8,600
Postage	824	-	-	-	-	824
Telephone	1,200	-	-	-	-	1,200
Totals ►	**$ 158,740**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 158,740**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

(Table 2: Intergovernmental Affairs Office FY2014 Budget Allocation)

Not reflected in the tables above is the actual spending in fiscal year 2014. At the onset of the Fiscal Year, the Chair's Office tribal allocation was reduced due to the inclusion of some operations of the office in the Indirect Cost Pool. The total budget for FY2014 (tribal funds and indirect cost funds) is shown in Table 1. Because of the Tribal Chair's focus on spending & accountability, the office's actual expenses were 29% under budget in fiscal year 2014.The Intergovernmental Affairs Office also has a tribal budget allocation as depicted in table 2. In fiscal year 2014, the Intergovernmental Affairs office's actual expenses were 32% under budget. Between both budget allocations, a total of $232,722.79 in tribal dollars were unspent during FY 2014.

MENOMINEE TRIBAL LEGISLATURE: Early in the 2014 Legislative Year, the Menominee Tribal Legislature met to identify and develop the goals that would direct and drive the legislative activity for the year. On July 3, 2014, the Legislature approved the following goals:

1. Protection and prevention of further erosion of sovereignty and reaffirmation;
2. Development of fluent Menominee Speakers;
3. Create legal framework that would develop relationships outside the scope of the Tribe; and
4. Improve safety and security within the border of Reservation.

GOAL 1: PROTECTION AND PREVENTION OF FURTHER EROSION OF SOVEREIGNTY AND AFFIRMATION: The Tribal Legislature has been diligent in their pursuit of the protection of Tribal sovereignty. In the last legislative year, the Legislature worked to evaluate and assess the needs of the Tribe in maintaining sovereignty in areas concerning emergency management, access to tribal lands, and other pertinent issues. In 2014, the Tribe conducted a review of the Tribe's Emergency Management Policy and determined that there was a significant need to establish our own Emergency Management Department. This office was established and is operating under the direction of the Tribe's Emergency Government Coordinator.

In 2014, the Tribe's Enforcement & Resource Protection Committee continued working on the evaluation of the Tribe's existing Boating & Rafting ordinance in order to ensure protection and safety on the water. In January 2014, the Tribe became aware of an attempt in the State Assembly to regulate certain rafting outfitters within the exterior boundaries of the Menominee Reservation. The Tribal Legislature placed high priority on this issue and was successful in stopping the passage of Assembly Bill 591 due to the Tribe's passage of our amended Boating & Rafting Ordinance on June 19, 2014.

The Legislature through Committees and staff has worked with Menominee County in a joint-effort to evaluate the existing intergovernmental agreements. While this initiative is on-going, the Tribe and County have agreed to examine and potentially create a master agreement that will clarify confusion around renewal dates, costs and other issues that exist within some of the current agreements, which may include the Joint Powers Agreement. The joint committee did create the Water Rescue/Recovery and Drowning Incidents agreement with recommendation for passage to both respective bodies. This agreement defines authority and establishes protocol that ensures the protection of Tribal Sovereignty and Authority, with the ultimate goal to protect lives. The agreement was passed by the Legislature on October 16, 2014.

Other issues that have been initiated include Access to Tribal Court Records and External Recognition of Menominee Tribal Police. At the last General Council Meeting, tribal members indicated a concern over the access of external courts to tribal member court records. This issue has been referred to the Legislative Enforcement & Resource Protection Committee for action. To date, this issue remains in Committee. Finally, the Tribal Legislature is working through the Wisconsin State-Tribal Relations Committee to address Wisconsin recognition of Menominee Tribal Police Department & officers; this item is still in committee.

GOAL 2: DEVELOPMENT OF FLUENT MENOMINEE SPEAKERS: The Legislature adopted objectives that would establish a comprehensive curriculum, compliance with Language & Culture Code and provide adequate funding of the language program. Under the parameters of this initiative, the Tribal Legislature has engaged in discussion with Community partners such as the College of the Menominee Nation and Language & Culture Commission Director on strategies to meet the objectives of this goal. The College of the Menominee Nation has taken steps to develop an Indigenous Studies Program.

GOAL 3: CREATE LEGAL FRAMEWORK THAT WOULD DEVELOP RELATIONSHIPS OUTSIDE THE SCOPE OF THE TRIBE: The Tribe's relationships outside the scope of the Community are an integral component to educating and bringing awareness to Tribally-driven initiatives, issues, and culturally competent solutions. The Legislature established an objective in relation to this regarding addressing migration of our Menominee Clan the "Nama'o" or Sturgeon. Working in collaboration and partnership with the Wisconsin Department of Natural Resources, the Tribe has been pursuing activities that will create a sustainable sturgeon population on Reservation. While, this initiative is still underway, the Tribe has also continued discussion with the Wisconsin DNR and other stakeholders to determine the viability of migration methods that not only addresses methods to meet Tribal goals, but also those of our impacted stakeholders. This initiative began with a review of the Tribe's Sturgeon Management Plan, Public Education & Awareness Campaigns, and finally at the present time has included initial feasibility evaluation of migration methods from Lake Winnebago to Keshena Falls.

The Tribe has also pursued other initiatives with many State and Federal partners. For example, the Tribal Legislature has met with the Wisconsin Department of Natural Resources to address issues concerning wild ginseng, CITES Authority for Otter and Bobcat, Wolf Harvest, Game Transportation Tag Recognition Updates, Recognition of Tribal Recreational Vehicle License & Registration. The Tribe also participated in and held discussions with the Wisconsin Department of Agriculture, Consumer Protection and Trade regarding regulations concerning water quality standards within the State that impact Tribal waters. The purpose of these discussions is two-fold; to protect the sovereignty of the Tribe and protect the membership, resources, and culture. Finally, the Tribe has met with federal agencies on matters concerning education. In August 2014, the Tribe hosted a Roundtable discussion on tribal Education with the White House Policy Council on Native American Affairs. The purpose of this visit was to educate on the comprehensive approach to education taken by our Tribe and that of the School District.

GOAL 4: IMPROVE SAFETY AND SECURITY WITHIN THE BORDER OF RESERVATION: Safety and Security are critical areas that maintain the health and wellbeing of the Tribal Community. In this Legislative year the focus has been placed on several initiatives, the progress of which is identified below the initiative.

1. **IMPROVING UTILITY INFRASTRUCTURE:** The rationale behind this initiative was to eliminate/reduce health and safety risks of the community during emergency and inclement weather events. The Tribal Legislature is currently exploring the opportunity to place electric lines underground to avoid power loss, property damage, and personal injury during inclement weather. This initiative is on-going and will continue into next Legislative year.

2. **ATTACKING SYNTHETIC DRUG USE AND DISTRIBUTION:** The purpose of this goal is to improve the health, welfare, and safety of the Tribal community. The Tribe and its membership have taken very decisive action on this issue over the last year. Some of the work that has been completed to date includes: Engaging the Community in identifying the problems and solutions, Social & educational awareness campaigns, Implementation of the New Drug Ordinance, and establishing cooperative partnerships with existing Tribal Programs to meet needs of the community. While work is not yet complete, the Tribe and Community have demonstrated a strong commitment to attacking this issue that so widely impacts our families.

3. **ATTACKING DOMESTIC VIOLENCE AND SEXUAL ABUSE:** With the passage of the tribal provisions in the reauthorization of the federal Violence Against Women Act (VAWA), the Tribe participated in the Special Domestic Violence Jurisdiction Pilot Program to determine best course for implementation after 2015. This component of VAWA is significant because it provides the mechanism to fix the jurisdictional gap that has stopped short of holding some offenders accountable. The Tribe is armed with the tools to create regulatory and structural changes in order to become eligible to petition the Bureau of Indian Affairs for this authority in the future. The Tribe has also engaged in a partnership to address domestic violence and sexual abuse and search for

community based solutions. While this project is also on-going, the Tribe and Community partnership has served as a fantastic model to compel action and response.

4. **ATTACK MARIJUANA GROW OPERATIONS:** In recent years, the Tribal Community has become victim to the marijuana growers who have stripped certain areas of the forest in mass marijuana production. The fall-out of which has resulted in lost timber & other natural resources in addition to the safety risk this poses to many members of the community who frequent the forest. The Tribe worked in collaboration with the Wisconsin Department of Justice to educate the community through Community Presentations. Other presentations and safety training sessions were offered to those who worked in the forest to ensure their safety in the event of finding an active growth site. These initiatives are not complete. The Tribe will continue to educate and bring awareness to this issue. In addition, the Tribe's Law Enforcement Officials will continue working to eradicate these individuals and groups from destroying our beautiful land.

5. **COMPLETE LAW ENFORCEMENT REPORT:** The purpose of this initiative was to bring the Law Enforcement Operations of the tribe into compliance with the Tribal Law Enforcement 638 Contract. The work completed to fulfill this initiative is on-going. However, the Tribal Legislature and Tribal Police Administration are working on policy development & approval that address identified deficiencies.

6. **IMPROVING TRIBAL JAIL FACILITY:** The Tribal Legislature made a priority in 2014 to address health & safety issues in the Tribal Jail. The purpose was to eliminate risks to inmates and staff. The Tribe has been successful in obtaining a grant from the U.S. Department of Justice for an addition/renovation of the Tribal Jail Facility, which includes a 12-bed expansion project.

OTHER INITIATIVES: The Tribe was selected to provide the 2014 State of the Tribes Address to the State Legislature on February 13, 2014 in the Wisconsin State Capitol. The purpose of this address is to present to the State Legislature issues impacting Wisconsin's eleven tribes and the vision of the Tribe's for their future. The Chairwoman approached this address by discussing many difficult issues relating to Indian Child Welfare, economic conditions experienced on reservation, justice, health, social, and environmental conditions impacting Tribes. Finally, the Chairwoman addressed education and the psychological detriment forced upon our people through the use of race-based mascots and logos. The address also highlighted the purpose of Executive Act 39 and existing cooperative measures between the Tribes and the State to address issues of mutual concern.

The Tribe has continued its pursuit of obtaining necessary approvals for the Off-Reservation Gaming Application for the Kenosha Casino. In the last Legislative year, the Tribe's Kenosha Gaming Authority worked tirelessly with our partner, Seminole Hard Rock International to conclude management and development agreement negotiations, continued deployment of our public relations strategy, and to supply information regarding our proposal for the State's assessment on jobs and revenue. However, we have not stopped there. The Team has also continued working at the National level to keep the momentum going.

In conclusion, the Chair's Office and Tribal Legislature have continued to work for the benefit of the Menominee Tribe and our People. Yet, much of this work is not to the credit of one person or department. The wheels of our great Nation continue to move because of the strong voice of our People. We encourage your continued participation in making us a stronger Nation.

The Chairman's Office consists of the following staff members, Linda Peters, Office Manager; Benjamin Warrington, Emergency Management Coordinator; Tasha Caldwell, Intergovernmental Affairs Manager; Recording Clerks, Lizette Bailey, Brianna Ninham, and Kylene Chapman.

Probation/Parole

William Beauprey, Director

DESCRIPTION: Pursuant to Menominee Tribal Code Article VI Probation & Parole adopted 5/6/1994 by Ordinance 94-01, amended in its entirety on 3/7/2008. 132-29 Probation and Parole Regulations- Our duties and guidelines are outlined in each ordinance. 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/Sexual Assault Probation Officer, and Menīpaniw/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 Reservation, Sexual Offender Registration Notification Ordinance Program, Probation Domestic Violence Review. We have one Administrative Assistant whose main objective is to maintain our departmental budget, client files and office functions.

SERVICES AND SUCCESS: We supervise all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We meet with our entire caseload twice a month to monitor their progress in completion of each court ordered condition. We direct our clients to local and neighboring community resources for AODA and Domestic Violence counseling along with Anger Management counseling, Sexual assault. We have had a few clients who needed residential treatment referrals and a larger number of clients participate in parenting classes. We work directly with those clients who have not yet received a high school diploma to ensure they receive their GED or HSED. We had 5 clients who completed either their GED or HSED this year. We also had several clients who participated in the Fire Training and Sawyer classes which gave them greater opportunities for employment.

IMPROVEMENTS: We again filled the Domestic Violence and Sexual Assault Probation Officer position with the hire of Mercedes Martin. With a fully staffed department we again gave a directive all probation officers that they would be handling all matters pertaining to their clients themselves. This gives the ability to better track and supervise their clientele as is needed per individual client. Should they need help when deadlines need to be kept then the Administrative Assistant will be allowed to help with client paperwork.

In September of 2014 our data entry clerk's position which was funded through the Tribal Court had expired. We were able to enter all cases in which last names started with A thru O and had been closed during the years of 2008 to 2012.

Over the summer of 2014 with the help of two youth workers and a TANF worker we were able to start on the paperless project in our filing room. Cases which were closed prior to 2008 were scanned and saved to a computer file and on a Jump drive to be entered in the Just ware program. We are hoping to have the paperless project completed within this next year as it will help in our statistics and client recidivism could be closely monitored once all cases are entered.

NEW PROGRAMMING: Over the past several years our department has looked at GPS monitoring for clients who are incarcerated as a means of easing the overpopulation within our detention facility. GPS monitoring would ensure those clients who have health issues and disabilities could maintain service and care while fulfilling home incarceration.

Our department has finally acquired a department vehicle which will be used for home visiting and supervision of community service workers. We would also like to purchase HP Revolve notebooks which would assist the probation officers with home visits, court hearings, meetings and jail visits. This would allow for the officers to work while out of the office and not have to return and enter information into their computers saving man hours for our department.

COMMUNITY ENGAGEMENT EFFORTS: This year our department has participated in several community events beginning with the New Year's Eve Sobriety Powwow where clients assisted in set up and cleaning for the event. We also had a client's participate and work at the AA gathering Recovery on the Lake and the annual Sober 49 held on Saturday evening of our Powwow in August. At the Night out against Crime event held in August our department has a table set up with a bobbing for apples where participants of all ages can win prizes. A member of our department also participated in the Ropes Course with clients and that event was a great success.

STRAREGIC PLANNING: We are improving service delivery to our clientele by offering a stipulation to revocation to those clients who are currently employed or enrolled in courses. If a client is arrested and found in violation of his/her probation rules and is facing Revocation we have created an alternative by allowing the client to self-terminate himself from probation and ask for revocation without a court hearing. A statement of facts is completed by the probation officer to ensure that the client knows why he/she is being revoked. A stipulation is then signed by all parties involved in the revocation process; this includes the Probation Officer, Prosecutor's Office, Tribal Judge and the client. Note that this process does not guarantee that the client will be given Huber privileges as this is at the discretion of the Judge.

We are also able to transport clients to inpatient residential facilities and community service sites with the department vehicle. We have created a line item in our budget to cover the initial cost of witnessed urinalysis testing at the Menominee Tribal Clinic. If clients are ordered to cooperate with the testing then they are required to reimburse the cost by the end of their probation.

An Internal Investigation was completed on a probation officer in our department; the complainant used a form from Tribal Human Resources. The Tribal Human Resources Department timelines were used to complete the investigation. The Director met with the complainant and gave her the results in which she was satisfied. Due to the majority of concerns or complaints in our department being due to incarcerations we explain our process and revocation timelines whenever difficulties arise.

MENIPANIW: The Menīpaniw (A Good Road) program also known as Wellness Court is a diversion program for individuals who had been charged and sentenced to drug possession charges. If qualified the individual is referred to Menīpaniw for an interview by the team. If accepted the sentenced is stayed and if not then they go back into criminal

court for the sentence to be imposed. The sentence is jail time with half of the jail time imposed and the remaining time stayed to probation, AODA Assessment, fine, court costs. As a participant in the program they will be required to call in to Maehnowesekiyah Monday-Friday between 8-10a.m. to see if they are on the random urinalysis list which also includes a random test for synthetic marijuana. If selected the individual has until 4:00pm to submit their urinalysis. The clients programming also consists of Moral Reconation Therapy (MRT) on Mondays, one on ones with probation officer, treatment for AODA and weekly/biweekly court appearances. Each individual has their own treatment plan based on their individual needs. Once the individual completes the program and transition then the drug charges are expunged from their record. The program only allows first and second time offenders.

UNMET NEEDS: Our department is currently in need of more office space. We house three probation officers and an Administrative Assistant in three offices. There are issues of confidentiality and appointment overlap especially when dealing with sensitive matters.

The department is seriously in need of tablets for improved probation officer availability in doing home visits and court hearings. The tablets would also assist in note taking at meetings and jail visits with clientele and department business. This would also help reduce man hours as the probation officers would not be required to return to their office and enter or process information.

With the overcrowding of the Menominee Tribal Jail and the steady amount of Revocations we would be able to assist clients with health issues by purchasing a GPS monitoring system. We have had numerous occasions were clients were pregnant, infectious, diabetic, and also handicapped. With the purchase of the GPS monitoring system we could allow home incarceration and be able to monitor client's medical appointments.

Statistical Information: At Years End

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Criminal Clients	182	Menīpaniw Clients	23
DV/SA Clients	174	Menīpaniw Active Clients at Year End	8
Active Clients at Year End	95	Menīpaniw Transitions	6
Absconders at Year End	154	Menīpaniw Absconders	15
Clients Incarcerated at Years End	60	Menīpaniw Terminations	13
Wanted Clients at Years End	46		
DV/SA Releases at years End	18	Criminal Releases at years End	36
DV/SA Revocations at Years End	29	Criminal Revocations at Years End	19

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Probation/Parole		
	Tribal	Federal	Totals
Personnel Costs	$ 50,719	$ 65,978	$ 116,697
Fringe Benefits	22,103	37,256	59,359
Equipment	1,118	-	1,118
Supplies	613	1,407	2,020
Contractual	5,161	1,956	7,117
Indirect Costs	7,801		7,801
Other Costs: (list below)			-
Postage	48	76	124
Cell Phones/Pagers	272	1,913	2,185
vehicle insurance	380		380
program activities	661		661
medical services/UA's	780		780
Totals ►	**$ 89,656**	**$ 108,586**	**$ 198,242**
Fund/Totals Ratio:	45.23%	54.77%	

Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department operates primarily under the Indirect Cost Pool, providing a number of supportive services to the programs of the Menominee Tribe. The PMA Department is operated by the following staff and positions:

- Brett Hoffman, Director of Property Management and Acquisition
- Darcie O'Kimosh, Procurement / Inventory Officer I
- John O'Kimosh, Procurement / Inventory Officer II

Under the guidelines of the Accounting Manual - Procurement Policy;

- Review and approval of purchase requisitions and check requests.
- Central Office supply ordering system approvals, management and invoice processing.
- Contract routing approval and electronic database management.
- Competitive bid advertising, public bid opening, bid evaluation coordination and bid recommendations.
- Management of bidding and account representation for LP gas services, food provisions, cellular telephone services and other centralized services.
- Management of Tribal central postage meter and copiers including related internal billing system.
- Policy modifications, compliance and training.

Under the guidelines of the Accounting Manual - Property Management Policy;

- Asset database management to include recording of new assets, transfers and disposals of equipment.
- Provide for storage and availability of excess furniture and equipment.
- Obtaining federal excess property for qualified MITW programs.
- Reconciliation and coordination of assets for financial records and depreciation accountability.
- Disposal of Tribal property through sales, trade ins and other disposals.
- Policy modification, compliance and training.

Under the guidelines of the Tribal Code Chapter 44 Debt Collection;

- Management of the Debt Collection Database information as provided by programs.
- Assist programs in coordinating applicable contracting provision restrictions.
- Report data information monthly to Administration and quarterly to Departments.
- As of September 30, 2014 the total active Tribal Debtor List balance as reported by programs including Courts is $2,974,178.

Accomplishments during Fiscal Year 2014:

- Competitive Bids were solicited and evaluated for the following named projects; West Branch Road Phase II, Keshena Senior Center Parking Lot, Warrington Road Streetlights, Housing Modular Homes, Transportation Radio system, Clinic Digital X-ray, Clinic Dental Equipment, Tribal Office Restroom Renovations, Head Start Renovations, Our Children's / Weso Road Sidewalks, Solid Waste & Recycling Services, Tribal School Renovations, Neopit Sewer Improvements, Clinic Ambulance Purchase, Tribal School Parking Lot, Transportation 2 Bus Purchase, Neopit Street Repair, Cigarette & Tobacco Services, and Tribal School Garage & Siding Project.
- The PMA Department obtained equipment under the Federal Excess Property Program with an original value of $31,266, including one truck, one trailer and other miscellaneous equipment.
- Sale of old vehicles and equipment generated $49,356 in revenue to programs.
- Coordination of purchasing rebate incentives and bonuses generated $29,840 in revenue to tribal reserve funds.
- Participation in the HP Edge recycling program provided four (4) Departments with free HP products at a fair market value of $2,000.
- Transition of the Tribe's cellular phone services from Cellcom to Verizon Wireless and an improved justification/approval process resulted in the reduction of 52 lines (from 137 to 85) and an estimated annual cost reduction by 40%.
- The Menominee Tribe's LP gas contract for Fiscal Year 2015 has been negotiated with Ferrell gas and established rate at $1.589 per gallon for programs and Tribal members.

The Fiscal Year 2014 Indirect Cost budget for the PMA Department was established at $248,650 with total preliminary operating expenditures of $243,003.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Property Management					
	Tribal Internal Services	Tribal Federal Excess	Federal	State	IDC	Totals
Personnel Costs	$				$138,182	$ 138,182
Fringe Benefits	-	-			80,868	80,868
Travel		3,000			-	3,000
Training		6,000			3,300	9,300
Supplies	860	12,000			4,400	17,260
Contractual	2,620	3,000			8,040	13,660
Utilities		500			-	500
Space Lease/Rental					9,000	9,000
Indirect Costs		2,950			-	2,950
Other Costs: (list below)					-	-
Advertising					4,500	4,500
Postage	38,620				40	38,660
Photocopies					200	200
License & Permits		1,000			-	1,000
Telephone	30	500			120	650
Vehicle Fuel		3,500				3,500
Vehicle Insurance		1,500				1,500
Property Insurance		200				200
Unbudgeted Funds	52,580	16,310				68,890
Totals ►	$ 94,710	$ 50,460	$ -	$ -	$248,650	$ 393,820
Fund/Totals Ratio:	24.05%	12.81%	N/A	N/A	63.14%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Internal Services	$ 7,931	$ 47,629	$ 42,128	$ 5,501
Federal Excess Property	47,044	6,912	4,157	2,755
Tribal Revenue (1100)	-	54,549	-	54,549
Totals	54,975	$ 109,090	$ 46,285	$ 62,805

Prosecutor's Office

Scott Wilson, Prosecutor

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of Menominee Tribal law and working with other criminal justice agencies and jurisdictions in order to protect the Menominee Indian Tribe and its members and the community.

CURRENT STAFF: Current staff is Scott D. Wilson, Tribal Prosecutor, Kasia D. Klaus, Assistant Prosecutor, Danielle M. Kranz, Domestic Violence/Sexual Assault Prosecutor, Bridget Long, Wellness Court Paralegal and Ashlee Vandewege, Legal Secretary

ACCOMPLISHMENTS: In FY2014, Then office prosecuted over 1,678 matters in the Menominee Tribal court. 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. Between January 2014 and the middle of August 2014 approximately 56 drug cases were filed by the Tribal prosecutors office. As compared to approximately 22 cases in the previous year for the same time period.

Between October 2013 and September 2014, Wellness Court successfully graduated 8 clients. Wellness Court is a voluntary diversionary program which provides team based case management of drug abuse cases. To graduate, clients need to maintain a minimum of six months of a drug and alcohol free life (at this time the average treatment is approximately 11 to 13 months in length per participant) along with accomplishing self-imposed positive life goals, becoming active participants in their community as well as re-connecting with families that were broken due to choices made before the program. Wellness Court currently has 11 participants.

PUBLIC SAFETY FOCUS GROUP: The Prosecutors office has taken the lead in the newly formed Public Safety Focus Group which was formed in September 2014 as a result of the Special Meeting of the Menominee Tribal Legislature on the topic of drug activity on the Reservation. The group also includes representatives' from the Tribal Police and Probation and Parole. Additionally members are to include members of the community

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget - Prosecutor			
	Tribal	Program Income	Federal	Totals
Personnel Costs	$ 88,218	$ -	$107,961	$ 196,179
Fringe Benefits	30,479		22,867	53,346
Property Insurance			150	150
Training	200		1,200	1,400
Equipment	420		4,835	5,255
Supplies	1,000		4,300	5,300
Contractual	1,557		618	2,175
Utilities	760		600	1,360
Indirect Costs	12,517			12,517
Postage	480		250	730
Dues & Memberships	1,800		1,800	3,600
Filing Fees			200	200
Advertising/Notices	250	-	-	250
Totals ►	$ 137,681	$ -	$144,781	$ 282,462
Fund/Totals Ratio:	48.74%	0.00%	51.26%	

Parks and Recreation

Duane Waukau, Director

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

PERSONNEL:
Duane Waukau, Park & Recreation Director
Lavita Delabreau Youth Center Weekly
Alfred Waupoose Youth Weekend Worker

Youth Center Youth participants 9201 Fitness Room Adult participants 7212

BUDET ALLOCATION FOR FY2014:
Youth Center Park Maintenance 173,789.00

THE YOUTH CENTER OPEN HOURS:
Monday thru Friday (8 a.m. – 9 p.m.)
Saturday and Sunday (9 a.m. – 2 p.m.)

YOUTH CENTER ACTIVITES INCLUDE: Wii system with games, Charter TV for Youth Activity and Fitness Rooms, Four computer lab stations with Internet, Air Hockey machine, Pool Table, Two Foosball tables, Monthly Movie nights, Car wash & Youth Bake Sales, Dart Machine, Meeting rooms for Diabetes presentations Netaenawemakanok (Youth Collaboration) Monthly 3rd Tuesday meetings Noon hour Fitness training room, Menominee Tribal Clinic Wellness walking series during the year and Keshena Primary School incentive participation usage during the school day for the Activity rooms. Various community fund raising requests for Kitchen and Pavilion usage.

PROGRAM ACTIVITIES INCLUDE: Community Halloween Party, Open Gym at the Menominee High School, Collaborative Christmas Breakfast with Santa in Keshena Neopit and South Branch Centers, Valentines Dance, 3 on 3 Basketball tournament Easter Egg Hunt, , 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, Provided Ground preparations for all for Neopit & Keshena Little League games and Van for Keshena Little league games and tournaments, Provided Van transportation for High School Basketball & Softball leagues Tribal Clinic Wellness program Winter Round house Culture camp and various Pow Wows Youth drum requests. Five Boxing Club trips were made this year.

SIGNIFICANT ACCOMPLISHMENTS:

1) The 2014 North Indigenous Games were held in Regina Saskatchewan from July 19-26 2014. A total of 75 athletes and coaches from Menominee were part of the 316 Team Wisconsin participants. 16U Girls Ania Smith Monae Waukau Head coach Al "Sniller" Grignon 16U boys Joseph Martin jr. and Leon Nahwahquaw were Gold medal winners.U17 baseball Forrest Webster Ty Latender Waitasa Grignon Nick Corn Michael Pecore Quinn Labillios Bobby Peters Coaches Wayne Wilber Stu White Karl Peters.19U basketball Dillon Frechette Jaryd Wilber 19U Softball Regina Awonohopay Kylee Pamonicutt Wrestling Curtis Waupoose were Silver Medal winners.19U Male Archery Mitchell Warrington 14U Male high Jump Glen Fowler 19U Girls Basketball Sasha Peters Ashlynn Brisk Wrestling 58kg Rashawn Bell 76kg Kyle Komankin19U Volleyball Ashley Smith were Bronze medal winners. All athlete and coaches were alcohol, tobacco and drug free for all the try-out and participation in the games.

2) Menominee Youth Development and Outreach Program and Staff moved into the Menominee Youth Center August 28, 2014 to provide collaborative efforts to service all our youth in one building along with Johnson O'Malley Menominee Tribal Clinic Wellness and Diabetes and Tribal Recreation.

3) All Menominee Recreation Ball Diamonds and Parks are transferred over to the Community Development Program beginning this FY14/15 year.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Recreation				
	Tribal	Other	State	Federal	Totals
Personnel Costs	$ 85,518	$ -	$ -	$ -	$ 85,518
Fringe Benefits	34,644	-	-	-	34,644
Travel & Training	2,000	-	-	-	2,000
Equipment	5,000	-	-	-	5,000
Supplies	13,450	-	-	-	13,450
Contractual	2,500	-	-	-	2,500
Other	23,800	10,000	-	-	33,800
Indirect Costs	16,191	-	-	-	16,191
Totals ►	**$ 183,103**	$ 10,000	$ -	$ -	**$ 193,103**
Fund/Totals Ratio:	94.82%	5.18%	0.00%	0.00%	

Social Services

Mary Husby, Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. In FY-14 the staff of Menominee Tribal Social Services consisted of the Director, Child Welfare Assistant and five Social Workers. With the exception of one social worker, all are funded with BIA funds and Tribal funds. The one 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.

In our Child Support unit, we have a Child Support Manager, six Child Support Specialists, a Child Support Clerk, an Account Clerk, a receptionist, a Child Support Trainer/Paternity Specialist 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.

In FY-14, we began the year in October, 2013, with a total of one hundred-five cases. There were no service only cases (counseling), three child welfare assistance cases and one hundred-two Indian Child Welfare Act cases. During the year we received notices of two hundred-seventy cases which were believed to be subject to provisions under the Indian Child Welfare Act. We also provided services to three new child welfare assistance cases. Thus our total caseload for the fiscal year was two hundred seventy-three cases. However this count did not include the one hundred-five cases carried over from FY-13 into FY-14. Including those cases, the department provided services to three hundred seventy-eight cases.

In order to understand some of the Department's successes, it will possibly require an understanding of the programs and services offered by Menominee Tribal Social Services. Perhaps one of the most important programs which is assigned to this Department is the Indian Child Welfare Act Program.

INDIAN CHILD WELFARE ACT (ICWA): This is a prominent service area in the minds of tribal leaders as it is the legal mechanism which entitles tribes to intervene in state court proceedings involving their children. The law covers foster care placements, termination of parental rights hearings, pre-adoptive placements and adoptive placements. The law also sets out priorities for these placements so that a child can remain connected to his/her extended family and to his/her larger family, the tribe; thus the continued existence of the tribe is insured.

In FY-2014 Menominee Tribal Social Services received notices of two hundred-seventy cases in which agencies were notifying the tribe of child welfare proceedings involving children who were believed to be Menominee. This was the highest number of referrals/notices that this department has received since the passage of ICWA on 11/8/1978. It is anticipated that this number will continue to grow.

As part of our responsibilities under ICWA, staff will locate and investigate appropriate relative/Indian placements as well as attend and intervene in those State Court cases alleging children to be neglected and/or abused. Last fiscal year we participated in 172 court proceedings both in-state and out-of-state. However, most cases were generated from Wisconsin County Courts.

In the most complex cases, the services of the Department's attorney is utilized for drafting intervention documents, motions, briefs and for case presentation from the tribe's position. Last fiscal year, the attorney was actively involved in thirty-eight unduplicated case proceedings. Considering that most cases involve at least three appearances, one can begin to see the volume of work involved.

Last of all, the department's accomplishments in this program area would have to reflect the permanency outcomes achieved during this past year. Unquestionably as a direct result of our efforts, we were able to finalize adoptions for six children. Most of these were relative adoptions. Further, guardianship of children was awarded to ten family relatives. In nineteen cases (individuals), children were returned to their parent(s) from foster care. In summary, efforts in this particular area have been very rewarding knowing that parents have overcome their issues and their children are now back with them. In most other situations, where parents have not made those necessary changes, children have remained with their extended families or other tribal members.

Finally in those situations in which a child was adopted out prior to the passage of ICWA, we have assisted four individuals in getting documents from closed files. This enabled four adults to enroll in this tribe. In one other case DNA tests are pending.

KINSHIP CARE: The Kinship Care Program is administered by this Department and is funded by the State through the Department of Children and Families. This resource is available to eligible relatives caring for their relative children either

on a voluntary or court ordered basis. For voluntary cases, parental permission is required to allow the relative to receive Kinship Care Benefits. In either scenario, a referral to Child Support is required to establish appropriate support for the child(ren). Criminal Background checks are required for the relative caretakers and any other adults living in the home. Current funding per child per month is $226.

During FY-14 there were forty-eight unduplicated families (caregivers) served which represented ninety children. If Kinship Care was not available it, most likely, would have meant that the majority of these children would have required foster care services. Thus, this program enhances our efforts in the spirit of what the Indian Child Welfare Act was intended to do. That is, to keep Indian children with extended family members whenever that child needs safety and protection.

In regard to presenting conditions, most of the children have been left with relatives due to some instability in the lives of the parents. This usually involves AODA issues, homelessness or incarceration of one or both parents.

BIA RESPITE CARE: This Bureau of Indian Affairs Program is considered by this department to be a prevention program. Its aim is to provide child care respite services to families who are experiencing stressors which could lead to the out-of-home placement of the child(ren). Incidents of domestic violence, school age pregnancy, AODA issues or medical conditions in a family that might place a child at risk are some of the eligible categories for services. Additionally, the family has to reside on the reservation and the child has to be enrolled in a federally recognized Tribe. Children 6 weeks to 4 years of age are served full time at the Tribe's Day Care Center. A social worker from this department works with these families and children. With the current level of funding, we are able to serve five children at any given time. For FY-14 none of the children who were enrolled in the program required placement in foster care. We consider this a notable success story.

DV RESPITE DAY CARE: Under funding awarded from the Department of Health and Human Services, Administration for Children and Families, this Department submitted a five year application for funding for child welfare services under IV-B of its Social Security Act. The thrust of the program is to provide respite day care services to families affected by Domestic Violence. Families served are either residents at the Tribe's Domestic Shelter, transitional housing or in the community but actively participating in the services offered by Maehnowesekiyah's DV Program. This effort is a collaboration between Tribal Day Care, DV Shelter Care and Menominee Tribal Social Services. Parent(s) are required to meet weekly for staffings with the tribal assigned social worker along with the DV advocate and Assistant Tribal Day Care Director. Meetings occur at the Day Care Center and are used for a variety of case planning and assessment purposes as well as parenting education when indicated. Children are observed monthly in their classrooms by the Tribal social worker and weekly reports of the children are provided by the classroom teachers to the three member team. An annual training component is included in the budget for staff of the three agencies involved in this project.

There are many stories of success that can be shared. These would include a parent gaining the courage to enroll in GED classes or a parent who has gained in her self-confidence to enroll in one or two classes at the College of the Menominee Nation; or there is the situation in which a mother gained the freedom, after separating from her partner, to independently shop for groceries and then to fix a roast for the first time. Often these are the small and large steps that are taken for granted by the larger community.

INDIVIDUAL INDIAN MONIES PROGRAM: Tribal Social Services was assigned this program by the Tribe and Bureau of Indian Affairs (BIA) in FY-2001. The department processes applications for the release of these funds for minors and legal incompetents. However, most of the activity surrounds the applications for adult legal incompetents. After an application is submitted to this department, an internal review by a three person team commences. If the application is approved, a distribution plan is developed and forwarded to the Regional BIA Office in Minneapolis for review. If approved at that level, the release of funds is carried out by the Office of Trust Funds Management. In FY-2014, we averaged about twenty cases in this program.

PER CAPITA PROGRAM: Social Services have the responsibility for processing applications and rendering decisions regarding minors' and legal incompetents' per capita/stumpage payments placed in trust. There is more flexibility applied to the release of these funds for adults than for minors. Most often requests for adults relate to purchasing some item(s) that will enhance the quality of their lives. Funding for this program depends on whether the Tribe has money available to make a disbursement of funds to tribal members. In FY-14, a payment was issued in December, 2013.

EMERGENCY/CATASTROPHIC PROGRAM: With Tribal funds, Menominee Tribal Social Services administers this program. Because of limited funding, the priority for services is emergency medically related events. However, emergencies such as fires are also considered a priority. The service area is the Menominee Indian Reservation and its surrounding communities. Eligible applicants are enrolled Menominee Tribal members, spouses of an enrolled Menominee member and first generation descendants of an enrolled Menominee member. Depending on the funding allocated by the Tribe, a maximum amount of assistance is identified. In FY-14, the maximum amount was two hundred

dollars. We were able to serve ninety-seven individuals in FY-14. The primary need for assistance was transportation to medical facilities.

OTHER ACCOMPLISHMENTS: This area would include committee assignments that this director or other staff participates in. The committees would include: the Child Protection and Federal Multi-Disciplinary Team for Child Abuse/Neglect cases; the Menominee Tribal/County Human Services Planning Committee for joint service area issues and resolution; the Tribal Health and Family Services Committee; the Housing Committee; the Community Domestic Violence Committee; the Department of Children and Family Services; Inter-Tribal Child Welfare Committee which focuses on child welfare issues of concern to all tribes and Dept. of Children and Families. Priorities are identified for action planning; the Inter-Tribal Training Partnership Committee which is located at the University of Wisconsin – Black River Falls and whose mission is to provide training to Tribal Child Welfare workers at affordable costs; the Wisconsin Dept. of Children and Families/Tribal Policy and Law Committee whose purpose is to recommend and draft legislation or amendments to state law and policies favorable to tribes on conditions adversely affecting tribes. This committee is comprised of Department of Children and Families, Chief Legal Counsel, tribal attorneys and some Tribal Social Services Directors; The Menominee School District Safe School Project; the local and state Fostering Futures Project for Trauma Informed Care and Adverse Childhood Experiences; Finally sub-committee participation on the State/Tribal Relations Committee which is comprised of State Senators, Representatives and all Tribal Chairmen or their designees. The Committee works on issues, initiatives that are important to Tribes and which might necessitate the drafting of legislation or priorities for funding for special projects. Perhaps the two committees which have seen the most work and greatest accomplishments have been the Fostering Futures Pilot Program and the sub-committee of the State/Tribal Relations Committee. However the work of these two groups also crosses over into priorities identified by some of the other listed committees. Thus, there is a concerted effort by most of the work groups to combine their efforts and to move the issues forward.

Currently, the sub-committee of the State/Tribal Relations Committee has been actively involved in attempting to develop language that would bring the state statutes concerning Safe Haven cases into conformity with the Federal ICWA and the Wisconsin Indian Child Welfare Act. The Safe Haven Law in Wisconsin was developed to prevent a parent(s) from abandoning babies in dumpsters or other facilities and then face criminal prosecution once the parent was located. The law allowed anonymity for the parent(s) or another person to drop off a baby, not more than three days old, at a hospital, clinic, law enforcement officer or emergency medical technician to ensure the safety to both the baby and parent. The law protects the safety of the parent by granting the parent immunity from prosecution for relinquishing her or his child.

The problems start to develop in that ICWA doesn't allow a child to be placed voluntarily until after 10 days of birth. The Wisconsin law also doesn't allow disclosure to a tribe of the name of the parent or child or other identifying information to allow a tribe to determine if this is a tribal member's child. Therefore there is a great possibility that a number of tribal children can be lost thus defeating the purposes of ICWA.

At this point, tribes have drafted proposed amendments to the Safe Haven Law but the Wisconsin Hospital Association, our greatest and most powerful opponent, has not agreed with the recommended changes. Since the passage of the Safe Haven Law, most of these babies are delivered at hospitals. Therefore identifying information about the mother and child already exists but the hospitals are unwilling to release this to tribes citing federal HIPPA laws. The work of the tribes in this area has been ongoing for approximately three years. This important issue for tribes will continue as further joint meetings with sub-committee personnel continue.

The other major work going on in this community with the involvement and investment of the part of most of the reservation agencies, departments and School District would be the Fostering Futures Initiative. Menominee was selected by the Wisconsin Dept. of Children & Families as one of three pilot sites to implement the core concepts behind Fostering Futures. Much of the back–drop behind this project is based upon Trauma Informed Care and adverse child experiences. Educational events were offered within the community and at various departments over the last year to assist in educating all about the effects of chronic abuse and neglect on brain development and how cognitive ability is hampered by the adverse effects of trauma on children as well as families. Because of tribes' histories of trauma inflicted on them by policies of the government, boarding school practices, as well as re-location, termination and poverty, Tribes have been negatively affected by these policies and practices.

The efforts to combat and reduce the incidents of child abuse/neglect and its long term effects will greatly depend on this department and other agencies' ability to educate the reservation about this issue.

Planning continues as to the best way to roll out training and to disseminate information to the reservation community. Brochures, bookmarks and banners have been designed for community postings and distribution at various events to begin and raise awareness. Dr. Steven Dakai has been certified as a trainer for conducting educational seminars on this subject. The Core Committee of Fostering Futures is also planning on increasing the number of certified trainers who can share the work load of being teachers and trainers for some community training events. The objective here is to immerse

the community's knowledge and understanding of how witnessing or experiencing physical or sexual abuse or neglect can negatively influence one's learning and processing of information as well as how the brain development is altered.

There is much more work to be accomplished in this area, including the development of a Tribal Children's Code, but the commitment is there and the efforts will be sustained. Suffice it to say that FY14 has proven to be a year of challenges, opportunities and change for this Department as well as for the Menominee Community.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Social Services					
	Tribal	Program Income	Federal	State	BIA Other	Totals
Personnel Costs	$ 202,993	$ -	$ -	$ 8,919	$ 160,251	$ 372,163
Fringe Benefits	99,704			2,967	84,650	187,321
Travel	5,120			56	3,776	8,952
Training	1,050		500		585	2,135
Supplies	1,050		811	-	922	2,783
Contractual	500			326	-	826
Space Lease/Rental	7,872			368	11,173	19,414
Indirect Costs	33,781		122	1,196	-	35,099
Other Costs: (list below)						-
Direct Assistance	6,943		53,738	161,664	93,145	315,490
Dues & Membership	508				-	508
Postage	573				227	800
Photocopies	375				290	665
Telephone	430			-	299	729
Cash Match	0,999					10,999
Totals ►	$ 371,898	$ -	$ 55,170	$ 175,496	$ 355,318	$ 957,882
Fund/Totals Ratio:	38.83%	0.00%	5.76%	18.32%	37.09%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Fees - Criminal Background Checks	$ 694	$ 158	$ 720	$ 132
Totals	$ 694	$ 158	$ 720	$ 132

South Branch Community Center

Yvette Ducane, President

This year's story for South Branch Community is that we would like to extend our thanks to all the programs that had made our building successful. First and foremost the Menominee Indian Tribe for the grant awarded the center to keep the building operable. Community Development for the new construction of the pavement and pillars and landscaping, Johnson O'Malley for bringing in the youth during the summer, having a youth sewing program, Community Resource Center for having computers within the building for the youth to utilize, Youth Development for helping at all our events such as Easter and Halloween to make it special for our youth, St. Anthony's Summer Church Group that came for a week to help clean, paint, and do yard work, Recreation for all the donations for Breakfast with Santa, Maehnowesekiyah-Cultural and Healthy Lifestyle for the round house, Public Transportation for transporting for events, Aging Division for bring daily meals for our elders, National Indian Council on Aging for providing one placement within the building, all the presenters that came to the meetings and informed our community, College of Menominee Nation donating a little library, community members that utilize the building for events such as birthdays, reunions, crafts sales, baby showers, holidays, and funerals, and Probation Office for hours of community service. Lastly all our Community Board Members that met

every month and had potluck and took time out of their busy scheduled to hear community concerns, took care of building problems that occurred and planned the next upcoming event.

With our little South Branch Community Center we hope we were able to touch at least one heart and make it better for your family and the community. MAEC WAEWAENEN!

In October 2013, we received a grant in the amount of $10,450 and pay for the operational cost of building such as telephone/internet, electricity, LP gas, and any repairs of the building, appliances and year contractual agreements.

In the beginning of 2013, we had two National Indian Council on Aging Senior Community Service employees at the Center. In May of 2014, we decreased to one community service employed at the center. A Memorandum of Understanding has been established between the Department of Aging and Long Term Care and the South Branch Community Center. We worked with Recreation on the Breakfast with Santa and that was a success. We had 10 bikes to give away and had 65 community members that attended this event.

New board members consisted of Yvette Ducane, President, Cliff Olson Sr., Vice President, Richard Olson Jr., Treasurer, Amy Kakwitch, Secretary, Karen Arnold, Member, and Richard Ducane, Member. We worked with Maehnowesekiyah Wellness Center for the Winter Round House in January that was a success in which 97 community members participated. We submitted a request with Community Funding Panel to purchase supplies to remodel the small Headstart bathroom to a one stall adult bathroom and our request was approved. We also worked with Joseph Neuberger-College of Menominee Nation/Electrical Instructor and Craig Fox-College of Menominee Nation/Trades Director for the construction work. The College of Menominee Nation Trades students made a "Little Free Library" and donated it to the South Branch Community Center. We worked with Johnson O'Malley on the Easer Egg Hunt that was a success in which 56 community members attended. We worked with Charlotte Wagner of St. Anthony's Parish to welcome a large church group that volunteered one week of community service for the South Branch Community Center. We also worked with Johnson O'Malley to hire a Community Activity Center Monitor for the summer that was a success with July having 99 participants and August having 37 participants. We also worked with Community Resources Summer Youth in which we received two workers for 8 weeks.

Two new furnaces were by the end of calendar year 2014. The construction of the remodeling of the bathroom which should be done 1st quarter of 2015 as began.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – South Branch Community					
	Grant Award	Program Income	Federal	State	Other	Totals
Gas					4,500	**$ 4,500**
Supplies-cleaning					1,000	**1,000**
Contractual					432	**432**
Telephone					1,140	**1,140**
Electricity					5,996	**5,996**
Other Costs: (list below)					-	**-**
Easter					200	**200**
Halloween					200	**200**
Breakfast with/Santa					200	**200**
Totals ►	**$ -**	**$ -**	**$ -**	**$ -**	**13,668**	**$ 13,668**
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	100.00%	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Food Sales	$ -	$ 400	$ 400	$ 0
Craft Sale		320	320	$ 0

Transit Services

Shawn Klemens, Director

Menominee Department of Transit Services (MDOTS) manages and provides direct transportation services for Menominee Regional Public Transit including established partnerships. In addition, MDOTS continues to assist Tribal departments not only with transportation needs and services but also with maintenance of their vehicles.

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.

TRANSIT STAFF:
MDOTS has a staff of 135 employees which includes: (1) Director of Transit Services, (1) Transportation Coordinator, (1) Administrative Assistant, (1) Budget Analyst/Accountant, (2) Receptionist/Clerks, (3) Program System Analysts, (3) Mobility Managers, (8) Full-Time Dispatchers, (15) Part-Time Dispatchers, (3) On-Call Dispatchers, (4) Driver Supervisors, (25) Full-Time Drivers, (43) Part-Time Drivers, (6) On-Call Drivers, (5) Bus Monitors, (1) Transit Aid, (1) Mechanic Supervisor, (5) Full-Time Mechanics, (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker, (1) Part-Time Facility Maintenance Worker, and (3) Part-Time Housekeepers, (1) On-call Housekeeper.

TRANSIT ADMINISTRATION: Over the last year Menominee Regional Public Transit has again seen an increase in the number of passenger trips up more than 16, 464 trips from last year. We worked on and implemented one of our biggest changes ever which was changing a number of our routes from Demand Response Routes to Fixed and Flex routes, this was implemented due to the timing of our buses arriving and departing on time. With Fixed and Flex routes all stops have specific times that they arrive and depart from locations, never departing earlier than posted times. Additionally we have added demand response service to Neopit during the day.

We have started the process and hired a transportation consultant to complete our new five -year Transportation Development Plan (TDP) we are focusing on Medicaid eligibility and developing a partnership with Stockbridge which will extend our routes to the Gresham Bowler area. A Draft plan should be completed and available for review by January.

This last year we have been able to develop our website www.mitwbus.com which has information on all our routes, we will soon be adding things like news from MDOTS, eligibility forms for ADA and within the next year we are hoping to implement where's my bus which will give our riders a map with the current bus location.

And finally to better serve Tribal Members and the community and to be able to respond to or address any issues/concerns, we have established a rider/community advisory meeting which is held every third month on the first Wednesday. Please check our website for meeting dates and times and come out to share your experiences with our staff and let us know how we are doing.

UPCOMING PROJECT FOR FY2015: We will work on completing our five year TDP along with working on setting up Medicaid eligibility by the end of next year. Additionally we will continue to meet with and work with the Stockbridge Tribe to try and coordinate services to the Gresham and Bowler area.

We will work on getting our mapping/routing system implemented, this will route each pick up the most efficient way and give both the driver and dispatcher a designated route to be followed. We will be working on purchasing and installing camera and GPS systems in each of our buses for monitoring activities and bus locations.

TRANSPORTATION COORDINATOR – RICHARD DUCANE: In 2014, MDOTS continued to develop new services in the Lac du Flambeau area that was started in December 2013. The new service now provides transportation to the Lac du Flambeau and Woodruff area and has added another 14 positions (4 dispatchers and 10 drivers) to MDOTS staff. From January 1st to October 31st, 2014 the new services have provided nearly 17,000 one way trips.

Another change that was implemented in late 2014 was the change in services to a fixed route system for the Neopit, Keshena, Shawano, and Green Bay routes. With the changes MDOTS was able to add demand response service in the Neopit Area which is a new service that was never offered before.

One of the biggest challenges is obtaining enough CDL Drivers with their Passenger and School Bus Endorsements. This is not exclusive to MDOTS but is a problem nationwide as there is a shortage of qualified drivers. MDOTS has posting multiple times throughout 2014 and has worked with the Human Resource Department to develop a new CDL Driver job description to be able to offer better pay for qualified drivers so as not to be out done by our local competition.

ADMINISTRATIVE ASSISTANT – JUDY DUQUAIN: The main function of the Transit clerical staff is to assist the public and employees who work for Transit to provide necessary information to individuals who come to transit and employees who may need assistance to do their job. The staff assists all individuals who come to the Transit facility by providing rider assistance information, route information, setting up appointments, providing fares information, bus passes and ticket sales, entering driver route information and driver deposits, and general public transit information. They also direct individuals who may have access the Transit website of www.mitwbus.com for current and complete information on daily routes. They have also assisted in driving routes, and being bus monitors when needed.

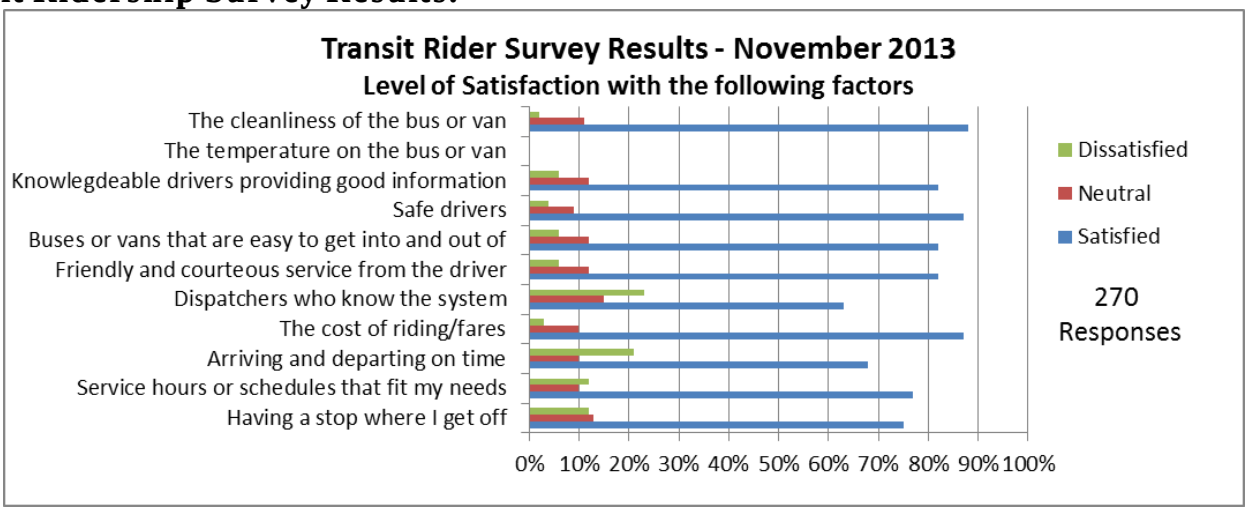
TRANSIT STAFF ORIENTATION: The past year the Administrative Assistant had orientated 47 employees who have been hired with the Department of Transit Services. This process takes on average two hours to go through Transit Policy and Procedures, providing forms they need to use, routes and pass on to Supervisors for tours of the facility to note what access they may have. Total breakdown for the orientation is as follows: drivers – 25, dispatchers – 16, Mechanics – 3, bus monitors – 2, receptionist/clerk – 1.

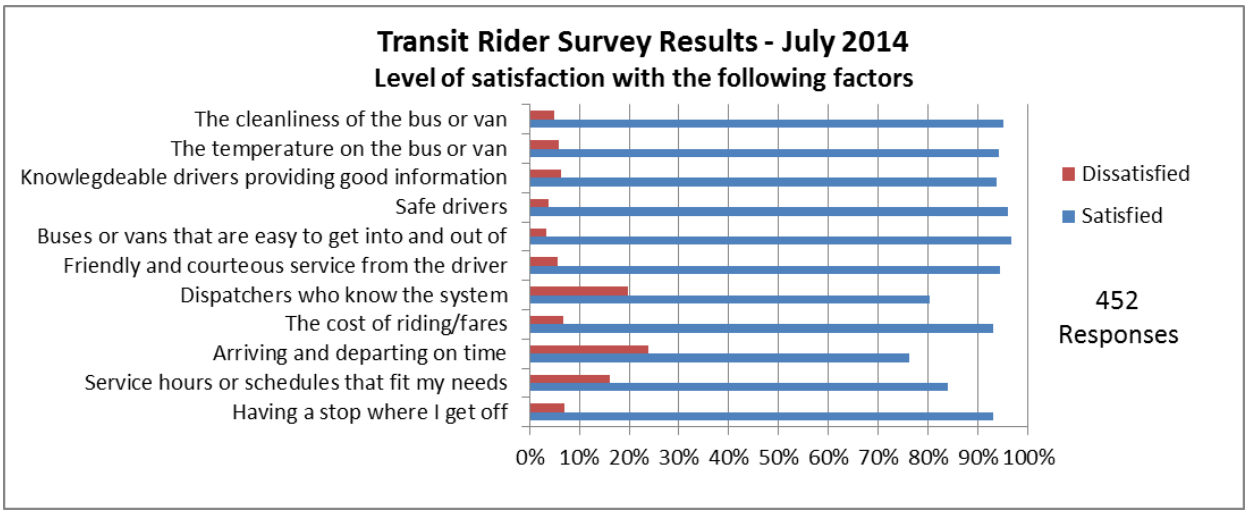
Gas slips were reconciled for Transit vehicles two times a month from Menominee Fuel Station billings, and monthly for Lac du Flambeau billings.

MEETINGS ATTENDED TOTAL: The Administrative Assistant attended 50 meetings for the past year, which included the regular monthly meetings held for drivers, dispatchers and mechanics. This also included Safety, Supervisors, and Management meetings. Training attended by clerical staff included four mandatory meetings that the Tribe required.
A timekeeper report was developed by director to monitor driver and dispatcher hours, which was done two times a month. In-house assistance was provided for driver, dispatcher and scheduling assistance. Tribal School preparations were started for the Menominee Tribal School, and dispatchers assigned to get information started for the new school year routes. A new process was implemented for contact information for parents and emergency contacts in case an emergency should arise or other situations may arise.

DAILY VISITOR LOG: The front receptionist/clerks log in all individuals who come into the Transit Facility who are considered walk-ins, visitors, deliveries, and Riders. The totals for the Daily Visitor Logs from October 1, 2013 until 9-30-2014 is as follows: Riders – 3,087, Visitors – 3,945, Deliveries – 789 and walk-ins – 1,190.

Transit Ridership Survey Results:





Our surveys have identified three areas that we need to work on which is the following:

- ✓ Dispatchers who know the system
- ✓ Arriving and departing on time
- ✓ Service hours or schedules that fit my needs

We have started to restructure our dispatch area that will include call takers, schedulers and dispatchers. Each will receive specific training to their area and be responsible for the entire for each call they receive from start to finish. As for the other two areas we have implemented our fixed routes which have scheduled stop times and we will continue to monitor these routes as well as consider all feedback received.

PROGRAMMING/TECHNICAL DEPARTMENT – NEIL ELGIN: Technology continues to support all aspects of the department as we focus on streamlining daily activities and providing resources to both tribal members and staff. The IT area is staff by 3 employees including a senior programmer/analyst, web applications developer, and a programmer/systems analyst. This year our staff completed 201 service calls for the department, both software and technical related.

Service Calls	FY 2012	FY 2013	FY 2014
Applications	129	139	157
Technical Support	125	51	44
Total	254	190	201

APPLICATION PROJECTS COMPLETED:

- External Website Creation – Public access to general information, feedback forms, schedules, and route maps.
- Additional alerts added to prevent missed routes and riders.
- Time card updates to control overtime and reduce overhead costs.
- New fixed route setup and rider information tracking.
- Several new reports added and existing reports updated to meet grant and funding requirements.
- Scheduling tools added to assist with vehicle and driver assignments.

OTHER PROJECTS COMPLETED INCLUDE:

- Statewide Two-Way Radio system – Improved communication between drivers and dispatchers throughout the entire state while reducing monthly cell phone costs.
- Vilas County Remote Office setup – Access to transit resources and coordination with Lac Du Flambeau.
- Equipment replacements/upgrades – Based on our technology plan, several computers, laptops, printers, and monitors were replaced to prevent downtime and service interruptions.

UPCOMING PROJECTS FOR 2015:

- Transit Bus Video System – New camera systems for all Transit buses to create a safer environment for both riders and employees.
- Wireless Bus Video Access - Tribal School access to school bus videos for same day incident reporting.
- Equipment replacements/upgrades due this year – 12 computers, desktop monitors, 10 security cameras, phone system upgrades, battery backup for servers, mobile data terminals in vehicles.

- Mapping Enhancements – Mapping capabilities will be added to assist drivers, schedulers, and dispatchers with efficient route creation as well as accurate address locating.
- Website Updates – Continued enhancements to give riders more information including online forms and ride scheduling.

DISPATCHING: We handle daily dispatching for Menominee Regional Public Transit, Tribal School, and Head Start, a total of 58 vehicles.

Calls Received by Dispatch	FY2010	FY2011	FY2012	FY2013	FY2014
Total calls offered	75,530	128,641	173,518	199,359	206,455
Total calls answered	71,907	123,806	168,619	191,684	198,475
Total calls abandoned	3,623	4,835	4,899	7,675	7,980
Answer rate	95.3%	96.2%	97.3%	96.2%	96.10%
Percentage Increase/ (Decrease)	***1.43%***	***70.32%***	***34.86%***	***14.89%***	***3.56%***

With the development and implementation of our Fixed and Flex routes we will be working with Dispatch to redirect their attention to our scheduled rides due to the expected decrease in the number of calls as riders no longer have to call in for each route.

Dispatch hours of operation are 4:30 am until 11:30 pm Monday to Thursday, 4:30 am until 2:00 am on Friday and Saturday.

MOBILITY MANAGER – LYNN COLLINS: Daily job duties include: supervise the dispatchers, assist Public Transit riders, staff, and other agencies with complaints, and setting up special trips for other Tribal Entities, County Programs and the general public.

SUCCESS STORIES: MDOTS assists passengers daily with Transportation; Menominee Veterans office sends over requests or calls in a request to get Menominee Veterans to their appointments throughout Wisconsin and Upper Michigan. These transports are very important, because the Veterans have so far to travel to their appointments and many have no other means of transportation.

MDOTS assists Menominee Tribal Clinic with Priority 1 passengers who need to get to their appointments, which are life sustaining appointments that are required under MDOTS's and MTC agreement. Some requested are made in advance which are taken care as well as those last minute request which requires a great deal of scheduling. We are limited with the number of vehicles and drivers available each day, and when stretched we do what we can to make the trip request happen.

Menominee County Human Services has clients throughout Wisconsin which are placed in homes and facilities, as well as their local clients. Mobility Managers assist with getting the clients to their appointments or just to come home for visits with family. We make the transportation arraignments for all of their group outings.

Aging Division is assisted with special trip events with transportation provided for the elderly, which includes the annual trip to Indian Fest in Milwaukee WI.

Langlade County passengers are with the elderly and handicap for transportation services. There is an elderly disable lady who needs special transportation. She lives in Elcho, Wisconsin, and has no other means of transportation and when she calls we are able set up her request from Elcho to Antigo so she can visit family and friends for a few days.

COMPLAINTS: are responded to by gathering information from all parties involved, dispatchers, drivers, receptionist, and the person making the complaint. A call is placed to the person who made the complaint to assure them the issues are being taken care of according to Policy and Procedure. The report is then forwarded to our Administrative assistant who is required to enter all complaints into a tracking system. Follow up with the dispatcher involved is done to avoid the same issue from happening again.

MOBILITY MANAGER – LYNETTE WYCHESIT: Transit Department provides transportation to and from medical appointments, employment, recreation, elderly shopping trips, to/from schools including college campus. We provide Charter Service for groups or individual groups who request this type of service. These trips have included weddings, athletic trips, school field trips and including tours of the reservation from other departments or schools.

Transit Services recently switched routes to a Flex Fixed Route system which mirrors more of a city route system. The Transit buses are currently operating on fixed stops with specific fixed stop times at every designated destination. Riders can flag down the bus at any point on the route for a rider on any Transit route. The riders are insured a ride as long as

they are on the fixed route. This transition for the public to use to these new routes available for riders, and with any change is a public operation the communities tend to resist change. A presentation at the Keshena Primary School involved in giving tours of our Transit buses to the students.

College of the Menominee Nation (CMN) has an agreement with Transit to provide transportation for the students attending school or participating in programs. A booth was set up for the Community for Careers event which promoted Transit positions such as bus drivers, dispatcher. CMN also has Youth Empowerment Program (YEP) for young students and transportation is provided for these students when they attend or participate in YEP activities.

Attended the Quarterly Meetings for the Neopit Community and listened to their concerns and issues with transportation, and reported on any new information we have to offer since the last meeting.

I work with Langlade County for the Transit partnership for services. I am in the process of expanding the fix route to include one (1) food pantry, one (1) larger department store, one (1) credit union. These three (3) stops would only increase the one (1) fixed route that Antigo has by no more than 15 minutes. This would give Antigo riders access to more of what the city has to offer.

Langlade Community Hospital - I have worked with a planning committee to offer a seminar on falls for the elderly and while attending the seminar had the opportunity to make other contacts with other programs within the city of Antigo.

Complaints are handled according to Transit policy and procedures, and depending on information received it is reviewed in regards to resolving an issue.

MOBILITY MANAGER – JAMIE PEREZ: Supervise dispatchers for the pm shift at Transit and some drivers depending on when the other Driver Supervisor is not in. Monitor active and upcoming routes to ensure routes are activated on time and drivers are departing as scheduled.

Dispatch training averages 240 hours before they are ready to take a scheduled shift. Staff trained was two part time and four on-call dispatchers within the last year. Training is achieved with new employee working with a current dispatcher to observe the required dispatcher responsibility. Basic training includes radio communications, monitoring of the database and entries, deposits are prepared for drivers and the dispatcher, and continued monitor of the database.

Demand response medical specials are reviewed and Driver Supervisors are informed of cancellations and/or new transportation requests. Assist with route coverage; drive fixed, demand response and demand response routes and provide dispatch coverage during times of shortage.

Attend quarterly Keshena Community meetings to gather community member concerns and feedback on Transportation issues or concerns.

Administrative coverage at the Lac Du Flambeau Transit site as needed 1 day a week; assist with new dispatcher training on driver deposits and data entry of rider requests to routes.

Shawano County – Assigned to the Shawano County partnership and I have worked collaboratively with Case Managers from Shawano County Social Services and Shawano County Department of Community Programs to setup transportation for their clients. Administrative duties include; new client transportation setup and maintenance of the existing rider authorizations; pickup and drop off locations, caregiver contacts and rider profile details, review invoiced rides for billing, and request expansion of existing routes due to the increased demand. Transportation reports are compiled and ridership reports are provided to both the Joint City-County Transportation Advisory Committee and Shawano County Commission on Aging at the scheduled meetings.

The Joint-County Transportation Advisory Committee was held at Menominee Public Transportation on May 15, 2014. Reports were provided by Shawano City Taxi, Shawano County 85.21, Menominee Transportation Reports were reviewed and members present were given a tour of the Transit facilities.

The Shawano County routes and ridership are monitored on a daily basis, riders are scheduled Monday through Thursday to the following main areas within Shawano County; Bonduel, Pulaski, Krakow, Wittenberg-Birnamwood, Tigerton and Gresham. The service for Fridays is an hourly fixed route for Shawano-In-City and starts at 8am-1pm. Special trips for shopping are scheduled to Wausau, Appleton or Green Bay on a monthly basis on the 2nd Wednesday of the each month.

The Shawano County Transportation contract with Menominee Transportation is primarily to serve elders and disabled and if space is available to others. Requests from riders outside of the city limits receive transportation to Shawano for personal business and/or shopping, Shawano County Civic Center for the Adult day activities programs and Meal site

service. In addition to regular routes, special trips requested by area agencies and groups to outings at Navarino Nature Center, The New Zoo and social or recreational destinations were provided. Overall the Shawano County ridership continues to gain interest and requests for transportation services throughout the Shawano County area has increased.

VEHICLE MAINTENANCE – TONY WEGNER – MECHANIC SUPERVISOR: Vehicle Maintenance currently has 6 full time mechanics who are all ASE certified in numerous areas from automotive to medium truck and bus repair. We currently maintain our fleet of 69 vehicles which are: 35 transit buses, 17 school buses, 13 vans, 2 full sized coach buses, and 2 trucks. The Mechanic crew maintains and repairs a number of additional vehicles from outside tribal departments such as the Tribal police department, housing, forestry, maintenance, ems, community development, CRC, Tribal Clinic, Menominee Indian School district, and other tribal departments. We offer a variety of services. We have towing and road side assistance available to all tribal departments. We are able to work on lawn mowers and small engine repairs, motor replacements, transmission repair, semi and front end loader repair. We also arrange warranty work for vehicles if it is under a factory warranty. We are an authorized service center for GSA and are able to provide full service on any GSA vehicle.

Vehicle maintenance hours are from 5:00 AM until 10:30 PM Monday thru Friday and Saturdays from 8:00 AM until 6:00 PM.

Vehicles replaced or retired:
In the past year we have retired two school buses due to age and mechanical defects and their replacements are scheduled to be here in late 2014. We also retired two transit buses one due to a fire the other age and mechanical defects. Last we have retired one large city transit bus due to mechanical defect. We have purchased two used medium sized transit buses and have increased our charter fleet with two coach buses and one transit bus which are GSA lease vehicles.

Equipment purchased:
This year we purchased another tool box and tools for the new full time mechanic who was hired, which allows us to expand our hours of operation as well as expand our partnerships. We have also invested in a Ford IDS scanner witch gives us more information on the Ford vehicles and enables us to reprogram the vehicles computer with the latest downloads from Ford.

Plans for 2015:
We are looking to expand our partnerships and offer our services to the CRC program and the Stockbridge Indian Tribe. We also hope to purchase a new alignment machine that can align our larger buses. In addition we have the need to purchase a metal brake and other related tools, so we can fabricate body panels to do some of our own body repairs on our buses in house.

Work Orders	FY2010	FY2011	FY2012	FY2013	FY2014
Department of Transit Services	905	656	1,013	1,086	1234
Other Tribal Departments	145	66	35	149	66
GSA Vehicles*	69	94	94	236	363
Outside Departments			32	77	212
Total Work Orders Completed	**1,119**	**816**	**1,174**	**1,548**	**1,875**
Percentage Increase/ (Decrease)	***3.52%***	***(27.08%)***	***43.87%***	***31.86%***	***21.12%***

FACILITY MAINTENANCE – LUIS KAKKAK: Supervisor one full time and one part time Maintenance employees, and Housekeeping staff has three part time employees and one on-call housekeepers. Maintenance and housekeeping duties are provided from 3:30 am to 12:00 am. The Maintenance and housekeeping Department assisted the Tribal Community by the following areas.

- Host the Keshena Animal Help and Rescue in the spring and the fall with pet vaccinations and spay and neutering.
- Host and set up for Community and Administration meetings.
- Assist other Tribal Departments with salting driveways and parking lots during the winter months. Also tool and equipment lending.
- Assist the DMV Department.

FY2014 PROJECTS COMPLETED:

- Strip and paint propane tank.
- Covert interior lighting to LED to reduce energy consumption.
- Canopy and light pole outlets were installed for heater blocks for buses.
- Repair underground wires to light poles for parking lot lighting.
- Spot patch rubber roofing.
- Canopy roof heating tape to prevent snow and ice over hang.

- Stain wooden fence.
- Overhead door preventive Maintenance.
- Mount antennas.
- Mount WIFI equipment for buses.

FY2015 UPCOMING PROJECTS:

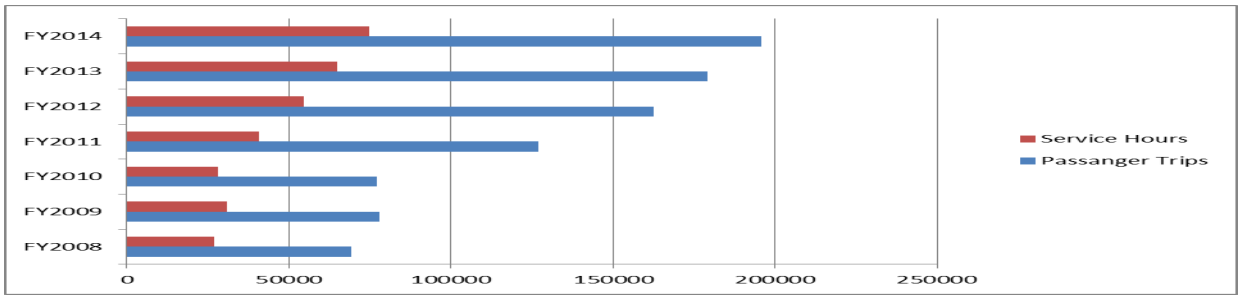
- Parking lot reseal.
- Obtain Govt. front end loader.

DEPARTMENT STATS: 33 Work orders completed for the year. The decrease of quantity of work orders completed this year is a result of the lack of work order system usage. Staff will be informed to use this system on a daily basis for upcoming year.

DEPARTMENT OF TRANSIT SERVICES ONE WAY TRIP DATA FY2010-2014:

	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	77,249	126,827	162,620	179,360	195,824
Mileage	677,000	952,290	1,244,873	1,458,475	1,645,495
Service Hours	28,057	40,865	54,543	65,018	74,935
Percentage Increase/ (Decrease)	***(0.83%)***	***64.18%***	***28.22%***	***10.29%***	***9.18%***

Our routes continue to see increases, in FY2014 passenger trips was up overall by 9.18% or 16,464 additional trips over FY2013.



One Way Trips:	FY2010	FY2011	FY2012	FY2013	FY2014
Antigo	264	55	110	1,015	2,064
Antigo – In City	0	14,094	16,996	19,253	18,649
Bonduel	0	0	1,240	2,440	2,565
Clintonville	0	0	90	22	0
Elcho	0	44	118	98	56
Fox Cities	242	431	629	832	1,301
Gillett	1,219	1,796	2,447	2,962	3,322
Green Bay	2,965	4,471	6,140	9,593	9.990
Keshena – Demand Response	15,506	27,055	29,627	34,991	31,335
Keshena – North	0	0	0	0	26
Keshena – South	0	0	0	0	52
Lac du Flambeau	0	0	0	0	12,297
Madison – Milwaukee	221	554	786	909	997
Neopit	16,523	26,220	34,583	33,037	33,385
Shawano	22,835	31,351	38,242	43,270	40,999
Shawano Express	0	0	0	0	2,459
Shawano – In City	0	0	881	845	1,053
South Branch	2,798	3,053	2,920	3,911	4,676
Various Demand Response Trips	11,218	12,392	21,639	20,037	17,337
Hwy VV	3,458	5,207	5,840	5,697	9,028
White Lake	0	104	184	111	123
Wittenberg	0	0	148	203	431
Woodruff	0	0	0	0	3,556
TOTAL One Way Trips	**77,249**	**126,827**	**162,620**	**179,360**	**195,824**

Elderly One Way Trips:	FY2010	FY2011	FY2012	FY2013	FY2014
Elderly Ambulatory	15,198	21,104	34,618	37,452	38,618
Elderly Non-Ambulatory	1,589	2,401	2,879	3,039	3,598

Handicapped One Way Trips:	FY2010	FY2011	FY2012	FY2013	FY2014
Handicapped Ambulatory	1,791	9,933	12,103	13,340	13,784
Handicapped Non-Ambulatory	296	3,076	3,663	3,788	4,697

Menominee Tribal Clinic:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	15,404	18,431	21,171	25,766	28,510
Mileage	354,411	360,842	432,364	551,819	640,979
Service hours	13,263	14,716	18,078	23,385	22,803

Menominee Aging Division:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	5,079	5,642	4,779	3,662	3,293
Mileage	76,607	82,302	95,753	89,610	93,983
Service hours	3,942	4,617	5,357	5,368	5,477

Menominee County H&HS:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	3,455	4,820	6,772	7,512	6,635
Mileage	74,920	109,579	138,241	168,968	138,213
Service hours	2,959	4,094	5,676	6,899	5,607

College of Menominee Nation:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	4,775	7,653	9,212	7,813	10,068
Mileage	164,721	244,915	307,217	284,248	296,684
Service hours	6,237	9,637	12,537	12,229	12,958

Langlade County:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	N/A	14,296	21,156	20,177	21,249
Mileage	N/A	42,554	68,709	87,226	147,870
Service hours	N/A	3,220	5,725	6,316	8,693

Menominee Casino Resort:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	N/A	14,902	27,827	34,463	39,687
Mileage	N/A	201,543	410,822	574,508	652,390
Service hours	N/A	10,365	20,020	26,640	27,977

Shawano Cty. Social Services:	FY2010	FY2011	FY2012	FY2013	FY2014
Passenger trips	N/A	N/A	2,639	3,725	4,230
Mileage	N/A	N/A	22,161	34,512	36,412
Service hours	N/A	N/A	1,047	1,596	1,562

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Transit					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ -	$ -	$ 854,455	$ 1,517,807	$ 411,198	**$ 2,783,461**
Fringe Benefits			274,305	537,704	95,454	**907,463**
Training			220	16,474	3,030	**19,724**
Equipment			-	133,055	-	**133,055**
Minor Equipment			39,907	6,997	10,892	**57,796**
Supplies			-	37,423	4,161	**41,584**
Contractual			14,005	91,886	20,871	**126,762**
Utilities			18,637	35,597	-	**54,234**
Space Lease/Rental			-	-	2,200	**2,200**
Indirect Costs			134,710	321,524	18,738	**474,972**

Category Description	Transit - Continued					
	Tribal	Program Income	Federal	State	Other	Totals
Other Costs: (list below)			$ -	$ -	$ -	**$ -**
License & Permits			144	4,995	1,720	**6,859**
Vehicle Fuel			195,282	266,469	54,447	**516,198**
Telephone/Cellphone			16,989	28,436	3,998	**49,423**
Property Insurance			-	12,867	-	**12,867**
Building Maintenance			-	14,859	-	**14,859**
Equipment Maintenance			7,393	36,297	75	**43,765**
Meeting & Related			-	1,439	1,438	**2,877**
Liability Insurance			-	44,796	29,874	**74,670**
Vehicle Lease			-	-	169,368	**169,368**
Vehicle Cost			-	177,304	17,206	**194,511**
Dues & Membership			-	1,150	420	**1,570**
Buses			-	9,000	9,000	**18,000**
Postage			-	730	-	**730**
Advertising			-	875	-	**875**
Medical Services			-	1,177	-	**1,177**
Employee Recognition			-	5,467	-	**5,467**
Match 4702/4701	**143,492**		-			**$ 143,492**
	$143,492	**$ -**	**$,556,047**	**$ 3,304,328**	**$ 854,091**	**$ 5,857,959**
Fund/Totals Ratio:	2.45%	0.00%	26.56%	56.41%	14.58%	100.00%

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Transit Contract	$ -	$ 694,265	$ -	$ 694,265
Bus Fares 1240/1242		15,605		15,605
Bus Fares 4702/4701		96,232		96,232
Rental Income		18,326		18,326
Other Income		1,358		1,358
Headstart Contract		232,998		232,998
Tribal School Contract		244,000		244,000
Work Orders		86,162		86,162
Charter Services		47,563		47,563
Totals		**$ 1,436,510**		**$ 1,436,510**

Tribal School

Shannon Chapman, Principal/Administrator

ACCREDITATION: Menominee Tribal School (MTS) is accredited through the North Central Association Commission on Accreditation and School Improvement (NCA CASI). In July of 2013 MTS was awarded continuing accreditation with the NCA-CASI for another five years.

The Board of Education consists of 5 community members who, appointed by majority vote of the Menominee Tribal Legislature, oversee the administration of the Menominee Tribal School:

- Aurelia White, Chairperson
- Lynnette Miller, Vice- Chairperson
- Jeanette Perez, Secretary
- Terry Waupekenay, Board Member
- Dr. Jerilyn Grignon, Board Member

FUNDING: The Bureau of Indian Education (BIE) provides Indian School Equalization Program (ISEP) funding for MTS students who are either enrolled in a federally recognized tribe or have a combination of ¼ blood degree from a combination of blood quantum from federally-recognized tribes. Other funding sources of the BIE funds include Tribal Grant Support, Transportation, Part B/IDEA (Special Education), Reading Enhancement, Title IIA Teacher Quality, Title I Language Arts, Facilities & Operation, Maintenance & Operations, and Part B 21st Century. Other funding sources outside the BIE include Title VII Indian Education, Wisconsin Department of Public Instruction Food Program monies, tribal funds, and various grant dollars.

DEMOGRAPHICS: Menominee Tribal School employs 43 regular full-time staff, 6 part-time staff, and 14 substitute staff, (on-call cooks, maintenance, and teachers). MTS serves students in grades kindergarten through 8th grade. At the start of the 2014-2015 school year there were 222 students enrolled.

VISION AND MISSION: The vision of Menominee Tribal School is to create a safe environment integrating Menominee values with academic and behavioral excellence. Our mission is to:

- Teach respect for self and others
- Promote opportunities for academic and behavioral success
- Incorporate 21st century skills
- Integrate Menominee language & culture
- Form school, family, and community partnerships
- Foster life-long learners who positively impact their communities

GOALS:

1. Students will be proficient or advanced in reading and math.
2. Individual student attendance will be 90% or better.
3. Students will demonstrate knowledge of the Menominee language and culture.
4. Continue to improve the overall student behavior and promote MTS as an anti-bullying school.

OVERVIEW OF SCHOOL PROGRAMS:

CURRICULUM AND INSTRUCTION: Each day, in every classroom, the day starts out with a "Morning Meeting" using the Responsive Classroom approach. The goals of Morning Meeting are: 1. to help fulfill the needs of children to belong and have fun; 2. to teach the skills of friendliness and social interest through sharing, listening, inclusion, participation, and dialogue; 3. to model and practice, through daily ritual, the social skills children need to use all day long: cooperation, assertion, responsibility, empathy, self-control; and 4. to merge social, emotional, and intellectual learning.

The curriculums the school has adopted include the following:

- Socio-emotional learning: K-8 classes receive weekly instruction using the research-based violence prevention curriculum, "Second Step."
- Reading & Language Arts: K-5 classes use the common-core standards based, "Houghton Mifflin Journeys" curriculum. 6-8 classes use the "McDougal Littell" literature curriculum.
- Math: K-5 classes use the common-core standards based, "enVision" math curriculum. 6-8 classes use the "Big Ideas" common-core math curriculum.
- Science & Social Studies are taught using Houghton Mifflin and Holt curriculums.
- Menominee Language & Culture is taught 4 times per week in grades K-8.

- MTS also includes instruction in Art, Computers, Physical Education; and the school library is open daily.

RESPONSE TO INVERVENTION: Menominee Tribal School has implemented a general education 3-tiered student intervention program called Response to Intervention or RtI. RtI provides academic, behavior and/or social intervention supports within the general education setting to students that have been identified as at-risk of achieving or maintaining grade level expectations. The school employs a reading intervention teacher and a math intervention teacher to provide supplemental instruction to students who are identified as needing extra support.

POSITIVE BEHAVIOR INTERVENTIONS AND SUPPORTS: Positive Behavior Interventions and Supports is a proactive approach to teaching and supporting positive behaviors and meeting the needs of all students. The school-wide approach to discipline focuses on building a safe and positive environment in which all students can learn. PBIS expectations at Menominee Tribal School are:

- Be Respectful
- Be Responsible
- Be Safe

This approach focuses on acknowledging students for consistent positive behavior. There are expectations posted in all settings for all students, parents, and staff. Direct instruction of expected behaviors will occur throughout the school year. Students and classrooms are rewarded with PAW (Positive Attitude Weskewat!) awards for expected behaviors. Problem behavior will be responded to with consistent consequences that are focused on re-teaching the expected behaviors.

MENOMINEE LANGUAGE AND CULTURE: All students are required to participate in the Menominee Language and Culture classes. Traditional practices will be instilled in students by emphasizing respectful behavior, performing traditional rituals, and making every day decisions based on the Seven Grandfather Teachings.

MTS takes pride in our overall inclusion of Menominee Language & Culture into our everyday curriculum. Examples of some of our cultural activities that we promote include: operating and maintaining a sugar camp that community members and neighboring schools can visit; preparing a delicious breakfast using our own processed maple syrup; harvesting wild rice and preparing it for our Thanksgiving Feast; assisting students that wish to make traditional regalia, beadwork, and moccasins for their graduation ceremonies, and hosting both a back to school and end of year Pow wow for our students and community members.

SPECIAL EDUCATION: MTS provides educational services for children with disabilities. The special education staff is certified through the Wisconsin Department of Public Instruction. The Bureau of Indian Education closely monitors the programs. MTS supports inclusive practices with children with disabilities. They are to be included in all aspects of education under the same regulations of all regular education children.

AFTERSCHOOL PROGRAMING:

Bear Trails activities include:

- Tutoring & Enrichment
- Hoop dancing
- Singing & Drumming
- Regalia making
- Beading
- Science Club
- Art Club
- Math Game Club
- Book Club

Athletic programming includes

- Cross country
- Flag football
- Tackle football
- Volleyball
- Basketball
- Softball
- Golf
- Track

We also have monthly parent night events.

ASSESSMENTS:

Student assessments utilized include the following:

- DIBELS (Dynamic Indicators of Basic Early Literacy Skills)
- STAR reading and math (from Renaissance Learning)
- NWEA (Measures of Academic Progress "MAP")
- WKCE (Wisconsin Knowledge and Concepts Exam)

Beginning in 2015, MTS students in grades 3-8 will be taking the common-core standards-based Smarter Balanced Assessment, which has replaced the WKCE for reading and math. Staff utilizes the various data pieces to inform

curriculum and instruction. School-wide data retreats are held three times per year, with data team meetings following. Students have individual goal-setting conferences with their teachers using NWEA data.

TECHNOLOGY:
MTS has the following:

- A Smart Board in every classroom for use with the reading, math, and other curriculums
- 4 laptops in every classroom
- 4 iPads in every classroom
- iPods in the K-5 classrooms
- Computer lab with 22 student computers
- Library with 8 student computers
- Desktop computers in most classrooms

MTS subscribes to the Compass Learning Odyssey program. Odyssey is a common-core aligned on-line program for reading and math supplemental instruction. Student learning paths are automatically generated based on his/her NWEA MAP test results. Since Odyssey is on-line, students can access it from home or anywhere internet service is available.

MTS also subscribes to the Accelerated Reader (AR) program to encourage reading outside of the classroom. AR is a reading management program in which children are provided with adequate access to books, read books which they select themselves, earn points by taking on-line quizzes on the content of the books and are provided with incentives for reaching their reading goals. Since AR is also on-line, students can access it from home or anywhere internet service is available.

GRANTS:

- Wisconsin DPI Fresh Fruit & Vegetable Grant for K-8 snacks 3 times per week
- N7 Grant recipient for new bikes and helmets for the children
- SEEDS Grant artist residency grant for traditional flute instruction provided by Wade Fernandez
- Sacred Little Ones Grant partner with College of Menominee Nation
- SAMHSA (Substance Abuse and Mental Health Services Administration) Suicide Prevention grant partner with Maehnowesekiyah
- CYFAR (Children, Youth, and Families At-Risk) grant partner with UW-Extension

COMMUNITY COLLABORATIONS:

- Menominee Tribal Clinic staff provides developmentally appropriate health education on a variety of health related topics. The clinic has also placed two dental hygienists on-site at MTS and they conduct twice-annual cleanings to all students.
- Maehnowesekiyah provides AODA education through the Protecting You, Protecting Me program for K-5 and the Project Alert program for grades 6-8
- Youth Development & Outreach provides “Sons & Daughters of Tradition” programming
- Crime Victims provides bi-weekly talking circles for the middle school students
- Woodland Boys & Girls Club provides a variety of programming including diabetes education & Stride Academy, which is a web based educational program that focuses on math and reading.
- UW-Extension provides K-4 nutrition education
- Law Enforcement has provided presentations on synthetic marijuana in the middle school
- College of Menominee Nation outreach has included AISES (American Indian Science & Engineering Society) programming, MYEP (Menominee Youth Empowerment Programming, etc.
- Menominee Day Care consults with MTS for their school-age afterschool programming needs
- Menominee Headstart collaborates for 4-year old transition events
- Menominee Indian High School collaborates for 9th grade transition events
- Keshena Primary School & Menominee Indian Middle School collaborate for athletic events & Youth Awareness Day

FACILITIES: MTS recently went through a building renovation. The Bureau of Indian Affairs Facilities & Maintenance program provided funding for the school to relocate the main office for safety purposes, replace the siding and gutters around the perimeter of the school building, and repair the maintenance garage. Community Development utilized roads maintenance funds to replace the school parking lot.

Utilities

Marlin Waupoose, Director

The Menominee Tribal Utilities Department provides water and wastewater to the residents of Keshena, Neopit, and Middle Village. Water service only is provided to the residents of Zoar, Trailer Court, and Red Wing communities. Electrical service is provided to the residents of the Middle Village community 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 Tribal Ordinance #96-28. The department shall abide by its policies and procedures and operate within the limits of the department's budget. The department shall also perform other duties as assigned by the Menominee Tribal Legislature, Chairperson, Administrator, and the Menominee Indian Tribe of Wisconsin Community Development Committee.

DEPARTMENT OVERVIEW: The Menominee Tribal Utilities Department consists of the Director, Office Administrator, and (3) Utility Operators.

Menominee Tribal Utilities is responsible for:

- The operations and maintenance of the Water and Waste water systems for Keshena, Neopit, and Middle Village.
- The operations and maintenance of the Water Systems only for Zoar, Trailer Court, and Redwing.
- The operations and maintenance of the Electrical System only for Middle Village.

It is policy for Menominee Tribal Utilities to obtain sufficient revenues to pay the cost of:

- The annual debt retirement payments on any bonded indebtedness.
- Any required cash reserve account payments.
- Operations and maintenance for water, wastewater, and electrical works, including a reserve fund, through a system of water, wastewater, and electrical service charges. This system assures that each customer of water, wastewater, and electrical works pays a proportionate share of the systems operating costs.

Customers are charged in accordance with the "Menominee Tribal Utilities Schedule of Rates and Fees" which is approved by the Menominee Tribal Legislature by motion.

All customers are classified by the Menominee Tribal Utilities Department as residential or commercial customers. Residential customers in Neopit, Keshena, Trailer Court, Zoar, and Redwing are charged a flat monthly water rate. Residential customers in Middle Village have water meters and are charged a base rate plus a unit price for the volume of water utilized.

Commercial customers are charged a minimum monthly billing on the basis of customer charge factors, plus a unit price per volume of water utilized.

CUSTOMER BASE: The current number of customers that the Menominee Tribal Utilities presently serves is as follows:

Keshena		Neopit	
Residential Sewer and Water	340	Residential Sewer and Water	225
Commercial Sewer and Water	62	Commercial Sewer and Water	19
Zoar		Middle Village	
Residential Water	27	Residential Sewer and Water	72
		Commercial Sewer and Water	7
Trailer Court			
Residential Water	17	Redwing	
Electric	81	Residential Water	21

WORK PLAN: The Menominee Tribal Utility Department is responsible for all operational and maintenance activities of utility owned water, waste water, and electrical systems. The following is a list of these activities:

1. Pump house(s) and water main(s) operations and maintenance.
2. Water tower(s) operations and maintenance.
3. Community fire hydrant(s) flushing, operations and maintenance.
4. Wastewater treatment plant(s) operations and maintenance.
5. Wastewater lift station(s) operations and maintenance.

6. Middle Village electrical substation operations and maintenance.
7. Middle Village electrical distribution system operations and maintenance.
8. System(s) Environmental Protection Agency (EPA) safe water drinking water sampling.
    - 132 samples taken, analyzed, and tested monthly.
9. System(s) National Pollutant Discharge Elimination System (NPDES) waste water sampling.
    - 1704 samples taken, analyzed, and tested monthly
10. Systems emergency generator(s) operations and maintenance.
11. System(s) sewer main(s) jet cleaning and maintenance.
12. System(s) water main (s) valve operations and maintenance.
13. System(s) water and electrical meter readings.
14. System(s) emergency repairs on utility owned equipment.
15. System (s) service(s) collections.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Utilities					
	Keshena Wastewater	Other Wastewater	MV Electric	Keshena Water	Other Water	Totals
Personnel Costs	**$ 48,107**	$ 38,813	$ 13,645	$ 33,659	$ 33,810	**$ 168,033**
Fringe Benefits	**21,435**	19,053	7,004	16,115	15,349	**78,956**
Office Supplies	**1,869**	357	-	-	304	**2,530**
Program Supplies	**5,297**	3,453	204	1,001	2,458	**12,413**
Postage	**1,415**	27	455	3,838	1,307	**7,041**
License & Permits	**26**	39	-	389	20	**474**
Minor Equipment	**979**	972	-	26	-	**1,978**
Vehicle Fuel	**2,574**	2,124	705	-	2,540	**7,943**
Computer Upgrading	**89**	73	-	2,570	88	**2,821**
Utilities(elect)	**33,810**	37,360	-	89	7,543	**78,802**
Telephones	**1,692**	1,394	463	9,706	1,670	**14,924**
Cellphones & Pagers	**243**	217	33	1,692	87	**2,272**
Heating Fuel	**1,703**	1,671	-	313	3,251	**6,937**
Equipment Lease/Rental	**339**	280	147	448	335	**1,549**
Property Insurance	**4,263**	3,511	1,601	339	4,205	**13,919**
Vehicle Insurance	**1,044**	1,044	417	4,263	1,085	**7,853**
Building Maintenance	**856**	-	723	1,085	-	**2,664**
Equipment Maintenance	**9,107**	3,297	-	-	4,088	**16,492**
Vehicle Cost	**716**	209	13	10,044	748	**11,730**
Contractual	**(1,712)**	2,546	(383)	226	17,768	**18,445**
Purchased Power	**-**	-	94,570	17,276	-	**111,846**
Wastewater Analysis	**11,965**	13,571	-	-	-	**25,536**
Water Analysis	**-**	-	-	2,000	1,537	**3,537**
Interest Expense	**15,152**	31,505	-	20,054	39,778	**106,488**
Reserve for Replacement	**-**	4,484	-	4,492	5,702	**14,678**
Indirect Costs	**13,874**	12,372	11,393	9,992	9,336	**56,967**
Totals ►	**$ 174,845**	$ 178,368	$130,989	$ 139,618	$153,009	**$ 776,829**
Fund/Totals Ratio:	22.51%	22.96%	16.86%	17.97%	19.70%	

Critical Improvements

The following is a list of Critical Improvements completed by Menominee Tribal Utilities Department in 2014:

Keshena Pump House:

- Painted and sealed the floors
- Serviced chemical feed pumps..
- Repaired a defective chlorine pump injector.
- Replaced a damaged VFD.
- Over flowed the two water towers.

Keshena Wastewater Treatment Plant (Oxidation Ditch):

- Repaired a Variable Frequency Drive for the Aerator.
- Replaced the DO sensors.
- Repaired the sludge pump bearings.
- Serviced the Ultraviolet light disinfection system.
- Cleaned and serviced the Clarifier.
- Repaired two water main breaks
- Repaired two sewer force main breaks.

Keshena Lift Station(s):

- Cleaned and serviced Pine Meadows, Pine Ridge, High School, Tribal, Coop And Lakeview Lift Station pumps and wet wells.
- Performed calibration testing.

Middle Village Pump House:

- Serviced chemical feed pumps.
- Serviced power take off unit
- Over flowed the water tower.

Middle Village Sewage Treatment Plant (Sequencing Batch Reactor):

- Updated the SBR process controls to improve wastewater treatment - reconfigured by a contractor with assistance from IHS engineers..
- Serviced decanter and cleaned tanks of sludge.
- Serviced macerator.
- Serviced the Ultraviolet light disinfection system.

Middle Village Lift Station:

- Cleaned and serviced Lift Station pumps and wet well.
- Performed calibration testing.
- Installed new lift station pump seals.
- Rebuilt air compressor.

Middle Village Electric:

- Completed annual gas analysis on the three 34.5kv transformers at the substation.
- Replaced a damaged 12.4 kv cable termination on the substation network bus.
- Repaired a damaged 25 kv transformer and 2 damaged electrical pedestals that were hit by municipal snow plows.
- Installed markers on damaged transformers and pedestals.

Neopit Pump House:

- Replaced a failed flow meter board.
- Replaced damaged VFD.
- Serviced chemical feed pumps
- Overflowed the two water towers.

Neopit Wastewater Treatment Plant (Aerated Lagoons):

- Cleaned treatment ponds of cattails and duckweed.
- Cleaned and serviced the blowers.
- Exercised all lagoon valves.

- Repaired three water main breaks.

Neopit Lift Station(s):

- Cleaned and serviced Highway 47 and Riverview Lift Station pumps and wet wells.
- Performed calibration testing.

Zoar Pump House:

- Pumped and cleaned holding tank.
- Repaired damaged telephone service line for monitoring system.
- Serviced chemical feed pumps.

Fire Hydrant Operations and Maintenance:

- 5 of 5 fire Hydrants were flushed and tested in the Red Wing Water System.
- 8 of 8 Fire Hydrant were flushed and tested in the Zoar Water System.
- 57 of 97 Fire Hydrants were flushed and tested in the Keshena Water System.
- 28 of 28 Fire Hydrants were flushed and tested in the Middle Village Water System.
- 43 of 45 Fire Hydrants were flushed and tested in the Neopit Water System.
- 2 water system blow off station pipes were tested and flushed at the Trailer Court Water System.

Emergency Response Plans:

- Updated Emergency Response Plans for Keshena, Middle Village, Neopit, Zoar, Trailer Court, and Red Wing waters systems – updated annually.

Completed Projects

The following is a list of projects completed with program income by the Menominee Tribal Utilities Department in 2014:

Keshena Water Main Repairs:

- Completed two water main repairs caused by winter conditions located at W2758 Rabbit Ridge and N688 Brooks Lane. Cost of water main(s) and road repair(s) $11,776.90

Neopit Water Main Repairs:

- Completed three water main repairs caused by winter conditions located at W6744 North St, N6786 Church St, and N3413 Park Ave. Cost of water main(s) and road(s) repair $13,663.75

Middle Village Water Main Repairs:

- Completed a water main repairs caused by winter conditions located at N2169 White Cedar. Cost of water main repair $3,175.00

The following is a list of projects completed with EPA and IHS funding by the Menominee Tribal Utilities Department in 2014:

Neopit White City Sewer Improvements:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) replaced a section of deficient sewer main located on White Avenue. Additionally, (12) twelve damaged manhole lids have been replaced within this sewer basin. Cost of completed improvements = $177,364.57

Middle Village Wastewater Treatment Plant Assessment:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) had a Preliminary Engineering Report completed by a qualified Engineering firm (MSA Professional Services) to identify necessary improvements for the wastewater treatment plant. Cost of PER = $17,890.00. The Engineering report recommended significant upgrades and modifications to the existing system would be required in order to meet National Pollutant Discharge Elimination System limits – preliminary cost estimate to upgrade and modify the existing SBR Wastewater System is $3,443,000.00. This funding is currently pending.

Future Projects

The following is a list of future improvement projects funded by EPA and IHS funds to be undertaken in 2014 by the Menominee Tribal Utilities Department:

Pump House Improvements for Keshena, Zoar, And Red Wing:
Improvements to include removal of check valves, provisions to monitor for reverse flow to the wells, chemical ventilation improvements, chemical feed improvements, and installation of well security boxes. Proposed Cost = $42,000.00

Neopit East Basin & Kateri's Creek Basin Sewer Main Replacements:
Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be replacing deficient sewer main in Neopit's East Basin & Kateri's Creek Basin. Proposed Cost = $916,114.04.

University of Wisconsin Cooperative Extension

Crystal Chapman-Chevalier

The Menominee County Nation UW-Extension (Menominee UWEX) brings the resources and educational programs of the University of Wisconsin to Menominee County communities to strengthen, enrich, and build capacity in local individuals, families, and agencies. Menominee UWEX is able to provide these services through unique partnerships with the Menominee County, Tribe, and area agencies and stakeholders. For over twenty years Menominee UWEX has been providing educational programming and collaboration to Menominee County/Nation agencies and residents.
Currently the Menominee UWEX office includes five educators in four different educational departments; Family Living, 4-H Youth Development, Community Development, and the Wisconsin Nutritional Education Program. Each program is uniquely designed to provide community need-based educational opportunities; which will be conveyed throughout this report.

FAMILY LIVING EDUCATOR – DAWN DOPERALSKI: 715-799-6226 Ext: 5714 Email: dawn.doperalski@ces.uwex.edu

Family Living Programs provides statewide leadership to promote education, resources and partnerships that create an environment where families and their communities can thrive. Family Living's unique and effective programs are developed using university research but are based on local needs assessments and local input. All families need support and resources to develop skills at critical points in their lives. Family Living works to meet these needs by: helping communities explore effective responses to issues affecting families such as poverty, childhood obesity, financial security and aging; serving as catalysts for positive change by providing leadership to ensure that community systems, services and facilities support the healthy functioning of families; increasing knowledge about health, access to safe, nutritious food and parenting practices; and reaching out to diverse families to provide research-based education and resources to help improve quality of life.

The Family Living Program partners with many local agencies to bring programming to the community. In Menominee County/Nation, the Family Living Educator works with the Community Resource Center, Head Start, the College of Menominee Nation Department of Continuing Education, the Menominee Indian School District, the Menominee Indian Tribal School, Youth Service Providers, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, Teen Pregnancy Prevention Coalition (workgroup of CEG), School Readiness Workgroup of CEG, Youth Empowerment Program, CMN's Early Childhood/Family Engagement/Sacred Little Ones Project and the Teacher Education Department. These partnerships strengthen the programming of the Family Living Program and also provide a venue for offering a variety of programs – from parenting to basic budgeting.

Traditionally, family and social organization is very important in the Menominee culture. Children are considered to be gifts and are cherished as such. Elders in the community are valued for their wisdom and are often given a place of honor in ceremonies and community gatherings. Unfortunately, there are other factors that affect families in the Menominee County/Nation community – the impact of poverty, the impact of ACE's (Adverse Childhood Experiences) and historic trauma, alcohol and drug abuse, domestic violence, teen pregnancy, and others. In a visioning session held on October 8, 2012 for the Family Living position, "Family Management", "Preparedness for Education, job readiness (for adults and youth)", "Culture and Values, Relationships, and Respect", "Financial Management", and "Health/Healthy Living, and consequences of non-healthy choices" were found as areas of need. Current Family Living Programming is based on this and other needs assessment data.

21 Menominee County/Nation residents signed up for one-on-one financial coaching through UWEX Family Living Programs this year. 14 of those residents came for at least one meeting and learned the basics of tracking expenses and completing a spending plan/budget. Financial topics were also offered as classes, including "How to Save a Dollar...When

you Don't have a Dime to Spare", "Budgeting Basics"(twice), "Rent Smart", "Couponing and Smart Shopping"(twice), and Basic Budgeting 2. An additional 30 residents participated in these classes. 3 were male and 27 female. 28 were Native American and 2 were white.

Parenting classes were held on topics such as Power Struggles and Preschoolers, Preparing your Child for Preschool and Kindergarten, Promoting Early Literacy through Reading, Writing, and Understanding, Promoting Early Literacy through Listening, Speaking, and Relationships, Sensory Play, and Positive Discipline. 48 people participated in these classes. 44 were female and 4 were male. 46 were Native American and 2 were white.

Additional classes were held on topics such as Time Management for Middle School students, Family Resiliency, Gardening with Grandparents and Canning and Home Food Preservation Webinars, serving another 110 Menominee County/Nation residents. The Family Living Educator has a column, "Menominee Family Corner", in each edition of the Menominee Nation News. During the course of the year, the Family Living Educator wrote a Fact Sheet for Middle School students, which went out to all 6th grade students at the Menominee Indian Middle School and the Menominee Tribal School. The educator also has a texting program for parents of 3 and 4 year olds. They receive a weekly text from her with a strategy they can use at home to help prepare their children for school.

The Family Living Educator has been very active in the Community Engagement effort. She served as the chairperson of the "School Readiness" Workgroup and organized the group in a variety of projects – including the Middle School Fact Sheet and the Text-a-Tip program for parents of 3 and 4 year olds. She is also a very active member of the "Teen Pregnancy" Workgroup and worked with them to become a community coalition – the Teen Pregnancy Prevention Coalition. With that group, the educator helped in the creation of a Teen Pregnancy Infographic, wrote an article for the newspaper, and created a coalition brochure. Both areas of School Readiness and Teen Pregnancy were identified as areas that need to be addressed to improve the health of the community.

The Family Living Educator has partnered with the 4-H Youth Development Educator to apply for a CYFAR (Children, Youth and Families At-Risk) Grant. This grant is a 5 year grant through USDA's NIFA (National Institute of Food and Agriculture). The grant will be used to start the Nicianak 4-Health program and involves three components: starting two 4-H clubs (one in Keshena and one in Neopit), holding a parent/caregiver component which could include parenting classes, parent networks, newsletters, social media, or other educational offerings and the development of family events to accompany the first two components. The overall goal of the grant is to improve the health and well-being of participants and, in the long run, the community. This first year of the grant is considered a "planning year". Nicianak 4-Health programs will begin January 2015

4-H YOUTH DEVELOPMENT – CRYSTAL CHEVALIER: 715-799-6226 Ext: 3234 Email: crystal.chevalier@ces.uwex.edu

The Menominee County/Nation 4-H Youth Development Educator is a unique partnership with the University of Wisconsin and the College Menominee Nation that began in 2011. This partnership has been the foundation of various collaborative projects that serve the local youth. These projects include the Summer Transportation Institute (STI) a six week day camp that studies the science and careers that drive the transportation industry. This STI project is funded by the Wisconsin Department of Transportation and the Federal Highway Administration, and has been awarded annually to the College of Menominee Nation for the past fifteen years, with the 4-H Youth Development Educator serving as Director for the last three years. In addition the 4-H Youth Development Educator works closely with the Menominee Youth Empowerment Program; a five year grant aimed at improving health and capacity within a cohort of sixty youth. Other CMN educational efforts that the 4-H Youth Development Educator contributes to include the STEM teacher-in service which provides an interactive engineering curriculum to area educators working with middle school students, and the Career Exploration Day, a career and college awareness project that impacts over 300 regional high school students in one day.

Over the past year the 4-H Youth Development Educator has worked collaboratively with the Johnson O'Malley Program on a holiday Dream Catcher and Cedar Bough project that benefitted Menominee Elders in local nursing homes, a Girls Regalia Workshop and a Halloween Costume Workshop; all three programs were held at the Keshena Recreation Center.
As aligned with the 4-H mission of striving to be a catalyst for positive community youth development, additional community engagement efforts include participation at the Netaenawemakanok (Youth Service Providers), the Community Engagement Group, Fostering Futures Awareness Events, and the UWEX statewide Native American Taskforce.

To strengthen educational efforts the 4-H Educator has sought out professional development opportunities covering topics such as drop-out prevention, networking, evaluation essentials, substance issues in the community, leadership, child psychology, Trauma Informed Care, and Tribal grant budgeting class. The 4-H Youth Development Program is in its second year and has done much work establishing relationships and working on collaborative projects. The next phase of

this position will be in the creation of local 4-H clubs. Through the newly awarded Children Youth and Families at Risk (CYFAR) grant a cross-program project to be implemented collaboratively with the Menominee County/Nation Family Living Educator. The project is the Nicianak 4-Health; and is designed to establish a sustainable 4-H educational program in Menominee that engages youth and parent/families to learn about and live a healthier lifestyle. The local partnering agencies for this program include the Menominee Indian School District and Menominee Tribal School. Parental and program input will be collected throughout the fall and winter of 2014. This input and the desired educational component as described by local parents during talking circles held in the Keshena and Neopit communities will determine program planning and logistics, for the youth, parent and family educational programs to begin in 2015.

For more information about the 4-H Youth Development program, please refer to the educator contact information listed above.

COMMUNITY DEVELOPMENT YOUTH RESOURCE EDUCATOR – KAREN VERMILLION: Community, Natural Resources, and Economic Development (CNRED) - CNRED is a program within Cooperative Extension, a division of University of Wisconsin-Extension. CNRED programs share a common goal reflected in our commitment to community development. Our outreach programs, research and overall assistance involves people, communities, and organizations in educational experiences that teach them to apply appropriate knowledge and technology to the problems of the day. CNRED programs deal with communities as well as the people and resources within them.

The CNRED educators work in partnership with people in county, state, federal, and tribal governments; community organizations; volunteers; business; and industry which is Backed by University of Wisconsin research. With faculty in every county and on UW-campuses, CNRED gives Wisconsin citizens access to University research and knowledge in (1) Leadership and Organizational Development, (2) Strengthening Local Government, (3) Natural Resources, and (4) Economic Development.
This important position was vacant for most of the year after Vermillion's departure. Proposed projects for the upcoming fiscal year include:

- Food Sovereignty. CNRED will partner with the College of Menominee Nation and other entities to plan training and workshops that focus on traditional food gathering, traditional gardens, and food preparation. CNRED aims to develop resource guides and/or presentations so that community members have access to this information.
- Menominee County Comprehensive Plan- CNRED will work with Menominee County to strengthen the Menominee County Comprehensive Plan. CNRED will also review the Menominee Indian Tribe of Wisconsin's Strategic Plan to identify projects and possibly consolidate County/Tribe goals and objectives that have been assigned to UW-Extension.
- Access to Government- CNRED will develop a resource manual for community members that identify both county and tribal government structures, committees, task forces, workgroups, and other structures. This resource manual will help increase community civic involvement.
- Language and Culture Projects. CNRED will partner with local programs to increase language learning opportunities and culture projects. CNRED will also assist with language archiving and preservation projects.

Wisconsin Nutrition Educational Program Coordinator Shawano/Menominee County- Jennifer Gauthier 715-799-6226 Ext: 5713 Email: jennifer.gauthier@ces.uwex.edu

Wisconsin Nutrition Educational Program Educator Shawano/Menominee County - Kyla Hischke
715-526-6136 Email: kyla.hischke@ces.uwex.edu

Wisconsin Nutrition Educational Program Educator Shawano/Menominee County-Sheena Arnold
715-799-6226 Ext: 6039 Email: sheena.arnold@ces.uwex.edu

WISCONSIN NUTRITION EDUCATION PROGRAM: The Wisconsin Nutrition Education Program helps limited resource families and individuals choose healthful diets, purchase and prepare healthful food and handle it safely, and become more food secure by spending their food dollars wisely. WNEP is funded by federal dollars and program participants must be Food Share eligible.

Supplemental Nutrition Assistance Program Nutrition Education, also known as SNAP-Ed, funds programming in 68 counties. All education is evidence informed and designed for specific types of teaching events including group presentations (individual lessons and short and long-term group series), one-on-one education, and mini-lessons.

Direct education was provided to 11 departments and programs in the community and includes the following: Menominee Tribal School, Menominee Indian High School, Keshena Primary School, Woodland Boys and Girls Club, College of Menominee Nation, Head Start, Community Resource Center, Maehnowesekiyah, Tribal Clinic WIC program, St. Michael's Food Pantry, and Food Distribution. Menominee Tribal School and the College of Menominee Nation were new partners this fiscal year. Nutrition topics most presented on include (1) choosing healthful foods, (2) grain foods and whole grains, (3) fruits, and (4) vegetables.

Since FoodShare eligibility is a requirement for participating in the program, it is important to share the percent of FoodShare recipients in Menominee County/Nation. Current 2014 population estimates for Menominee County/Nation is 4,236. As of May 2014, there were 2,046 FoodShare participants, or 48.3% of Menominee County/Nation's projected population. In Menominee County/Nation, there were a total of 1,399 participants that received nutrition education with 1,023 children participants and 376 adult participants.

Our partnerships are thriving and the program is getting more and more requests for nutrition education. We are also developing some strong relationships with community members; they seem happy to see us educators, and they are open in sharing their eating habits whether they are healthy or not. This is great because it gives us a more personal look at the community's health and helps us to plan education activities that are relevant. Lastly, for us, it is not about forcing healthy decisions but providing the knowledge and resources to healthier eating and decision making.

Some successes this past year include the following:

- 19 adults learned what their monthly food budget should be and thought the amount would be enough to feed their families
- 34 adults were going to try to eat more fruit each day
- 9 adults will more often eat good sources of fiber
- Youth fruit and vegetable sampling revealed that 93 of 150 youth, or 62%, tried the fruit or vegetable sample for the first time and 124 of 150 youth, or 82%, would eat the fruit or vegetable sample again

New programming in the next fiscal year is in response to both changing guidelines in WNEP and also to meet community needs. WNEP is making great efforts to focus on multi-level programming that will have greater impacts in the community. New programming includes after school nutrition education and summer nutrition clubs in Neopit, South Branch and Keshena; expanded parent programming at all of the local schools; literacy programs with a nutrition focus at the S. Verna Fowler Academic Library/Menominee Public Library and Menominee Tribal WIC program; and more multi-sessions with adults. WNEP looks forward to the new fiscal year and building relationships with local service providers and community members as well.

For more information about Menominee UWEX's Wisconsin Nutritional Education Program please utilize the contact information for the coordinator and educator listed above.

In addition to the educational efforts of each department, the Menominee County/Nation UW-Extension works collaboratively on projects of community outreach throughout the year. The Freaky Family Fun Night is a fun Halloween themed family carnival that gives UW-Extension a chance to partner with other educational agencies and to interact in a fun and festive way with the local families. The Menominee UW-Extension applies annually for Regional Innovative Grant Funds. In 2014 the maximum award of 5,000 was awarded to launch a resource awareness project that consisted of printing and compilation costs of Menikan Masenahekan a Menominee County/Nation Resource Guidebook. In addition the grant allowed for a Menominee Resource Guide Fair to take place in November of 2014. In 2013 the Menominee County/Nation UW-Extension office was awarded a Vista worker through the Corporation of National and Community Service. This individual was recruited locally and nationally with the position focus to build community capacity. The selected candidate DaQuan Cook has been an excellent addition to the Menominee County/Nation UW-Extension team. Vista Mr. Cook's principal project assigned was the Resource Guide compilation; in addition he has been an asset to local youth programs including STI and MYEP serving as both a tutor and mentor. Mr. Cook's service will conclude in November of 2014 and the Menominee County/Nation office is very thankful for his service. These team efforts and funding acquisitions are all planned and implemented to better the service provided to the Menominee community.

The Menominee County Nation UW-Extension office is committed to Teach, Learn, Lead, and Serve the Menominee County/Nation by connecting individuals to University of Wisconsin resources and engaging with them in transforming lives and communities. We strive to live by the values of community, discovery, inclusiveness, relationships, and respect; to achieve or vision of becoming a well-known and sought out educational resource that reflects the rich diversity of the communities we service and the state of Wisconsin as a whole. We encourage community feedback and requests for assistance; please feel free to contact our educators for more information.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – UWEX					
	Tribal	Program Income	Federal	State	County	Totals
Personnel Costs	$ -	$ -	$ -	$ 105,699	$ -	$ 105,699
Fringe Benefits				49,044		49,044
Travel	1,914			5,237	1,660	8,811
Training	1,876			1,500		3,376
Supplies	4,246			7,630		11,876
Contractual	1,156			137,096	46,138	184,390
Other Costs: (list below)	1,800			25,566		27,366
Totals ►	**$ 10,992**	**$ -**	**$ -**	**$331,772**	**$47,798**	**$ 390,562**
Fund/Totals Ratio:	2.81%	0.00%	N/A	84.95%	12.24%	

Woodland Boys & Girls Club

Donna Hora-Schwobe, Executive Director

SUCCESS STORIES: One aspect of the formula for success through the mission of the Woodland Boys & Girls Club is to provide a safe and relationship Clientele served at Woodland Boys & Girls Club (WBGC) are children seven-18 years of age. The mission of the Boys & Boys Club of America (BGCA) is to provide a safe and relationship built environment. These aspects are developed through mentoring, listening, welcoming, supporting atmosphere, such as: family style meals in which research shows decreases unhealthy behavior. A staff member developed a program called Striving to Reach Our Native Goals (S.T.R.O.N.G.), One goal of the program was to experience community engagement. Club members (15) assisted in building the Round House and attending weekly. Eighty- nine club members participated in educational programs this last year. Major learning encompassed a safe place, decisions making and healthy choices. Learning what it means to be a young women and man. Involving parents/guardians in a plan to support and be a team for their child. We are working with three families at this time.

ACCESS TO SERVICES: community members have access to computers, copier, and fax. They are able to search for jobs, fill out applications and send them, fax forms to local and external agencies and services. Two summer teen workers through JOM and JTPA had the opportunity to gain knowledge and interact with club members and staff. Parents, especially with young children from the Eagles Nest use the facility to have space for themselves and their children.

NEW PROGRAMMING: Currently volunteer's applications are being filled out. In the very near future applications will be read over indicating what volunteers have identified as their skills. They will be contacted to specify availability, Develop a teen leadership program. We collaborate with the Menominee Tribal School through the Century 21 grant. Increase of volunteers other youth agencies and community members. Increase family events taking place

COMMUNITY ENGAGEMENT: Member of Netaenawemakanok (Youth Service Providers) is working to collaborate and improve partnerships of cooperation that can provide resources of substantial impact for the future leaders of Menominee. Prevention of Teenage Pregnancy Coalition: a wide scope of agencies works to provide numerous media and educational avenues to decrease the number of early age pregnancy. University of Wisconsin Extension Nutrition Program: delivers hands-on physical activity and nutrition lessons aimed at long life health. Consult with Faye Dodge and Dr. Adams about feeding children; stress eating, hunger and tools to address these issues. Tribal Victim/ Witness Program: cooperates with our Smart Girls program to build relationships, learn more about young girl's issues in the community and build relationships. Collage of Menominee Nation Library will come to the club with activities to build a relationship with the librarian and club members will go to the library.

STRATEGIC PLAN GOALS TO IMPROVE DELIVERY: As indicated cultural awareness and understanding is an important part of our educational programs and events. Club members experience learning of the positive values, customs, and tradition that lay the foundation for life. Increased self-esteem, good decisions and choices are outcome results. WBGC is different from school systems as education focuses on character development, healthy life styles, citizenship and graduating from high school. A variety of methods are used such as; technology games in which are fun

and club members are learning at the same time, sports activities that are noncompetitive, decision making in real life situations, keeping our community clean, etc.

CONCERNS/COMPLAINTS: An open door policy is used by the Executive Director. Parents/guardians or community members are welcome to my office or I will meet them where they are comfortable. First, seating is important, usually in my office we will sit in a circle. You want to make sure everyone feels like a group and is comfortable. Second, listen; this can difficult if two people are talking at the same time, so I stop the conversation to try and remedy this situation. Third, clarifying what the person has said tells a lot about what the situation. Fourth, stay calm and make sure you watch non-verbal, this tells the most! Many times you have to go back and forth in this process till all information is ascertained. Depending on the situation a plan for follow-up could be needed. Documentation is essential and needs to be done with every situation that is not even questioned. If the issue cannot be resolved then the President of the WBGC Board of Directors and our HR Chair would become involved. If someone comes into the club and they begin to yell, swear or threaten then the police will be called immediately as this does not model a safe environment and is inappropriate behavior.

NOTABLE STATISTICS: WBGC 120 registered members, daily attendance approximately 45-50. Of the 120 several are friends, relatives, summer visitors, etc. of families in Neopit. An average of 800 meals/snacks is served each month. November 2013 food/snack averaged $1.40 per child and as November it has risen to $2.00 per child. Food is not covered by grants. The club uses Feeding America, food bank to cut costs. Ninety nine (99%) of club members are Native American. All club members are eligible for free and reduced lunches and are TANF eligible.

Youth Development & Outreach

Michael Waupoose, Director

During FY2014, the Youth Development & Outreach (YDO) was comprised of six employees and they are as follows: Adolescent Health Educator, Youth Advocate, Juvenile Court Counselor, Daughters of Tradition Coordinator, Sons of Tradition Coordinator, and YDO Director.

The overall goal for YDO is to provide youth and families with healthy and safe events and activities that are AODA free. Providing activities in a safe and healthy atmosphere for youth and parents promote a greater sense of belonging to the community in addition to strengthening their family unit. Providing these activities helps to create a healthier Menominee Community. By doing this, YDO was able to carry out the following three program areas and three strategic plan areas by the YDO staff and their respective programs:

FY2014 YDO PROGRAM AREAS:
(1): Build Healthy Individuals & Families – Stabilize and Reunify Families
(2): Reduce Instances of Juvenile Delinquency – Increase Youth/Family Knowledge
(3): Continue Collaboration, Partnerships/Sponsorships, Meetings, etc.

FY2014 YDO STRATEGIC PLAN AREAS:
(1): Increase and Improve Cultural and Educational Awareness
(2): Form Partnerships with Community Educational Institutions
(3): Promote and Ensure Community and Individual Responsibility

YDO went through some big changes during this past fiscal year. At the end of June 2014, the Juvenile Court Counselor's grant cycle came to an end causing the elimination of the position. However, the programming components for this position were sustained as part of the Youth Advocate's job responsibilities. It was written in the new five year program plan for the Youth Advocate. Another change for YDO was that the department office moved to the Menominee Recreation Center from Menominee Tribal Offices during August 2014. This move has proved very positive for YDO programming and collaboration. The last major change was at the head of the department. At the end of August 2014, the YDO Director accepted another job. The Youth Advocate was named in as Acting YDO Director to oversee the department until the YDO Director Positon is filled.

YDO is also a member of the Netaenawemakanok Coalition. Being a member on the Netaenawemakanok Coalition helps YDO collaborate with the schools and other Youth Service Providers to help give services to youth and families within the Menominee Reservation. This also allowed for YDO to assist and support more family activities within the Menominee Reservation through financially sponsoring/co-sponsoring events and staff involvement with planning and program implementation. During this past fiscal year, YDO was able to serve 3,402 duplicated youth (total included families) directly and collaboratively.

In addition to youth and community events and activities, YDO also offers prevention and intervention programming that focuses on youth ages 4-17 (primary) and their families (secondary). The following is a list of YDO prevention and intervention programs: Adolescent Health Program, Youth Alliance, Truancy Reduction Program, Alternative Routes Program, Advocacy/Reunification Program, Mentoring Program, Daughters of Tradition, Sons of Tradition, Badges for Baseball, Positive Indian Parenting, and Toys for Tots. Below is a brief description of each program and highlights that happened over this past fiscal year.

ADOLESCENT HEALTH PROGRAM: The Adolescent Health Program has three separate areas of prevention and they are as follows: Choices, Adolescent Parent Self-Sufficiency, and Adolescent Pregnancy Prevention. These programs focus on youth ages 10 & older and address issues such as puberty, hygiene, self-esteem, career goals, providing education to all youth regarding teen parenting, pregnancy, and sex education. During this past fiscal year the Adolescent Health Program was able to serve 372 youth (through Choices, Adolescent Parent Self-Sufficiency, and Adolescent Pregnancy Prevention). Highlights for the program included: 3 separate Girls Night Out events, 1 Boys Night Out event, a Daddy Daughter Dance, and leading a Native Girls Prevention Circle that was "camouflaged" as a beading class. Youth in the Native Girls Prevention Circle worked on their projects each week as they talked with each other. Each week a different topic was covered as the Adolescent Health Educator guided the conversation to solicit participants' viewpoints and opinions. Factual information was provided when necessary for the program. For this upcoming year, a Native Boys Prevention Circle will start for boys.

YOUTH ALLIANCE: Youth Alliance is a positive youth group that engages in community volunteering at event and activities within the Menominee Reservation. Youth Alliance group also sponsors community and youth activities that are AODA free events in order to promote safe and healthy activities for youth and families. The group also meets twice a month to plan and set goals to help in the community. Participant incentives are also provided to Youth Alliance members for their attendance at meetings, performance in the community and classroom, and participation at community events and activities. For FY2014, there were a total of 19 Youth Alliance members. During this time Youth Alliance members participated in 13 community events over this past fiscal year and one incentive trip to Six Flags. Youth Alliance hard work was highlighted by the group's participation in the Take Back Our Community Conference II were members led a panel discussion titled "Through Our Eyes: Menominee Youth Thoughts and Perspective about Drugs and Alcohol Abuse." The topics of the panel discussion were about their thoughts and feelings about AODA, how AODA affects the Menominee Community, and what their vision of a healthy Menominee Community is. This upcoming fiscal year Youth Alliance hopes to recruit more members and also to begin sponsoring more activities for youth in addition to their volunteer work.

TRUANCY REDUCTION PROGRAM: The Truancy Reduction Program (TRP) is designed to help increase school attendance and academic performance for youth ages 11-17. The TRP is provided to youth have received a truancy ticket violation in a monthly group class or as a one-on-one if needed. TRP follows the Phoenix/New Freedom Truancy Resource. The Phoenix/New Freedom Truancy Resource lessons include: Introduction to Truancy, Creating a Safety Net, Positive Engagement School and Community Youth Activities (jobs, volunteering, youth organizations, hobbies, etc.), Addressing Conflict, Addressing outside School Problems, Addressing Negative Emotions, Addressing Peer Pressure, and Adding Balance to Life. In addition to these, youth go through addressing barriers with authority figures, a motivation for change assessment, truancy scenarios, and creation of an action plan to promote a clear and precise goal of how to avoid being truant and be successful in school. During this past fiscal year a total of 16 youth received truancy services.

ALTERNATIVE ROUTES PROGRAM: The Alternative Routes Program (ARP) is designed to help increase school attendance and academic performance for youth ages 11-17 who have received their first underage drinking and/or curfew ticket violations from the Menominee Tribal Court. These youth engaged in monthly classes to complete the Alternative Routes Curriculum which addresses AODA, curfew, and suicide prevention. These same youth are also required to complete eight hours of community service within the community. During fiscal year 2014 a total of 6 youth received services through Alternative Routes Program. Other activities that were provided from the Alternative Routes Program included collaborating on the "Culture is Prevention" event (over 50 community members), implementing the Last day of School/Chem Free event (77 youth), and After Prom Party (100 youth) that provided an alternative activity for youth to attend after their annual prom. This event included free cosmic bowling, door prizes, and snacks as well music and dancing.

ADVOCACY/REUNIFICATION PROGRAM: The Advocacy Program is for youth ages 11– 19 and their families. The overall goal of the Advocacy Program is to help youth within the Advocacy Program to strengthen their relationships with parents, siblings, courts, social services, school and peers. It is also to help youth overcome any obstacles that they face such as academics, AODA, truancy, bullying, and self-confidence to name a few. Youth are helped so they can recognize and understand they are an important part of the family and community. Reunification Services (non-legal) are also provided to youth and families where a youth is currently removed from the home (or at risk of being removed) and for those parents who need strengthening in an effort to get their children back into the home. In an effort to promote reunification, assistance is provided to youth and families who are in this situation or at risk of becoming separated from their family. YDO provided advocacy/reunification services to 5 serve youth during this past fiscal year.

MENTORING PROGRAM: Youth ages 4-17 have the potential to participate with mentoring. Youth referred to the Mentoring Program will be matched with a mentor to provide a positive adult role model in their life to offer help and support to the youth. Mentors also help to engage the youth in positive and healthy activities. One goal for the Mentoring Program for this upcoming fiscal year is to update program policy and procedures and also to recruit 10 adult mentors.

DAUGHTERS AND SONS OF TRADITION PROGRAMS: The Daughters of Tradition (DOT) & Sons of Tradition (SOT) programs are prevention based afterschool & summer programs for youth Ages 8-17. These programs strive to promote positive youth development while including additional cultural components and reinforcements. This helps achieve the overall program goal to prevent unhealthy behaviors and improve opportunities for them to live healthy and sober lives. DOT & SOT programming also provided youth participants with team building, field trips, and guest speakers, digital storytelling, Gathering of Native Americans event, as well as community service projects. In addition, the DOT & SOT programs sponsored the "Family Carnival" which presented families with the opportunity to enjoy an afternoon of games, music, and family time. This event was a huge success with 136 community members in attendance. Over this past fiscal year the DOT & SOT programs served a total of 63 youth were served by the DOT & SOT programs. Year to date, both DOT and SOT programs have exceeded the goal of providing instruction to 90 youth by the end of the three year period by serving a combined total of 107 youth.

BADGES FOR BASEBALL: The Badges for Baseball program is a summer program where youth ages 7-16 learn the fundamentals of baseball/softball while at the same time guiding youth so they will be able to demonstrate the ability to use interpersonal communication and have positive decision-making skills. The program also serves as a mentorship to Law Enforcement and other agencies within MITW to work with the youth on a weekly basis. Weekly programming included: baseball practice and games, flag football, team building, guest speakers, and field trips. This was the second year that YDO has maintained the grant. The program was also opened up to surrounding communities to extend services to Menominee Youth outside of the Reservation. During this past fiscal year YDO was able to serve over 40 youth through the Badges for Baseball program. Collaboration partners for the Badges for Baseball Program included: Maehnowesekiyah Wellness Center, Menominee Tribal Police Department, and Menominee Indian School District.

POSITIVE INDIAN PARENTING: Positive Indian Parenting classes were held quarterly and in collaboration with Maehnowesekiyah. These classes assist community members with parenting skills to promote a healthy family. The classes are held at the Maehnowesekiyah Wellness Center and include two full days of instruction and discussion covering eight different lessons which were in the following order "Traditional Parenting", "Lessons of the Storyteller", "Lessons of the Cradleboard", "Harmony in Child Rearing", "Traditional Behavior Management", "Lessons of Mother Nature", "Praise and Traditional Parenting", and "Choices in Parenting". Also during the December 2013 and September 2014 classes, the Community Resource Center helped facilitate Positive Indian Parenting classes. During this past fiscal year YDO was able to serve 31 community members through Positive Indian Parenting Classes.

TOYS FOR TOTS: The Menominee Toys for Tots Initiative provides Menominee Youth and Families with toys during Christmas time. Money for the Toys for Tots Initiative included donations from MITW employees (voluntary payroll deductions), private donations, and fundraisers. Some of our larger fundraisers included: Menominee Toys for Tots March Madness bracket challenge, Duck Races, silent auction, and our most successful fundraiser was the Penny War which raised $4,578.90 alone! Participating buildings included: Menominee Tribal Enterprises (winner), Menominee Tribal Daycare, Menominee County Human Services, Eagle's Nest, Menominee Tribal Transportation, Menominee Law Enforcement Center, MITW Child Support, Menominee Tribal Office Building, Menominee Indian High School, Menominee Casino, Keshena Primary School, Menominee Business Center, Maehnowesekiyah Wellness Center, and Menominee Indian Middle School. The Menominee Toys for Tots Initiative was able to raise approximately $11,000 for the 2013 Toy distribution which was held during December 17th-19th, 2013 at St. Michael's Parish Hall. Overall, Toys for Tots was able to serve 745 youth.

Category Description	FISCAL YEAR 2014 CONSOLIDATED Budget – Youth Development					
	Tribal	Program Income	Federal	State	Other	Totals
Personnel Costs	$ 39,539	$ -	$100,277	$ 60,929	$ -	$ 200,745
Fringe Benefits	15,122		64,275	34,631		114,028
Travel			3,298	1,704		5,002
Training	168		334	-		502
Supplies	4,555		16,220	10,412		31,187
Contractual			1,685	-		1,685
Space Lease/Rental	196		15,068	5,198		20,462
Indirect Costs	8,303		4,797	11,348		24,448
Participant Incentives				3,382		3,382
Program Activities	2,832		5,000	2,700		10,532
Cash Match	12,677					12,677
Supportive Services			800			800
Vehicle Cost			1,447			1,447
Vehicle Insurance			1,438			1,438
Property Insurance			271			271
License & Permits			56			56
Postage			480			480
Totals ►	**$ 83,391**	**$ -**	**$215,446**	**$130,304**	**$ -**	**$ 429,141**
Fund/Totals Ratio:	19.43%	0.00%	50.20%	30.36%	N/A	

PROGRAM INCOME/REVENUE	FY2013 Fund Balance	FY2014 Amounts		
		Generated	Expended	Balance
Menominee Toys for Tots	$ 1,754	$ 11,393	$ 15,330	$ (3,937)
Totals	**$ 1,754**	**$ 11,393**	**$ 15,330**	**$ (3,937)**

Appendix A

Financial Report

Kathy Kaquatosh, Financial Manager

The attached financial information is not an audit. This is a preliminary report to identify FY 2014 activity processed through October 7, 2014. The Tribe is still working on closing this fiscal year.

The Tribe is required to be financially accountable to the Federal, State, and Tribal Governments. Over ninety seven million dollars in funding were received this fiscal year and the following reports identify the amounts by each department, funding source, and services provided. There are twenty employees that work in the Finance Department to provide assistance to all Tribal Departments to meet the mandatory financial requirements of each contract/grant the Tribe receives.

General Funds - Balance Sheet	
September 30, 2014	
Assets	
Cash and Investments:	
General Checking	1,977,534
Investments:	
Reserve Account	2,951,554
Per Cap/Stumpage	115,040
Trani Estate	113,769
Tobin Estate	18,498
Education Judgment Funds	5,290,234
Health - Judgment Funds	2,669,674
Burial - Judgment Funds	2,564,997
Total Cash and Investments	**15,701,300**
Accounts Receivable:	
Individuals	79,671
Interest Receivable	484
Menominee Casino/Bingo Hotel	190,490
Menominee Kenosha Gaming Authority	537,500
Total Accounts Receivable	**808,145**
Total Assets	**16,509,445**
Liabilities and Fund Balance	
Non-Program Housing Loan	1,000,000
Total Liabilities	**1,000,000**
Fund Balance	
Reserved - Per Cap/Stumpage	115,040
Restricted - Judgment Funds	10,524,905
Unreserved	5,061,355
Fund Balance	**15,509,445**
Total Liabilities and Fund Balance	**16,509,445**

FY 2014 TRIBAL BUDGET ORDINANCE # 13-37
REVENUE

Period Covered
October 2013-September 2014

Description	Approved Budget	Year to Date	Budget Balance Over (Under)	Per Cent Received
Aging/CBRF	499,418	469,622	(29,796)	94.03%
Community Development	438,478	320,586	(117,892)	73.11%
Consolidated Gaming/Hotel	6,800,000	6,237,000	(563,000)	91.72%
Casino - Found Money	0	13,000	13,000	
Court Fines and Fees	162,113	233,921	71,808	144.30%
Enrollment	4,109	6,866	2,757	167.10%
Environmental Services	35,450	36,275	825	102.33%
Gaming Commission	26,550	24,550	(2,000)	92.47%
Interest Income	10,000	8,365	(1,635)	83.65%
Law Enforcement	15,000	37,136	22,136	247.57%
Legal Services	12,000	7,750	(4,250)	64.58%
License and Permits	204,871	220,620	15,749	107.69%
Menominee Fuel Station	84,300	-	(84,300)	0.00%
Menominee Nation News	50,118	58,244	8,126	116.21%
Menominee Nation Pow Wow	45,000	49,113	4,113	109.14%
Other Miscellaneous Income:				
Finance	45,000	40,744	(4,256)	90.54%
Historic Preservation	8,000	3,787	(4,213)	47.34%
Property Management	64,840	54,549	(10,291)	84.13%
Recreation	1,000	437	(563)	43.70%
Other	-	5,949	5,949	
Tax Commissioner:				
Cigarette Tax	972,948	(759,990)	(1,732,938)	-78.11%
Tobacco Tax	21,745	(124,921)	(146,666)	-574.48%
Casino - Non-Operating Transfers		1,764,490		
Cigarette/Tobacco Sub-Total	994,693	879,579	(1,879,604)	88.43%
Construction Tax	41,299	15,947	(25,352)	38.61%
Fireworks	360	360	-	100.00%
Gas Tax	30,718	-	(30,718)	0.00%
Hotel Room Tax	74,908	71,080	(3,828)	94.89%
SUB-TOTAL	9,648,225	8,795,480	(2,617,235)	91.16%
Cash Flow	0		-	
Health Fund Loan	637,534	-	(637,534)	0.00%
Transfers from Reserve	40,137	-	(40,137)	0.00%
TOTAL REVENUE	10,325,896	8,795,480	(2,617,235)	85.18%

FY 2014 TRIBAL BUDGET ORDINANCE # 13-37 EXPENSES				
PERIOD COVERED October 2013 - September 2014	**APPROVED BUDGET**	**YEAR TO DATE**	**BUDGET BALANCE (Over) Under**	**PER CENT USED**
Act 161	50,000	50,000	-	100.00%
Aging - CBRF	299,484	241,993	57,491	80.80%
Aging (Non-CBRF)	396,401	370,827	25,574	93.55%
Business Center	107,437	99,138	8,299	92.28%
Chicago Community Center	8,075	6,057	2,018	75.01%
Child Support Match	159,472	151,792	7,680	95.18%
College of Menominee Nation	198,648	148,986	49,662	75.00%
College of Menominee Nation - Library	148,188	94,130	54,058	63.52%
Community Development	494,407	383,427	110,980	77.55%
Community Funding Requests	11,047	10,201	846	92.34%
Community Resource Center	30,514	27,367	3,147	89.69%
Conservation Supplement	424,462	347,961	76,501	81.98%
Contingency	21,384	17,807	3,577	83.27%
Courthouse Maintenance	84,855	69,657	15,198	82.09%
Courts Professional Fees	55,951	37,108	18,843	66.32%
Courts Supplement	300,154	210,634	89,520	70.18%
Early Childcare Services (Day Care)	310,028	346,166	(36,138)	111.66%
Election Commission	82,652	72,302	10,350	87.48%
Emergency Management	33,119	39,508	(6,389)	119.29%
Enrollment Supplement	80,711	69,542	11,169	86.16%
Environmental Serv. Supplement	134,340	61,947	72,393	46.11%
Fire Protection	66,719	22,421	44,298	33.61%
Food Distribution Match	115,439	98,779	16,660	85.57%
Gaming Commission	536,221	536,159	62	99.99%
Grant Match Funds	21,812	1,861	19,951	8.53%
Head Start - Supplement	319,799	211,975	107,824	66.28%
Head Start Construction Project	156,812	-	156,812	0.00%
Historic Preservation	211,253	202,171	9,082	95.70%
Insurance/MRBG/Property Deductible	23,751	13,628	10,123	57.38%
Intergovernmental Affairs	158,740	108,580	50,160	68.40%
Johnson O'Malley Supplement	51,065	28,411	22,654	55.64%
Language & Culture Comm.	131,719	103,897	27,822	78.88%
Law Enforcement Supplement	1,565,931	1,357,759	208,172	86.71%
LEC - Emergency Transports	14,663	7,622	7,041	51.98%
Legal Services Supplement	384,682	333,862	50,820	86.79%
License & Permits	127,706	125,138	2,568	97.99%
Maehnowesekiyah Supplement	358,496	299,801	58,695	83.63%
Menominee Indian Economic Development Authority (MIEDA)	71,250	65,685	5,565	92.19%

Y 2014 TRIBAL BUDGET ORDINANCE # 13-37 EXPENSES				
PERIOD COVERED October 2013 - September 2014	**APPROVED BUDGET**	**YEAR TO DATE**	**BUDGET BALANCE (Over) Under**	**PER CENT USED**
Menominee Nation News	253,462	238,634	14,828	94.15%
Milwaukee Area Tribal Office	23,750	15,459	8,291	65.09%
Neopit Community Center	8,075	6,056	2,019	75.00%
Neopit/Keshena Boxing Club	8,075	5,648	2,427	69.94%
Operation Tribal Government	627,331	436,821	190,510	69.63%
Pow Wow - Menominee Nation Annual	71,250	71,250	-	100.00%
Probation Supplement	137,486	87,710	49,776	63.80%
Prosecutor Supplement	137,681	101,279	36,402	73.56%
Recreation	173,948	171,558	2,390	98.63%
Recreation - Indigenous Games	15,025	15,025	-	100.00%
Social Services Supplement	371,898	370,791	1,107	99.70%
Social Services Emergency/Catastrophic	7,600	7,090	510	93.29%
South Branch Community Center	10,450	9,833	617	94.10%
Tax Commissioner	95,773	91,934	3,839	95.99%
Transportation Supplement	143,492	143,492	-	100.00%
Tribal School	74,167	73,773	394	99.47%
U. W. Extension	10,992	8,244	2,748	75.00%
Utilities	141,730	128,502	13,228	90.67%
Veterans of Menominee Pow Wow	5,900	5,900	-	100.00%
Veterans Service Officer	29,428	22,071	7,357	75.00%
Woodland Youth Boys & Girls Club	120,505	120,505	-	100.00%
Youth Development & Outreach Supp.	83,391	59,382	24,009	71.21%
Zoar Ceremonial	20,075	19,008	1,067	94.68%
Zoar Fire Station	7,025	2,908	4,117	41.40%
TOTAL EXPENSES	10,325,896	8,587,172	1,738,724	83.16%
PROFIT/(LOSS)		208,308		

FY 2014 Restricted Use Budget - Ordinance #13-38
Revenue

PERIOD COVERED: October 2013 - September 2014	APPROVED BUDGET	YEAR TO DATE	BUDGET BALANCE Over (Under)
Judgment Funds:			
Education	492,134	388,473	103,661
Burial	247,379	241,861	5,518
Healthcare	258,883	257,777	1,106
Utilities Capital Improvement	27,767	27,464	303
Compact Credits:			
County Inter-Local	100,000	100,000	-
Communitywide Services - (Transportation)	200,000	200,000	-
SUB-TOTAL	**1,326,163**	**1,215,575**	**110,588**
Casino Found Money	17,910	17,910	-
Trani Estate Funds	112,126	-	112,126
TOTAL REVENUE	**1,456,199**	**1,233,485**	**222,714**

FY 2014 Restricted Use Budget - Ordinance #13-38
Expense

PERIOD COVERED: October 2013 - September 2014	APPROVED BUDGET	YEAR TO DATE	BUDGET BALANCE (Over) Under
Act 161	100,000	100,000	-
Aging - CBRF	258,883	257,777	1,106
Burial Assistance	247,379	241,861	5,518
Education Supplement (Grants)	203,536	99,875	103,661
Elder Activities	11,910	6,705	5,205
Head Start Supplement	263,875	263,875	-
Transportation	200,000	200,000	-
Tribal School & School Buses	136,849	24,723	112,126
Utilities	27,767	27,464	303
Youth Activities	6,000	4,559	1,441
TOTAL EXPENSES	**1,456,199**	**1,226,839**	**229,360**
PROFIT/(LOSS)		**6,646**	

FY 2014 KENOSHA GAMING AUTHORITY BUDGET - ORD. #13-45 REVENUE			
PERIOD COVERED: October 2013 - September 2014	**APPROVED BUDGET**	**YEAR TO DATE**	**BUDGET BALANCE Over (Under)**
FY 2013 Carry-Forward - Reserve Investments	210,545.34	32,198.00	178,347.34
TOTAL REVENUE	**210,545.34**	**32,198.00**	**178,347.34**

FY 2014 KENOSHA GAMING AUTHORITY BUDGET - ORD. #13-45 EXPENSE			
PERIOD COVERED: October 2013 - September 2014 January-00	**APPROVED BUDGET**	**YEAR TO DATE**	**BUDGET BALANCE (Over) Under**
Option to Purchase	50,000.00	-	50,000.00
Contractual Services	145,545.34	29,331.00	116,214.34
Meetings and Related	10,000.00	2,550.00	7,450.00
Office Supplies	550.00	317.00	
Mileage	4,450.00	-	4,450.00
TOTAL EXPENSES	**210,545.34**	**32,198.00**	**178,114.34**
PROFIT/(LOSS)		**-**	

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Governmental Affairs					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
LEGAL SERVICES (ATTORNEY)	-	-	-	333,862	333,862
ATTORNEY	**-**	**-**	**-**	**333,862**	**333,862**
GENERAL FUND	-		7,931	-	7,931
YOUTH ACTIVITIES	-		-	4,559	4,559
VETERANS POW-WOW	-		-	5,900	5,900
ELDERLY ACTIVITIES	-		-	6,705	6,705
CONTINGENCY	-		-	17,807	17,807
INTERGOVERNMENTAL AFFAIRS	-		-	108,580	108,580
OPERATION TRIBAL GOVERNMENT	-		-	436,821	436,821
COMMUNITY FUNDING REQUESTS	-		-	10,201	10,201
MILWAUKEE AREA TRIBAL OFFICE	-		-	15,459	15,459
EMERGENCY MANAGEMENT	-		-	23,741	23,741
SPIRIT CLUB	-		5,820	-	5,820
PROJECT EAGLE	-		1,817,833	32,198	1,850,031
PROJECT EAGLE PRE-DEV COSTS	-		9,193	-	9,193
MITW FOREST LAND TRESPASS	-		347		347
MAWAWCESENIYAH AGREEMENT	-		3,966	-	3,966
BURIAL FUND JUDGEMENT FUNDS	-		6,526	-	6,526
EDUCATION JUDGEMENT FUNDS	-		13,144		13,144
HEALTH CARE JUDGEMENT FUNDS	-		6,777	-	6,777
UTILITIES JUDGEMENT FUNDS	-		72		72
INDIRECT COST	-		212,771		212,771
EMERGENCY MANAGEMENT	-	20,589	-	15,767	36,356
PUBLIC HEALTH EMERGENCY PREPAREDNESS	-	2,537	-	-	2,537
CHAIRPERSON	**-**	**23,126**	**2,084,381**	**677,738**	**2,785,245**
ENROLLMENT	-	-	-	69,542	69,542
PER CAPITA	-	-	-	887,567	887,567
MTL/MTE DISTRIBUTION	-	-	(15,815)	-	(15,815)
INDIRECT COST	-	-	13,490		13,490
AID TO TRIBAL GOVERNMENT	51,582	-	-	-	51,582
ENROLLMENT	**51,582**	**-**	**(2,325)**	**957,108**	**1,006,365**
SOFTWARE MERYDYAN	-		2,205	-	2,205
INDIRECT COST	-		1,417,656		1,417,656
FINANCE	**-**	**-**	**1,419,861**	**-**	**1,419,861**

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
INDIRECT COST	-		298,296		298,296
INTERNAL AUDIT	**-**	**-**	**298,296**	**-**	**298,296**
INSURANCE/MRBG/PROPERTY DEDUCTIBLE	-		-	13,628	13,628
BURIAL FUND JUDGEMENT	-		-	241,861	241,861
INDIRECT COST	-		461,627		461,627
HEALTH INSURANCE	-		16,315,033		16,315,033
MITW WORKMENS COMPENSATION	-		542,845		542,845
WISCONSIN DISASTER	-	21,203	-	-	21,203
TRIBAL MEDICAL RELIEF BLOCK	-	180,522	-	-	180,522
INSURANCE	**-**	**201,725**	**17,319,505**	**255,489**	**17,776,718**
LEC COURTHOUSE MAINTENANCE	-		-	69,657	69,657
INDIRECT COST	-		304,122		304,122
T RECREATION/LIBRARY BUILDINGS	-		57,388		57,388
TRIBAL BUILDINGS	-		458,840		458,840
FACILITIES MANAGEMENT	9,785		-	-	9,785
FACILITIES MAINTENANCE & OPERATIONS	1,246		-	-	1,246
FACILITIES MANAGEMENT	39,606		-	-	39,606
FACILITIES MAINTENANCE	176,531		-	-	176,531
MAINTENANCE	**227,169**	**-**	**820,350**	**69,657**	**1,117,175**
SOFTWARE MERYDYAN	-		6,503	-	6,503
INDIRECT COST	-		1,121,033		1,121,033
INFORMATION TECHNOLOGY	**-**	**-**	**1,127,536**	**-**	**1,127,536**
INDIRECT COST	-		238,846		238,846
INTERNAL SERVICES	-		42,128		42,128
FEDERAL EXCESS PROPERTY	-		4,157		4,157
PROPERTY MANAGEMENT	**-**	**-**	**285,130**	**-**	**285,130**
ACT 161	-		-	50,000	50,000
ACT 161	-		-	100,000	100,000
SOFTWARE MERYDYAN	-		124	-	124
INDIRECT COST	-		626,632		626,632
FOREST DEVELOPMENT	660		-	-	660
WILDLAND FIRE MANAGEMENT	2,460		-	-	2,460
CONTRACT SUPPORT	671,366		-	-	671,366
TRIBAL ADMINISTRATION	**674,486**	**-**	**626,756**	**150,000**	**1,451,241**
GOVERNMENTAL AFFAIRS TOTAL	***953,236***	***224,851***	***23,979,488***	***2,443,854***	***27,601,429***

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Health & Family					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
AGING DIVISION	-		-	250,174	250,174
CBRF	-		-	241,993	241,993
AGING & CBRF FUNDRAISING	-		7,829	-	7,829
HEALTH CARE JUDGEMENT FUNDS	-		-	257,777	257,777
MENOMINEE ELDER ABUSE	50,656		-	-	50,656
TITLE VI PART C NATIVE AMERICAN CAREGIVER	41,051		-	-	41,051
TITLE VI PART C NATIVE AMERICAN CAREGIVER	6,986		-	-	6,986
TITLE VI PART A SUPPORT & NUTRITION	32,821		45	-	32,866
TITLE VI PART A SUPPORT & NUTRITION	106,408		76	-	106,484
TITLE VI NUTRITION SERVICE INCENTIVE	2,721		-	33,368	36,089
TITLE VI NUTRITION SERVICE INCENTIVE	-		-	35,010	35,010
MIPPA OUTREACH TO ELDERS	137		-	-	137
CIP II	-	1,317,856	-	-	1,317,856
CIP II	-	698,042	-	-	698,042
MFP INITATIVE FUNDS	-	294	-	-	294
TRANSPORTATION FOR ELDERS	-	15,300	-	-	15,300
TRANSPORTATION FOR ELDERS	-	5,625	-	-	5,625
FAMILY SERVICES	-	26,847	-	-	26,847
COP-MA-LTC EXPANSION	-		42,267	-	42,267
TITLE III MEN AGING DIVISION	-		108,037	296	108,333
TITLE III NUTRITION SERVICE	-		19,356	51,721	71,077
STATE PHARMACY ASSISTANCE	-		3,275	-	3,275
STATE PHARMACEUTICAL ASSISTANCE	-		10,912	-	10,912
STATE PHARMACEUTICAL ASSISTANCE	-		284	-	284
TITLE III MENOMINEE AGING DIVISION	-		8,433	259	8,691
AGING	**240,779**	**2,063,963**	**200,514**	**870,597**	**3,375,854**
CHICAGO COMMUNITY CENTER	-		-	6,057	6,057
CHICAGO COMMUNITY CENTER	**-**	**-**	**-**	**6,057**	**6,057**
3RD PARTY CLINIC	-		1,673,342		1,673,342
3RD PARTY CLINIC	-		180,357		180,357
3RD PARTY CLINIC EXPANSION	-		4,324,994		4,324,994
INDIAN HEALTH SERVICES	30,559		-	-	30,559
SPECIAL DIABETES	266,602		-	-	266,602
INDIAN HEALTH SERVICES	99,000		-	-	99,000
INDIAN HEALTH SERVICES	112,266		4,856,513	-	4,968,779
SPECIAL DIABETES FOR INDIANS	562,095		2,575	-	564,670
INDIAN HEALTH SERVICES	12,576,313		213,432	-	12,789,745

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Health and Family continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
WIC GRANTS	-	37,131	-	-	37,131
MCH WOMEN'S HEALTH	-	26,758	-	-	26,758
WIC FARMERS MARKET NUTRITION	-	408	-	-	408
WIC FARMERS MARKET NUTRITION	-	1,000	-	-	1,000
IAP-LHD IMMUNIZATION	-	5,285	-	-	5,285
AMERICAN INDIAN HEALTH	-	8,908	-	-	8,908
WI WELL WOMEN	-	13,228	-	-	13,228
MEDICAID ELIGIBILITY OUTREACH	-	40,475	-	-	40,475
PREVENTIVE HEALTH & HEALTH SERVICE	-	1,415	-	-	1,415
FLUORIDE MOUTH RINSING	-	2,028	-	-	2,028
WI WELL WOMEN EXPANDED	-	7,681	-	-	7,681
HIV PREVENTION (MINORITY)	-	7,493	-	-	7,493
WIC	-	73,963	-	-	73,963
WIC BREASTFEEDING PEER COUNSEL	-	6,206	-	-	6,206
WIC BREASTFEEDING PEER COUNSEL	-	8,000	0	-	8,000
DIABETES PREVENTION & CONTROL	-	2,045	-	-	2,045
CHILD WELFARE FOSTERING FUTURE	-	757	-	-	757
HOSPITAL PREPAREDNESS FLEX FUND	-	5,945	-	-	5,945
RURAL INFANT HEALTH	-		12,000	-	12,000
TOBACCO PREVENTION/EDUCATION	-		1,542	-	1,542
MERC-FUNDED COMMUNITY RESEARCH	-		44,803		44,803
HEALTHY CHILDREN,STRONG FAMILY	-		31,162		31,162
HEALTHY CHILDREN,STRONG FAMILY	-		11,139		11,139
AMERICAN INDIAN TOBACCO USE	-		28,000		28,000
CLINIC	**13,646,835**	**248,726**	**11,379,859**	**-**	**25,275,420**
FOOD PANTRY	-		963		963
NUTRITION EDUCATION	22,217		-	-	22,217
FOOD DISTRIBUTION	351,678		57	98,779	450,515
NUTRITION EDUCATION	19,124		-	-	19,124
TEFAP EMERGENCY FOOD ASSISTANCE	-	1,065	-	-	1,065
FOOD DISTRIBUTION	**393,020**	**1,065**	**1,021**	**98,779**	**493,885**
ZOAR FIRE STATION	-		-	2,908	2,908
YOUTH DEVELOPMENT & OUTREACH	-		-	47,016	47,016
NEOPIT/KESHENA BOXING CLUB	-		-	5,648	5,648
TOYS FOR TOTS INITIATIVE	-		15,356		15,356
KAI NATIVE ASPIRATIONS	-		384		384
YOUTH DEVELOPMENT FUNDRAISING	-		400	-	400

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Health and Family continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
TRIBAL YOUTH-GRADUATED SANCTIONS	67,652		-	-	67,652
MENOMINEE TRIBAL YOUTH	131,208		-	-	131,208
PROMOTING SAFE & STABLE FAMILY	37,513		-	12,366	49,879
FAMILY SERVICES	-	124,363	-	-	124,363
BADGES FOR BASEBALL	-		4,419		4,419
BADGES FOR BASEBALL	-		190		190
FAMILY PRESERVATION	**236,373**	**124,363**	**20,749**	**67,938**	**449,423**
FUNDRAISING & OTHER	-		8,521		8,521
MAEHNOWESEKIYAH	-		303,073	275,455	578,528
HEADQUARTERS BUILDING	-		59,503		59,503
MAEHNOWESEKIYAH RECOGNITION	-		231		231
M COMM-BASED CORRECTIONAL ALTERNATIVE	219		-	-	219
STOP VIOLENCE AGAINST WOMEN	215,743		-	-	215,743
YOUTH ADVOCATE CONCEPT PAPER	60,546		-	-	60,546
MENOMINEE TRIBAL GOVERNMENT	140,780		-	-	140,780
MENOMINEE VICTIM ASSISTANCE	104,045		-	-	104,045
DOMESTIC VIOLENCE SUPPORT	63,735		-	-	63,735
VIOLENCE AGAINST WOMEN	273,627		-	-	273,627
FAMILY VIOLENCE PREVENTION	10,864		-	-	10,864
INDIAN HEALTH SERVICE	37,769		59	-	37,828
INDIAN HEALTH SERVICE	1,600		-	-	1,600
MENOMINEE MENTAL HEALTH	191,178		-	-	191,178
INDIAN HEALTH SERVICE	520,448		426	-	520,874
BRIGHTER FUTURES INITIATIVE	-	132,774	-	-	132,774
FAMILY SERVICES	-	154,531	-	-	154,531
MENTAL HEALTH BLOCK GRANT-SYSTEM	-	6,068	-	-	6,068
TRIBAL COORDINATED SERVICE TEAM	-	6,975	-	-	6,975
TRIBAL COORDINATED SERVICE TEAM	-	9,598	-	-	9,598
STRATEGIC PREVENTION PFS II	-	27,606	-	-	27,606
VICTIMS OF CRIME ACT	-	15,502	-	-	15,502
DOMESTIC ABUSE CHILDRENS SERVICE	-	11,223	-	2,806	14,029
DOMESTIC ABUSE BASIC SERVICES	-	52,399	-	13,100	65,499
CHILD WELFARE HOMELESS YOUTH & RUNAWAY	-	52,588	-	-	52,588
DOMESTIC ABUSE SUPPORT SERVICE	-	15,447	-	3,862	19,308
FAMILY SERVICES	-	18,317	-	4,579	22,896
PREVENTION SPEC SAMHSA SPF-SIG	-		803	-	803
MAEHNOWESEKIYAH	**1,620,555**	**503,029**	**372,616**	**299,801**	**2,796,001**

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Health and Family continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
NEOPIT COMMUNITY CENTER	-		-	6,056	6,056
NEOPIT COMMUNITY CENTER	**-**	**-**	**-**	**6,056**	**6,056**
RECREATION	-		-	171,558	171,558
INDIGENOUS GAMES	-		58,003	15,025	73,028
RECREATION FUNDRAISING	-		1,038		1,038
RECREATION	**-**	**-**	**59,041**	**186,583**	**245,624**
SOUTH BRANCH COMMUNITY CENTER	-		-	9,833	9,833
SOUTH BRANCH COMMUNITY CENTER	**-**	**-**	**-**	**9,833**	**9,833**
SOCIAL SERVICES	-		-	364,009	364,009
SOCIAL SERV EMERGENCY/CATASTROPHIC	-		-	7,090	7,090
SOCIAL SERVICES	289,513		-	-	289,513
CHILD WELFARE TITLE IV-B 14/15	8,002		-	2,667	10,669
CHILD WELFARE TITLE IV-B 13/14	12,343		-	4,114	16,458
KINSHIP CARE BENEFITS	-	160,534	-	-	160,534
KINSHIP CARE ASSESSMENTS	-	13,475	314	-	13,789
SOCIAL SERVICES	**309,859**	**174,009**	**314**	**377,881**	**862,063**
VETERANS SERVICE OFFICER	-		-	22,071	22,071
VETERANS SERVICE OFFICER	**-**	**-**	**-**	**22,071**	**22,071**
WOODLAND YOUTH BOYS & GIRLS CLUB	-		-	120,505	120,505
WOODLAND YOUTH BOYS & GIRLS CLUB	**-**	**-**	**-**	**120,505**	**120,505**
HEALTH & FAMILY TOTAL	***16,447,421***	***3,115,155***	***12,034,116***	***2,066,101***	***33,662,792***

Department/Funding Source/Service Provided
October 1, 2013 through September 30, 2014
Community Development

Description	Federal Expenditures	Wisconsin Expenditures	Local & Other Funding Source	Tribal Expense	Total Expenditure
BUSINESS CENTER	-		10,462	95,373	105,835
RURAL BUSINESS ENTERPRISE	16,463		-	3,766	20,229
BUSINESS CENTER	**16,463**	**-**	**10,462**	**99,138**	**126,064**
COMMUNITY DEVELOPMENT	-		-	383,427	383,427
ZOAR CEREMONIAL	-		-	19,008	19,008

Department/Funding Source/Service Provided
October 1, 2013 through September 30, 2014
Community Development

Description	Federal Expenditures	Wisconsin Expenditures	Local & Other Funding Source	Tribal Expense	Total Expenditure
BUSINESS CENTER	-		10,462	95,373	105,835
RURAL BUSINESS ENTERPRISE	16,463		-	3,766	20,229
BUSINESS CENTER	**16,463**	**-**	**10,462**	**99,138**	**126,064**
COMMUNITY DEVELOPMENT	-		-	383,427	383,427
ZOAR CEREMONIAL	-		-	19,008	19,008
BIA IRR ROAD CONSTRUCTION INTEREST	-		17,609		17,609
ROAD MAINTENANCE	453,623		-	-	453,623
REAL ESTATE SERVICES	127,406		-	-	127,406
AID TO TRIBAL GOVERNMENT	165,361		-	-	165,361
MULTIPLE MENOMINEE IRR PROJ:L7	270,844		-	-	270,844
MULTIPLE MENOMINEE IRR PROJ:K8	19,415		-	-	19,415
HILLCREST ROAD	36,831		-	-	36,831
ARCHAEOLOGICAL & ENVIRONMENTAL	5,202		-	-	5,202
IRR TRANSPORTATION	1,412,945		155	-	1,413,100
KESHENA INFILTRATION STUDY	77,383		-	-	77,383
WISCONSIN RECYCLING	-	13,203	-	-	13,203
WISCONSIN RECYCLING	-	3,197	-	-	3,197
NEOPIT STREET REPAIR	-		125,000	-	125,000
COMMUNITY DEVELOPMENT	**2,569,010**	**16,399**	**142,764**	**402,435**	**3,130,608**
MENOMINEE INDIAN ECONOMIC DEV AUTH.	-		-	65,685	65,685
MENOMINEE INDIAN ECONOMIC DEV AUTH.	**-**	**-**	**-**	**65,685**	**65,685**
FIRE PROTECTION	-		-	22,421	22,421
COMMUNITY FIRE PROTECTION	13,421		-	-	13,421
FIRE PROTECTION	**13,421**	**-**	**-**	**22,421**	**35,842**

MENOMINEE LOAN FUND	-		154,101		154,101
MENOMINEE REVOLVING LOAN FUND	-		23,001		23,001
CREDIT & FINANCE	58,524		-	-	58,524
LOAN FUND	**58,524**	**-**	**177,103**	**-**	**235,627**
POW-WOW	-		58,311	71,250	129,561
POW-WOW	**-**	**-**	**58,311**	**71,250**	**129,561**
MENOMINEE TRANSPORTATION	-		741,866	-	741,866
TRANSIT CONTRACT INCOME	-		21,584		21,584
TRANSIT CONTRACT INCOME	-		213,105		213,105

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Community Development continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
IRR TRANSPORTATION PROGRAM	51,426		-	-	51,426
TRIBAL TRANSIT PROGRAM	575,577		-	-	575,577
TRANSPORTATION EXPANSION PLANNING	15,000		-	-	15,000
FY 2013 OPERATING ASSISTANCE	927,466		-	-	927,466
PUBLIC TRANSPORTATION	-	765,375	532,560	343,492	1,641,427
PUBLIC TRANSPORTATION	-	141,892	80,946	-	222,838
CAPITAL ASSISTANCE	-	46,407	4,958	-	51,364
CAPITAL ASSISTANCE	-	(5,633)	(108)	-	(5,741)
CAPITAL ASSISTANCE	-	646,947	156,578	-	803,525
CAPITAL ASSISTANCE	-	199,032	13,298	-	212,331
SUPPLEM TRANSPORT RURAL ASSISTANCE	-	204,363	57,639	-	262,002
CAPITAL ASSISTANCE	-	125,757	31,439	-	157,196
FUEL STATION	-	-	152,318	-	152,318
FUEL STATION EXPANSION	-	-	366,087	-	366,087
FUEL STATION EXPANSION C -STORE	-	-	5,015	-	5,015
TRANSPORTATION	**1,569,469**	**2,124,139**	**2,377,287**	**343,492**	**6,414,387**
TRIBAL UTILITIES WASTEWATER	-		281,722	71,492	353,213
T. UTILITIES WASTEWATER-JUDGEMENT FUNDS				5,012	
TRIBAL UTILITIES ELECTRIC	-		130,989	-	130,989
TRIBAL UTILITIES WATER	-		235,617	57,010	292,627
TRIBAL UTILITIES WATER-JUDGEMENT FUNDS				22,452	
FIRE HYDRANT OPERATION/MAINT	-		13	-	13
UTILITIES	**-**	**-**	**648,340**	**155,966**	**776,842**
COMMUNITY DEVELOPMENT TOTAL	***4,226,887***	***2,140,538***	***3,414,267***	***1,160,387***	***10,914,615***

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Enforcement & Rights Protection					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
CONSERVATION	-		-	347,961	347,961
CONSERVATION: OTHER	-		2,683	-	2,683
CONSERVATION RIGHTS PROTECTION	294,918		-	-	294,918
LAKE & STREAM ASSESSMENT	26,796		-	-	26,796
MENOMINEE TRIBAL WILDLIFE	21,361		-	-	21,361
SUMMER TRIBAL YOUTH	-	26,941	-	-	26,941
CONSERVATION	**343,075**	**26,941**	**2,683**	**347,961**	**720,660**
ELECTION	-		-	72,302	72,302
ELECTION	**-**	**-**	**-**	**72,302**	**72,302**
ENVIRONMENTAL SERVICES	-		-	51,825	51,825
NAT'L RESOURCE RESTORATION	-		385	-	385
WTCAC MEETINGS	-		2,330	-	2,330
LITTLE WEST BRANCH CREEK	1,260		-	-	1,260
MENOMINEE CITIZEN SCIENCE	7,714		-	-	7,714
WATER RESOURCES	4,589		-	-	4,589
WATER RESOURCES	3,554		-	-	3,554
DAMAGE ASSESSMENT	4,965		-	-	4,965
LITIGATION SUPPORT & WATER RESOURCES	1,491		-	-	1,491
CONSERVATION RIGHTS PROTECTION	11,850		-	-	11,850
CONSERVATION RIGHTS PROTECTION	9,926		-	-	9,926
WATER RESOURCES	26,340		-	-	26,340
AQUATIC INVASIVE SPECIES	5,665		-	-	5,665
TRIBAL BROWNFIELD	37,930		-	-	37,930
TRIBAL BROWNFIELD	20,996		-	-	20,996
INDIAN ENVIRONMENTAL GENERAL ASSISTANCE	94,741		-	2,930	97,671
PERFORMANCE PARTNERSHIP	172,678		-	7,192	179,870
INJURY PREVENTION	15,003		-	-	15,003
PUBLIC HEALTH EMERGENCY PREPAREDNESS	-	102	-	-	102
HUD HEALTHY HOMES PRODUCTS	-	77,139	-	-	77,139
SOIL WATER RESOURCE MANAGEMENT	-		1,125	-	1,125
SOIL WATER RESOURCE MANAGEMENT	-		3,278	-	3,278
INVASIVE SPECIES CONTROL	-		2,887		2,887
ENVIRONMENTAL SERVICES	**418,704**	**77,242**	**10,005**	**61,947**	**567,898**

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Enforcement & Rights Protection continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
GAMING COMMISSION	-		-	536,159	536,159
GAMING COMMISSION	**-**	**-**	**-**	**536,159**	**536,159**
COURTS PROFESSIONAL FEES	-		-	37,108	37,108
COURTS SUPPLEMENT/FINES & FEES	-		-	210,634	210,634
JUDICIAL SERVICES	528,896		-	-	528,896
TRIBAL COURTS RECORDS MGMT	108,008		-	-	108,008
HEALING WELLNESS COURT	131,576		-	-	131,576
JUDICIAL	**768,480**	**-**	**-**	**247,742**	**1,016,223**
LAW ENFORCEMENT	-		-	1,357,759	1,357,759
LEC EMERGENCY TRANSPORT	-		-	7,622	7,622
LAW ENFORCEMENT FUNDRAISING	-		40,330		40,330
LAW ENFORCEMENT	140,323		-	-	140,323
LAW ENFORCEMENT	1,432,614		-	-	1,432,614
INDIAN HIGHWAY SAFETY	(357)		-	-	(357)
INDIAN HIGHWAY SAFETY	101,103		-	-	101,103
BULLETPROOF VEST REPLACEMENT	1,365		-	-	1,365
COPS TRGP - HIRING	155,452		-	-	155,452
SEX OFFENDR REGISTRATN & NOTIFICATION	162,989		-	-	162,989
COPS TRGP-EQUIPMENT & TRAINING	18,764		-	-	18,764
COPS TRIBAL RESOURCE CTAS	14,314		-	-	14,314
INJURY PREVENTION	68,191		-	-	68,191
TRIBAL LAW ENFORCEMENT	-	47,133	-	-	47,133
TRIBAL LAW ENFORCEMENT	-	2,914	-	-	2,914
COUNTY/TRIBAL LAW ENFORCEMENT	-		17,300	-	17,300
COUNTY/TRIBAL LAW ENFORCEMENT	-		25,172	-	25,172
LAW ENFORCEMENT	**2,094,757**	**50,047**	**82,802**	**1,365,381**	**3,592,987**
LICENSE & PERMIT	-		-	125,138	125,138
LICENSE & PERMIT	**-**	**-**	**-**	**125,138**	**125,138**
PROBATION - SUPPLEMENT	-		-	87,710	87,710
JUDICIAL SERVICES	108,586		-	-	108,586
PROBATION	**108,586**	**-**	**-**	**87,710**	**196,296**
PROSECUTOR - SUPPLEMENT	-		-	101,279	101,279
JUDICIAL SERVICES	144,781		-	-	144,781
PROSECUTOR	**144,781**	**-**	**-**	**101,279**	**246,060**

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Enforcement & Rights Protection continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
TAX COMMISSIONER	-		-	91,934	91,934
INDIRECT COST	-		9,648		9,648
TAX COMMISSIONER	**-**	**-**	**9,648**	**91,934**	**101,582**
ENFORCEMENT & RIGHTS PROTECTION	***3,878,384***	***154,229***	***105,138***	***3,037,554***	***7,175,306***

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Labor, Education & Training					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
COLLEGE MENOMINEE NATION	-		-	148,986	148,986
COLLEGE MENOMINEE NATION	**-**	**-**	**-**	**148,986**	**148,986**
CHILD SUPPORT	-		358	-	358
CHILD SUPPORT ENFORCEMENT	611,020		17,245	151,792	780,057
CHILD SUPPORT	**611,020**	**-**	**17,603**	**151,792**	**780,415**
CHILD WELFARE ASSISTANCE	-		33,327		33,327
EARLY CHILDCARE SERVICE	-		338,790	308,190	646,980
CHILD CARE DEVELOPMENT FUND	179,066		-	-	179,066
CHILD CARE DEVELOPMENT FUND	204,172		-	-	204,172
CHILD & ADULT CARE FOOD	-	44,902	-	37,976	82,879
FAMILY SERVICES TR BLOCK GRANT	-	50,696	-	-	50,696
DAYCARE	**383,238**	**95,599**	**372,117**	**346,166**	**1,197,121**
EDUCATION JUDGEMENT FUNDS	-		-	99,875	99,875
EDUCATION SERVICES	428,305		-	-	428,305
AID TO TRIBAL GOVERNMENT	5,810		-	-	5,810
EDUCATION	**434,115**	**-**	**-**	**99,875**	**533,990**
HEADSTART SUPPLEMENT	-		-	177,311	177,311
HEADSTART PARENT FUNDRAISING	-		5,256		5,256
EDUCATION JUDGEMENT FUNDS	-		-	263,875	263,875
INFANT & TODDLER PART C (0-2)	6,278		-	-	6,278
INFANT & TODDLER PART B (3-5)	72,136		-	-	72,136
INDIAN HEADSTART	1,319,665		2,182	-	1,321,847
INDIAN HEADSTART	299,648		-	-	299,648

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Labor, Education & Training continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
CHILD & ADULT CARE FOOD	-	132,945	49,104	34,664	216,713
WI HEADSTART SUPPLEMENT	-	4,214	-	-	4,214
WI HEADSTART SUPPLEMENT	-	87,058	-	-	87,058
CMN PATH FOR OUR CHILDREN	-		24,956		24,956
HEADSTART	**1,697,727**	**224,217**	**81,498**	**475,850**	**2,479,293**
HISTORIC PRESERV & LOG MUSEUM	-		-	202,171	202,171
HISTORIC PRESERVTN FUNDRAISING	-		35,750		35,750
HISTORIC PRESERVATION SPECIAL PROJECTS	-		2,203		2,203
HISTORIC PRESERVATION	2,249		-	-	2,249
HISTORIC PRESERVATION	2,826		-	-	2,826
HISTORIC PRESERVATION	65,808		-	-	65,808
NATIVE YOUTH & CULTURE	-		1,561		1,561
HISTORIC PRESERVATION	**70,883**	**-**	**39,514**	**202,171**	**312,569**
SOFTWARE MERYDYAN	-		7,034	-	7,034
INDIRECT COST	-		449,890		449,890
HUMAN RESOURCE	**-**	**-**	**456,924**	**-**	**456,924**
JOHNSON O'MALLEY	-		-	28,411	28,411
JOM FUNDRAISING	-		6,438		6,438
JOHNSON O'MALLEY	103,008		-	-	103,008
JOHNSON O'MALLEY	**103,008**	**-**	**6,438**	**28,411**	**137,858**
COMMUNITY RESOURCE CENTER	-		-	27,367	27,367
JOB TRAINING PROGRAMS 477	175,510		-	-	175,510
JOB TRAINING PROGRAMS 477	94,917		-	-	94,917
TEMPORARY ASSISTANCE NEEDY FAMILIES	126,266		-	-	126,266
TEMPORARY ASSISTANCE NEEDY FAMILIES	914,401		-	-	914,401
IM INCOME MAINTENANCE CONTRACT	-	272,065	1,472	-	273,537
FOOD SHARE FRAUD PREVENTION	-	514	-	-	514
MEDICAID FRAUD PREVENTION	-	513	-	-	513
JOB TRAINING	**1,311,093**	**273,092**	**1,472**	**27,367**	**1,613,025**
LANGUAGE & CULTURE COMMISSION	-		-	103,897	103,897
LIVING & LEARNING IN RELATIONS	66,197		-	-	66,197
REBUILDING RELATIONS	67,119		-	-	67,119
LANGUAGE & CULTURE	**133,316**	**-**	**-**	**103,897**	**237,213**

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Labor, Education & Training continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
LIBRARY	-		-	94,130	94,130
NORTH AMERICAN BASIC /EDUCATION	4,358		-	-	4,358
IMLS PAST PERFECT	19,529		-	1,861	21,390
LIBRARY	**23,887**	**-**	**-**	**95,991**	**119,878**
TRIBAL NEWS	-		-	238,634	238,634
TRIBAL NEWS	**-**	**-**	**-**	**238,634**	**238,634**
TRIBAL SCHOOL SUPPLEMENT	-		-	73,773	73,773
MICROSOFT-WIS SETTLEMENT	-		10,666		10,666
EDUCATION JUDGEMENT FUNDS	-		-	24,723	24,723
TRIBAL SCHOOL REVOLVING	-		20,777		20,777
INDIAN SCHOOL EQUALIZATION PROGRAM	1,330,142		-	-	1,330,142
MTS EDUCATION OF HANDICAPPED	441,400		-	-	441,400
MTS TRANSPORTATION	253,704		-	-	253,704
MTS ADMINISTRATIVE COSTS	244,345		-	-	244,345
MTS 21ST CENTURY TITLE IV B	1,750		-	-	1,750
MTS RURAL EDUCATION TITLE VI B	2,320		-	-	2,320
MTS TITLE I LANGUAGE ARTS	366,905		-	-	366,905
MTS TITLE IIA TEACHER QUALITY	41,975		-	-	41,975
MTS OPERATIONS/MAINTENANCE	55,025		-	-	55,025
MTS PART B IDEIA EDUC HANDICAP	13,857		-	-	13,857
MTS OPERATIONS/MAINTENANCE	18,992		-	-	18,992
MTS MINOR REPAIR: OFFICE AREA	101,966		-	-	101,966
MTS OPERATIONS/MAINTENANCE	248,396		-	-	248,396
MTS MINOR IMPROVEMENT & REPAIR	2,300		-	-	2,300
MTS ENHANCEMENT BIE READS	65,990		-	-	65,990
MTS INDIAN SCHOOL EQUALIZATION PROGRAM	284,458		200	-	284,658
MTS PART B IDEIA EDUCATION HANDICAP	21,865		-	-	21,865
MTS TRANSPORTATION	105,932		-	-	105,932
MTS ADMINISTRATIVE COSTS	8,509		-	-	8,509
MTS 21 CENTURY COMM TITLE IV B	156,630		-		156,630
MTS OPERATIONS/MAINTENANCE	44,229		-	-	44,229
MTS ADMINISTRATIVE COSTS	54,706		-	-	54,706
MTS 21 CENTURY COMM TITLE IV B	13,772		-	-	13,772
MTS TITLE I LANGUAGE ARTS	87,097		-	-	87,097
INDIAN EDUCATION FORMULA	10,400		-	-	10,400
INDIAN EDUCATION FORMULA	37,931		-	-	37,931
MEN T SCHOOL: FOOD	-	8,784	389	-	9,173

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Labor, Education & Training continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
MTS SUMMER SCHOOL FOOD	-	3,918	-	-	3,918
MEN T SCHOOL: FOOD	-	98,741	4,324	-	103,065
FRESH FRUIT & VEGETABLE	-	10,074	-	-	10,074
FRESH FRUIT & VEGETABLE	-	323	-	-	323
MTS SACRED LITTLE ONES	-		20,010		20,010
CHARITIES AID FOUNDATION	-		4,993		4,993
SEEDS GRANT WORKSHOP	-		1,500		1,500
TRIBAL SCHOOL	**4,014,597**	**121,840**	**62,859**	**98,496**	**4,297,792**
EXTENSION AGENT	-		-	8,244	8,244
EXTENSION AGENT	**-**	**-**	**-**	**8,244**	**8,244**
LABOR, EDUCATION & TRAINING TOTAL	***8,782,886***	***714,748***	***1,038,426***	***2,025,881***	***12,561,941***

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Housing					
HOME IMPROVEMENT PROGRAM	98,702		-	-	98,702
HOME IMPROVEMENT PROGRAM	74,802		-	-	74,802
SANITATION PROJECT BE-11-G56	56,718		-	-	56,718
SANITATION PROJECT BE-12-G95	31,502		-	-	31,502
HOME IMPROVEMENT PROGRAM	**261,724**	**-**	**-**	**-**	**261,724**
HOUSING NON PROGRAM INCOME	-		159,189	-	159,189
HOUSING INVENTORY	-		146,535		146,535
HOUSING TAX CREDIT REIMBURSEMENT	-		80,124		80,124
202 ELDERLY HOUSING	46,662		83,900	-	130,562
INDIAN HOUSING BLOCK GRANT	3,121,196		172,667	-	3,293,863
ICDBG HEAD START REHABILITATION	254,130		-	-	254,130
HOUSING	**3,421,988**	**-**	**642,414**	**-**	**4,064,402**
WOLF RIVER DEVELOPMENT	-		14,024		14,024
MIDDLE VILLAGE APARTMENT COMPLEX	30,742		24,291	-	55,033
WOLF RIVER DEVELOPMENT	**30,742**	**-**	**38,315**	**-**	**69,057**
TAX CREDIT PARTNERSHIP # 1	-		161,921		161,921
TAX CREDIT PARTNERSHIP # 2	-		124,347		124,347

Department/Funding Source/Service Provided October 1, 2013 through September 30, 2014 Housing continued					
Description	**Federal Expenditures**	**Wisconsin Expenditures**	**Local & Other Funding Source**	**Tribal Expense**	**Total Expenditure**
TAX CREDIT PARTNERSHIP # 3	-		114,165		114,165
TAX CREDIT PARTNERSHIP # 4	-		95,260		95,260
TAX CREDIT PARTNERSHIP # 5	-		93,579		93,579
TAX CREDIT PARTNERSHIP # 6	-		85,837		85,837
TAX CREDIT PARTNERSHIP # 7	-		91,249		91,249
TAX CREDIT PARTNERSHIP # 8	-		93,226		93,226
TAX CREDIT	**-**	**-**	**859,583**	**-**	**859,583**
HOUSING TOTAL	***3,714,454***	***-***	***1,540,312***	***-***	***5,254,766***
GRAND TOTAL	**38,003,267**	**6,349,522**	**42,111,747**	**10,733,776**	**97,170,849**

LEGAL SERVICES (ATTORNEY)	-	-	-	333,862	333,862
ATTORNEY	**-**	**-**	**-**	**333,862**	**333,862**
GENERAL FUND	-		7,931	-	7,931
YOUTH ACTIVITIES	-		-	4,559	4,559
VETERANS POW-WOW	-		-	5,900	5,900
ELDERLY ACTIVITIES	-		-	6,705	6,705
CONTINGENCY	-		-	17,807	17,807
INTERGOVERNMENTAL AFFAIRS	-		-	108,580	108,580
OPERATION TRIBAL GOVERNMENT	-		-	436,821	436,821
COMMUNITY FUNDING REQUESTS	-		-	10,201	10,201
MILWAUKEE AREA TRIBAL OFFICE	-		-	15,459	15,459
EMERGENCY MANAGEMENT	-		-	23,741	23,741
SPIRIT CLUB	-		5,820	-	5,820
PROJECT EAGLE	-		1,817,833	32,198	1,850,031
PROJECT EAGLE PRE-DEV COSTS	-		9,193	-	9,193
MITW FOREST LAND TRESPASS	-		347		347
MAWAWCESENIYAH AGREEMENT	-		3,966	-	3,966
BURIAL FUND JUDGEMENT FUNDS	-		6,526	-	6,526
EDUCATION JUDGEMENT FUNDS					

	-		13,144		13,144
HEALTH CARE JUDGEMENT FUNDS	-		6,777	-	6,777
UTILITIES JUDGEMENT FUNDS	-		72		72
INDIRECT COST	-		212,771		212,771
EMERGENCY MANAGEMENT	-	20,589	-	15,767	36,356
PUBLIC HEALTH EMERGENCY PREPAREDNESS	-	2,537	-	-	2,537
CHAIRPERSON	**-**	**23,126**	**2,084,381**	**677,738**	**2,785,245**
ENROLLMENT	-	-	-	69,542	69,542
PER CAPITA	-	-	-	887,567	887,567
MTL/MTE DISTRIBUTION	-	-	(15,815)	-	(15,815)
INDIRECT COST	-	-	13,490		13,490
AID TO TRIBAL GOVERNMENT	51,582	-	-	-	51,582
ENROLLMENT	**51,582**	**-**	**(2,325)**	**957,108**	**1,006,365**
SOFTWARE MERYDYAN	-		2,205	-	2,205
INDIRECT COST	-		1,417,656		1,417,656
FINANCE	**-**	**-**	**1,419,861**	**-**	**1,419,861**
INDIRECT COST	-		298,296		298,296
INTERNAL AUDIT	**-**	**-**	**298,296**	**-**	**298,296**
INSURANCE/MRBG/PROPERTY DEDUCTIBLE	-		-	13,628	13,628
BURIAL FUND JUDGEMENT	-		-	241,861	241,861
INDIRECT COST	-		461,627		461,627
HEALTH INSURANCE	-		16,315,033		16,315,033
MITW WORKMENS COMPENSATION	-		542,845		542,845
WISCONSIN DISASTER	-	21,203	-	-	21,203
TRIBAL MEDICAL RELIEF BLOCK	-	180,522	-	-	180,522
INSURANCE	**-**	**201,725**	**17,319,505**	**255,489**	**17,776,718**
LEC COURTHOUSE MAINTENANCE	-		-	69,657	69,657
INDIRECT COST	-		304,122		304,122
T RECREATION/LIBRARY BUILDINGS	-		57,388		57,388

TRIBAL BUILDINGS	-		458,840		458,840
FACILITIES MANAGEMENT	9,785		-	-	9,785
FACILITIES MAINTENANCE & OPERATIONS	1,246		-	-	1,246
FACILITIES MANAGEMENT		39,606	-	-	39,606
FACILITIES MAINTENANCE		176,531	-	-	176,531
MAINTENANCE	**227,169**	**-**	**820,350**	**69,657**	**1,117,175**
SOFTWARE MERYDYAN	-		6,503	-	6,503
INDIRECT COST	-		1,121,033		1,121,033
INFORMATION TECHNOLOGY	**-**	**-**	**1,127,536**	**-**	**1,127,536**
INDIRECT COST	-		238,846		238,846
INTERNAL SERVICES	-		42,128		42,128
FEDERAL EXCESS PROPERTY	-		4,157		4,157
PROPERTY MANAGEMENT	**-**	**-**	**285,130**	**-**	**285,130**
ACT 161	-		-	50,000	50,000
ACT 161	-		-	100,000	100,000
SOFTWARE MERYDYAN	-		124	-	124
INDIRECT COST	-		626,632		626,632
FOREST DEVELOPMENT	660		-	-	660
WILDLAND FIRE MANAGEMENT	2,460		-	-	2,460
CONTRACT SUPPORT		671,366	-	-	671,366
TRIBAL ADMINISTRATION	**674,486**	**-**	**626,756**	**150,000**	**1,451,241**
GOVERNMENTAL AFFAIRS TOTAL	***953,236***	***224,851***	***23,979,488***	***2,443,854***	***27,601,429***
AGING DIVISION	-		-	250,174	250,174
CBRF	-		-	241,993	241,993
AGING & CBRF FUNDRAISING	-		7,829	-	7,829
HEALTH CARE JUDGEMENT FUNDS	-		-	257,777	257,777
MENOMINEE ELDER ABUSE		50,656	-	-	50,656
TITLE VI PART C NATIVE AMERICAN CAREGIVER	41,051		-	-	41,051
TITLE VI PART C NATIVE AMERICAN	6,986		-	-	6,986

CAREGIVER					
TITLE VI PART A SUPPORT & NUTRITION	32,821		45	-	32,866
TITLE VI PART A SUPPORT & NUTRITION		106,408	76	-	106,484
TITLE VI NUTRITION SERVICE INCENTIVE	2,721		-	33,368	36,089
TITLE VI NUTRITION SERVICE INCENTIVE	-		-	35,010	35,010
MIPPA OUTREACH TO ELDERS	137		-	-	137
CIP II		1,317,856	-	-	1,317,856
CIP II		698,042	-	-	698,042
MFP INITATIVE FUNDS	-	294	-	-	294
TRANSPORTATION FOR ELDERS		15,300	-	-	15,300
TRANSPORTATION FOR ELDERS		5,625	-	-	5,625
FAMILY SERVICES		26,847	-	-	26,847
COP-MA-LTC EXPANSION			42,267	-	42,267
TITLE III MEN AGING DIVISION			108,037	-	108,333
TITLE III NUTRITION SERVICE			19,356	296	71,077
STATE PHARMACY ASSISTANCE	-		3,275	51,721	3,275
STATE PHARMACEUTICAL ASSISTANCE	-		10,912	-	10,912
STATE PHARMACEUTICAL ASSISTANCE	-		284	-	284
TITLE III MENOMINEE AGING DIVISION	-		8,433	259	8,691
AGING		2,063,963			
	240,779		200,514	870,597	3,375,854
CHICAGO COMMUNITY CENTER	-		-	6,057	6,057
CHICAGO COMMUNITY CENTER	-	-	-	6,057	6,057
3RD PARTY CLINIC			1,673,342	-	1,673,342
3RD PARTY CLINIC			180,357	-	180,357
3RD PARTY CLINIC EXPANSION			4,324,994	-	4,324,994
INDIAN HEALTH SERVICES	30,559		-	-	30,559
SPECIAL DIABETES	266,602		-	-	266,602
INDIAN HEALTH SERVICES	99,000		-	-	99,000
INDIAN HEALTH SERVICES	112,266		4,856,513	-	4,968,779

SPECIAL DIABETES FOR INDIANS	562,095	-	2,575	-	564,670	-
INDIAN HEALTH SERVICES	12,576,313	-	213,432	-	12,789,745	-
WIC GRANTS	-	37,131	-	-	37,131	-
MCH WOMEN'S HEALTH	-	26,758	-	-	26,758	-
WIC FARMERS MARKET NUTRITION	-	408	-	-	408	-
WIC FARMERS MARKET NUTRITION	-	1,000	-	-	1,000	-
IAP-LHD IMMUNIZATION	-	5,285	-	-	5,285	-
AMERICAN INDIAN HEALTH	-	8,908	-	-	8,908	-
WI WELL WOMEN	-	13,228	-	-	13,228	-
MEDICAID ELIGIBILITY OUTREACH	-	40,475	-	-	40,475	-
PREVENTIVE HEALTH & HEALTH SERVICE	-	1,415	-	-	1,415	-
FLUORIDE MOUTH RINSING	-	2,028	-	-	2,028	-
WI WELL WOMEN EXPANDED	-	7,681	-	-	7,681	-
HIV PREVENTION (MINORITY)	-	7,493	-	-	7,493	-
WIC	-	73,963	-	-	73,963	-
WIC BREASTFEEDING PEER COUNSEL	-	6,206	-	-	6,206	-
WIC BREASTFEEDING PEER COUNSEL	-	8,000	0	-	8,000	-
DIABETES PREVENTION & CONTROL	-	2,045	-	-	2,045	-
CHILD WELFARE FOSTERING FUTURE	-	757	-	-	757	-
HOSPITAL PREPAREDNESS FLEX FUND	-	5,945	-	-	5,945	-
RURAL INFANT HEALTH	-	12,000	-	-	12,000	-
TOBACCO PREVENTION/EDUCATION	-	1,542	-	-	1,542	-
MERC-FUNDED COMMUNITY RESEARCH	-	44,803	-	-	44,803	-
HEALTHY CHILDREN,STRONG FAMILY	-	31,162	-	-	31,162	-
HEALTHY CHILDREN,STRONG FAMILY	-	11,139	-	-	11,139	-
AMERICAN INDIAN TOBACCO USE	-	28,000	-	-	28,000	-
CLINIC	13,646,835	248,726	11,379,859	-	25,275,420	-
FOOD PANTRY	-	963	-	-	963	-
NUTRITION EDUCATION	22,217	-	-	-	22,217	-
FOOD DISTRIBUTION	351,678	57	98,779	-	450,515	-

NUTRITION EDUCATION	19,124			-		-		19,124		
TEFAP EMERGENCY FOOD ASSISTANCE	-		1,065	-		-		1,065		
FOOD DISTRIBUTION	393,020		1,065	1,021		98,779		493,885		
ZOAR FIRE STATION	-			-		2,908		2,908		
YOUTH DEVELOPMENT & OUTREACH	-			-		47,016			47,016	
NEOPIT/KESHENA BOXING CLUB	-			-		5,648		5,648		
TOYS FOR TOTS INITIATIVE	-				15,356				15,356	
KAI NATIVE ASPIRATIONS	-			384				384		
YOUTH DEVELOPMENT FUNDRAISING	-			400		-		400		
TRIBAL YOUTH-GRADUATED SANCTIONS		67,652		-		-			67,652	
MENOMINEE TRIBAL YOUTH		131,208		-		-			131,208	
PROMOTING SAFE & STABLE FAMILY	37,513			-		12,366			49,879	
FAMILY SERVICES	-		124,363	-		-			124,363	
BADGES FOR BASEBALL	-			4,419				4,419		
BADGES FOR BASEBALL	-			190				190		
FAMILY PRESERVATION	236,373		124,363	20,749		67,938		449,423		
FUNDRAISING & OTHER	-			8,521				8,521		
MAEHNOWESEKIYAH	-				303,073		275,455		578,528	
HEADQUARTERS BUILDING	-				59,503				59,503	
MAEHNOWESEKIYAH RECOGNITION	-			231				231		
M COMM-BASED CORRECTIONAL ALTERNATIVE	219			-		-		219		
STOP VIOLENCE AGAINST WOMEN		215,743		-		-			215,743	
YOUTH ADVOCATE CONCEPT PAPER		60,546		-		-			60,546	
MENOMINEE TRIBAL GOVERNMENT		140,780		-		-			140,780	
MENOMINEE VICTIM ASSISTANCE		104,045		-		-			104,045	
DOMESTIC VIOLENCE SUPPORT		63,735		-		-			63,735	
VIOLENCE AGAINST WOMEN		273,627		-		-			273,627	
FAMILY VIOLENCE PREVENTION	10,864			-		-			10,864	
INDIAN HEALTH SERVICE		37,769		59		-			37,828	
INDIAN HEALTH SERVICE										

	1,600		-	-	1,600	
MENOMINEE MENTAL HEALTH						191,178
	191,178		-	-		
INDIAN HEALTH SERVICE		520,448				520,874
			426	-		
BRIGHTER FUTURES INITIATIVE		132,774				132,774
	-		-	-		
FAMILY SERVICES		154,531				154,531
	-		-	-		
MENTAL HEALTH BLOCK GRANT-SYSTEM		6,068				
	-		-	-	6,068	
TRIBAL COORDINATED SERVICE TEAM		6,975				
	-		-	-	6,975	
TRIBAL COORDINATED SERVICE TEAM		9,598				
	-		-	-	9,598	
STRATEGIC PREVENTION PFS II		27,606				27,606
	-		-	-		
VICTIMS OF CRIME ACT		15,502				15,502
	-		-	-		
DOMESTIC ABUSE CHILDRENS SERVICE		11,223				14,029
	-		-	2,806		
DOMESTIC ABUSE BASIC SERVICES		52,399				65,499
	-		-	13,100		
CHILD WELFARE HOMELESS YOUTH & RUNAWAY		52,588				52,588
	-		-	-		
DOMESTIC ABUSE SUPPORT SERVICE		15,447				19,308
	-		-	3,862		
FAMILY SERVICES		18,317				22,896
	-		-	4,579		
PREVENTION SPEC SAMHSA SPF-SIG						
	-		803	-	803	
MAEHNOWESEKIYAH		503,029				2,796,001
	1,620,555		372,616	299,801		
NEOPIT COMMUNITY CENTER						
	-		-	6,056	6,056	
NEOPIT COMMUNITY CENTER						
	-	-	-	6,056	6,056	
RECREATION						171,558
	-		-	171,558		
INDIGENOUS GAMES			58,003			73,028
	-			15,025		
RECREATION FUNDRAISING						
	-		1,038		1,038	
RECREATION						
	-	-	59,041	186,583	245,624	
SOUTH BRANCH COMMUNITY CENTER						
	-		-	9,833	9,833	
SOUTH BRANCH COMMUNITY CENTER						
	-	-	-	9,833	9,833	
SOCIAL SERVICES				364,009		364,009
	-		-			
SOCIAL SERV EMERGENCY/CATASTROPHIC	-		-	7,090	7,090	
SOCIAL SERVICES		289,513				289,513
			-	-		
CHILD WELFARE TITLE IV-B 14/15						10,669

	8,002		-	2,667	
CHILD WELFARE TITLE IV-B 13/14					16,458
	12,343		-	4,114	
KINSHIP CARE BENEFITS		160,534			160,534
	-		-	-	
KINSHIP CARE ASSESSMENTS		13,475			13,789
	-		314	-	
SOCIAL SERVICES					
	309,859	174,009	314	377,881	862,063
VETERANS SERVICE OFFICER					22,071
	-		-	22,071	
VETERANS SERVICE OFFICER					
	-	-	-	22,071	22,071
WOODLAND YOUTH BOYS & GIRLS CLUB				120,505	120,505
	-		-		
WOODLAND YOUTH BOYS & GIRLS CLUB					
	-	-	-	120,505	120,505
HEALTH & FAMILY TOTAL			12,034,116		33,662,792
	16,447,421	3,115,155		2,066,101	
BUSINESS CENTER			10,462		105,835
	-			95,373	
RURAL BUSINESS ENTERPRISE					20,229
	16,463		-	3,766	
BUSINESS CENTER					
	16,463	-	10,462	99,138	126,064
COMMUNITY DEVELOPMENT				383,427	383,427
	-		-		
ZOAR CEREMONIAL					19,008
	-		-	19,008	
BIA IRR ROAD CONSTRUCTION			17,609		17,609
INTEREST	-				
ROAD MAINTENANCE	453,623				453,623
			-	-	
REAL ESTATE SERVICES	127,406				127,406
			-	-	
AID TO TRIBAL GOVERNMENT	165,361				165,361
			-	-	
MULTIPLE MENOMINEE IRR PROJ:L7	270,844				270,844
			-	-	
MULTIPLE MENOMINEE IRR PROJ:K8					
	19,415		-	-	19,415
HILLCREST ROAD					36,831
	36,831		-	-	
ARCHAEOLOGICAL & ENVIRONMENTAL					
	5,202		-	-	5,202
IRR TRANSPORTATION	1,412,945				1,413,100
			155	-	
KESHENA INFILTRATION STUDY	77,383				77,383
			-	-	
WISCONSIN RECYCLING		13,203			13,203
	-		-	-	
WISCONSIN RECYCLING					
	-	3,197	-	-	3,197
NEOPIT STREET REPAIR			125,000		125,000
	-			-	
COMMUNITY DEVELOPMENT					3,130,608
	2,569,010	16,399	142,764	402,435	

MENOMINEE INDIAN ECONOMIC DEV AUTH.	-		-	65,685	65,685
MENOMINEE INDIAN ECONOMIC DEV AUTH.	-	-	-	65,685	65,685
FIRE PROTECTION	-		-	22,421	22,421
COMMUNITY FIRE PROTECTION	13,421		-	-	13,421
FIRE PROTECTION	13,421	-	-	22,421	35,842
MENOMINEE LOAN FUND	-		154,101		154,101
MENOMINEE REVOLVING LOAN FUND	-		23,001		23,001
CREDIT & FINANCE	58,524		-	-	58,524
LOAN FUND	58,524	-	177,103	-	235,627
POW-WOW	-		58,311	71,250	129,561
POW-WOW	-	-	58,311	71,250	129,561
MENOMINEE TRANSPORTATION	-		741,866	-	741,866
TRANSIT CONTRACT INCOME	-		21,584		21,584
TRANSIT CONTRACT INCOME	-		213,105		213,105
IRR TRANSPORTATION PROGRAM	51,426		-	-	51,426
TRIBAL TRANSIT PROGRAM	575,577		-	-	575,577
TRANSPORTATION EXPANSION PLANNING	15,000		-	-	15,000
FY 2013 OPERATING ASSISTANCE	927,466		-	-	927,466
PUBLIC TRANSPORTATION	-	765,375	532,560	343,492	1,641,427
PUBLIC TRANSPORTATION	-	141,892	80,946	-	222,838
CAPITAL ASSISTANCE	-	46,407	4,958	-	51,364
CAPITAL ASSISTANCE	-	(5,633)	(108)	-	(5,741)
CAPITAL ASSISTANCE	-	646,947	156,578	-	803,525
CAPITAL ASSISTANCE	-	199,032	13,298	-	212,331
SUPPLEM TRANSPORT RURAL ASSISTANCE	-	204,363	57,639	-	262,002
CAPITAL ASSISTANCE	-	125,757	31,439	-	157,196
FUEL STATION	-	-	152,318	-	152,318
FUEL STATION EXPANSION	-	-	366,087	-	366,087

FUEL STATION EXPANSION C -STORE	-	-	5,015	-	5,015
TRANSPORTATION	1,569,469	2,124,139	2,377,287	343,492	6,414,387
TRIBAL UTILITIES WASTEWATER	-		281,722	71,492	353,213
T. UTILITIES WASTEWATER-JUDGEMENT FUNDS				5,012	
TRIBAL UTILITIES ELECTRIC	-		130,989	-	130,989
TRIBAL UTILITIES WATER	-		235,617	57,010	292,627
TRIBAL UTILITIES WATER-JUDGEMENT FUNDS				22,452	
FIRE HYDRANT OPERATION/MAINT	-		13	-	13
UTILITIES	-	-	648,340	155,966	776,842
COMMUNITY DEVELOPMENT TOTAL	4,226,887	2,140,538	3,414,267	1,160,387	10,914,615
CONSERVATION	-		-	347,961	347,961
CONSERVATION: OTHER	-		2,683	-	2,683
CONSERVATION RIGHTS PROTECTION	294,918		-	-	294,918
LAKE & STREAM ASSESSMENT	26,796		-	-	26,796
MENOMINEE TRIBAL WILDLIFE	21,361		-	-	21,361
SUMMER TRIBAL YOUTH	-	26,941	-	-	26,941
CONSERVATION	343,075	26,941	2,683	347,961	720,660
ELECTION	-		-	72,302	72,302
ELECTION	-	-	-	72,302	72,302
ENVIRONMENTAL SERVICES	-		-	51,825	51,825
NAT'L RESOURCE RESTORATION	-		385	-	385
WTCAC MEETINGS	-		2,330	-	2,330
LITTLE WEST BRANCH CREEK	1,260		-	-	1,260
MENOMINEE CITIZEN SCIENCE	7,714		-	-	7,714
WATER RESOURCES	4,589		-	-	4,589
WATER RESOURCES	3,554		-	-	3,554
DAMAGE ASSESSMENT	4,965		-	-	4,965
LITIGATION SUPPORT & WATER					

RESOURCES	1,491		-	-	1,491
CONSERVATION RIGHTS PROTECTION	11,850		-	-	11,850
CONSERVATION RIGHTS PROTECTION	9,926		-	-	9,926
WATER RESOURCES		26,340	-	-	26,340
AQUATIC INVASIVE SPECIES	5,665		-	-	5,665
TRIBAL BROWNFIELD		37,930	-	-	37,930
TRIBAL BROWNFIELD		20,996	-	-	20,996
INDIAN ENVIRONMENTAL GENERAL ASSISTANCE	94,741		-	2,930	97,671
PERFORMANCE PARTNERSHIP		172,678	-	7,192	179,870
INJURY PREVENTION	15,003		-	-	15,003
PUBLIC HEALTH EMERGENCY PREPAREDNESS	-	102	-	-	102
HUD HEALTHY HOMES PRODUCTS	-	77,139	-	-	77,139
SOIL WATER RESOURCE MANAGEMENT	-		1,125	-	1,125
SOIL WATER RESOURCE MANAGEMENT	-		3,278	-	3,278
INVASIVE SPECIES CONTROL	-		2,887		2,887
ENVIRONMENTAL SERVICES	418,704	77,242	10,005	61,947	567,898
GAMING COMMISSION	-		-	536,159	536,159
GAMING COMMISSION	-	-	-	536,159	536,159
COURTS PROFESSIONAL FEES	-		-	37,108	37,108
COURTS SUPPLEMENT/FINES & FEES	-		-	210,634	210,634
JUDICIAL SERVICES		528,896	-	-	528,896
TRIBAL COURTS RECORDS MGMT		108,008	-	-	108,008
HEALING WELLNESS COURT		131,576	-	-	131,576
JUDICIAL	768,480	-	-	247,742	1,016,223
LAW ENFORCEMENT	-		-	1,357,759	1,357,759
LEC EMERGENCY TRANSPORT	-		-	7,622	7,622
LAW ENFORCEMENT FUNDRAISING	-		40,330		40,330
LAW ENFORCEMENT		140,323	-	-	140,323
LAW ENFORCEMENT		1,432,614	-	-	1,432,614

INDIAN HIGHWAY SAFETY	(357)		-	-	(357)
INDIAN HIGHWAY SAFETY	101,103		-	-	101,103
BULLETPROOF VEST REPLACEMENT	1,365		-	-	1,365
COPS TRGP - HIRING		155,452	-	-	155,452
SEX OFFENDR REGISTRATN & NOTIFICATION		162,989	-	-	162,989
COPS TRGP-EQUIPMENT & TRAINING	18,764		-	-	18,764
COPS TRIBAL RESOURCE CTAS	14,314		-	-	14,314
INJURY PREVENTION	68,191		-	-	68,191
TRIBAL LAW ENFORCEMENT	-	47,133	-	-	47,133
TRIBAL LAW ENFORCEMENT	-	2,914	-	-	2,914
COUNTY/TRIBAL LAW ENFORCEMENT	-		17,300	-	17,300
COUNTY/TRIBAL LAW ENFORCEMENT	-		25,172	-	25,172
LAW ENFORCEMENT	2,094,757	50,047	82,802	1,365,381	3,592,987
LICENSE & PERMIT	-		-	125,138	125,138
LICENSE & PERMIT	-	-	-	125,138	125,138
PROBATION - SUPPLEMENT	-		-	87,710	87,710
JUDICIAL SERVICES		108,586	-	-	108,586
PROBATION	108,586	-	-	87,710	196,296
PROSECUTOR - SUPPLEMENT	-		-	101,279	101,279
JUDICIAL SERVICES		144,781	-	-	144,781
PROSECUTOR	144,781	-	-	101,279	246,060
TAX COMMISSIONER	-		-	91,934	91,934
INDIRECT COST	-		9,648		9,648
TAX COMMISSIONER	-	-	9,648	91,934	101,582
ENFORCEMENT & RIGHTS PROTECTION	3,878,384	154,229	105,138	3,037,554	7,175,306
COLLEGE MENOMINEE NATION	-		-	148,986	148,986
COLLEGE MENOMINEE NATION	-	-	-	148,986	148,986

CHILD SUPPORT	-		358	-	358
CHILD SUPPORT ENFORCEMENT	611,020		17,245	151,792	780,057
CHILD SUPPORT	611,020	-	17,603	151,792	780,415
CHILD WELFARE ASSISTANCE			33,327		33,327
EARLY CHILDCARE SERVICE	-		338,790	308,190	646,980
CHILD CARE DEVELOPMENT FUND	- 179,066				179,066
CHILD CARE DEVELOPMENT FUND	204,172		-	-	204,172
CHILD & ADULT CARE FOOD		44,902	-	-	82,879
FAMILY SERVICES TR BLOCK GRANT	-	50,696	-	37,976	50,696
DAYCARE	- 383,238	95,599	- 372,117	- 346,166	1,197,121
EDUCATION JUDGEMENT FUNDS					99,875
EDUCATION SERVICES	- 428,305		-	99,875	428,305
AID TO TRIBAL GOVERNMENT	5,810		-	-	5,810
EDUCATION	434,115	-	-	99,875	533,990
HEADSTART SUPPLEMENT					177,311
HEADSTART PARENT FUNDRAISING	-		-	177,311	
EDUCATION JUDGEMENT FUNDS	-		5,256	263,875	5,256 263,875
INFANT & TODDLER PART C (0-2)	6,278		-	-	6,278
INFANT & TODDLER PART B (3-5)	72,136		-	-	72,136
INDIAN HEADSTART	1,319,665		2,182	-	1,321,847
INDIAN HEADSTART	299,648		-	-	299,648
CHILD & ADULT CARE FOOD		132,945	49,104		216,713
WI HEADSTART SUPPLEMENT	-	4,214	-	34,664 -	4,214
WI HEADSTART SUPPLEMENT	-	87,058	-	-	87,058
CMN PATH FOR OUR CHILDREN	-		24,956		24,956
HEADSTART	1,697,727	224,217	81,498	475,850	2,479,293
HISTORIC PRESERV & LOG MUSEUM					202,171
HISTORIC PRESERVTN FUNDRAISING	-		-	202,171	
	-		35,750		35,750

HISTORIC PRESERVATION SPECIAL PROJECTS	-		2,203		2,203
HISTORIC PRESERVATION	2,249		-	-	2,249
HISTORIC PRESERVATION	2,826		-	-	2,826
HISTORIC PRESERVATION		65,808			65,808
NATIVE YOUTH & CULTURE	-		-	-	
HISTORIC PRESERVATION	-		1,561		1,561
SOFTWARE MERYDYAN	70,883	-	39,514	202,171	312,569
INDIRECT COST	-		7,034	-	7,034
HUMAN RESOURCE			449,890		449,890
	-	-	456,924	-	456,924
JOHNSON O'MALLEY	-		-	28,411	28,411
JOM FUNDRAISING	-		6,438		6,438
JOHNSON O'MALLEY		103,008			103,008
JOHNSON O'MALLEY			-	-	
	103,008	-	6,438	28,411	137,858
COMMUNITY RESOURCE CENTER	-		-	27,367	27,367
JOB TRAINING PROGRAMS 477		175,510			175,510
JOB TRAINING PROGRAMS 477			-	-	
TEMPORARY ASSISTANCE NEEDY FAMILIES	94,917		-	-	94,917
TEMPORARY ASSISTANCE NEEDY FAMILIES		126,266			126,266
IM INCOME MAINTENANCE CONTRACT		914,401	-	-	914,401
FOOD SHARE FRAUD PREVENTION		272,065			273,537
MEDICAID FRAUD PREVENTION	-		1,472	-	
JOB TRAINING	-	514	-	-	514
	-	513	-	-	513
	1,311,093	273,092	1,472	27,367	1,613,025
LANGUAGE & CULTURE COMMISSION	-		-	103,897	103,897
LIVING & LEARNING IN RELATIONS	66,197		-	-	66,197
REBUILDING RELATIONS	67,119		-	-	67,119
LANGUAGE & CULTURE	133,316	-	-	103,897	237,213
LIBRARY	-		-	94,130	94,130
NORTH AMERICAN BASIC /EDUCATION	4,358		-	-	4,358

IMLS PAST PERFECT	19,529		-	1,861		21,390
LIBRARY	23,887	-	-	95,991		119,878
TRIBAL NEWS	-		-	238,634		238,634
TRIBAL NEWS	-	-	-	238,634		238,634
TRIBAL SCHOOL SUPPLEMENT	-		-	73,773		73,773
MICROSOFT-WIS SETTLEMENT	-			10,666		10,666
EDUCATION JUDGEMENT FUNDS	-		-	24,723		24,723
TRIBAL SCHOOL REVOLVING	-			20,777		20,777
INDIAN SCHOOL EQUALIZATION PROGRAM	1,330,142		-	-		1,330,142
MTS EDUCATION OF HANDICAPPED	441,400		-	-		441,400
MTS TRANSPORTATION	253,704		-	-		253,704
MTS ADMINISTRATIVE COSTS	244,345		-	-		244,345
MTS 21ST CENTURY TITLE IV B	1,750		-	-		1,750
MTS RURAL EDUCATION TITLE VI B	2,320		-	-		2,320
MTS TITLE I LANGUAGE ARTS	366,905		-	-		366,905
MTS TITLE IIA TEACHER QUALITY	41,975		-	-		41,975
MTS OPERATIONS/MAINTENANCE	55,025		-	-		55,025
MTS PART B IDEIA EDUC HANDICAP	13,857		-	-		13,857
MTS OPERATIONS/MAINTENANCE	18,992		-	-		18,992
MTS MINOR REPAIR: OFFICE AREA	101,966		-	-		101,966
MTS OPERATIONS/MAINTENANCE	248,396		-	-		248,396
MTS MINOR IMPROVEMENT & REPAIR	2,300		-	-		2,300
MTS ENHANCEMENT BIE READS	65,990		-	-		65,990
MTS INDIAN SCHOOL EQUALIZATION PROGRAM	284,458		200	-		284,658
MTS PART B IDEIA EDUCATION HANDICAP	21,865		-	-		21,865
MTS TRANSPORTATION	105,932		-	-		105,932
MTS ADMINISTRATIVE COSTS	8,509		-	-		8,509
MTS 21 CENTURY COMM TITLE IV B	156,630		-			156,630
MTS OPERATIONS/MAINTENANCE	44,229		-	-		44,229

MTS ADMINISTRATIVE COSTS	54,706				54,706
MTS 21 CENTURY COMM TITLE IV B	13,772		-	-	13,772
MTS TITLE I LANGUAGE ARTS	87,097		-	-	87,097
INDIAN EDUCATION FORMULA	10,400		-	-	10,400
INDIAN EDUCATION FORMULA	37,931		-	-	37,931
MEN T SCHOOL: FOOD	-	8,784	389	-	9,173
MTS SUMMER SCHOOL FOOD	-	3,918	-	-	3,918
MEN T SCHOOL: FOOD	-	98,741	4,324	-	103,065
FRESH FRUIT & VEGETABLE	-	10,074	-	-	10,074
FRESH FRUIT & VEGETABLE	-	323	-	-	323
MTS SACRED LITTLE ONES	-		20,010		20,010
CHARITIES AID FOUNDATION	-		4,993		4,993
SEEDS GRANT WORKSHOP	-		1,500		1,500
TRIBAL SCHOOL	4,014,597	121,840	62,859	98,496	4,297,792
EXTENSION AGENT	-		-	8,244	8,244
EXTENSION AGENT	-	-	-	8,244	8,244
LABOR, EDUCATION & TRAINING TOTAL	8,782,886	714,748	1,038,426	2,025,881	12,561,941
HOME IMPROVEMENT PROGRAM	98,702		-	-	98,702
HOME IMPROVEMENT PROGRAM	74,802		-	-	74,802
SANITATION PROJECT BE-11-G56	56,718		-	-	56,718
SANITATION PROJECT BE-12-G95	31,502		-	-	31,502
HOME IMPROVEMENT PROGRAM	261,724	-	-	-	261,724
HOUSING NON PROGRAM INCOME	-		159,189	-	159,189
HOUSING INVENTORY	-		146,535		146,535
HOUSING TAX CREDIT REIMBURSEMENT	-		80,124		80,124
202 ELDERLY HOUSING	46,662		83,900	-	130,562
INDIAN HOUSING BLOCK GRANT	3,121,196		172,667	-	3,293,863
ICDBG HEAD START REHABILITATION	254,130		-	-	254,130
HOUSING	3,421,988	-	642,414	-	4,064,402

WOLF RIVER DEVELOPMENT	-		14,024		14,024
MIDDLE VILLAGE APARTMENT COMPLEX	30,742		24,291	-	55,033
WOLF RIVER DEVELOPMENT	30,742	-	38,315	-	69,057
TAX CREDIT PARTNERSHIP # 1	-		161,921		161,921
TAX CREDIT PARTNERSHIP # 2	-		124,347		124,347
TAX CREDIT PARTNERSHIP # 3	-		114,165		114,165
TAX CREDIT PARTNERSHIP # 4	-		95,260		95,260
TAX CREDIT PARTNERSHIP # 5	-		93,579		93,579
TAX CREDIT PARTNERSHIP # 6	-		85,837		85,837
TAX CREDIT PARTNERSHIP # 7	-		91,249		91,249
TAX CREDIT PARTNERSHIP # 8	-		93,226		93,226
TAX CREDIT	-	-	859,583	-	859,583
HOUSING TOTAL	3,714,454	-	1,540,312	-	5,254,766
GRAND TOTAL	38,003,267	6,349,522	42,111,747	10,733,776	97,170,849

INDIRECT COST FY 2014
CONSOLIDATED BUDGET REPORT

DEPARTMENT	APPROVED BUDGET	YEAR-TO-DATE EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	701,853	626,632	75,221
Enrollment	34,569	13,490	21,079
Finance	1,490,567	1,417,656	72,911
Human Resource	543,183	449,890	93,293
(IT) Information Technology	1,205,311	1,121,033	84,278
Insurance	507,972	461,627	46,345
Internal Audit	361,319	298,296	63,023
Maintenance	366,011	304,122	61,889
Property Management & Acquisition	248,650	238,846	9,804
Tax Commissioner	7,305	9,648	(2,343)
Tribal Government	304,751	212,771	91,980
TOTAL	**5,771,491**	**5,154,011**	**617,480**

Appendix B

Investments

Rosemary Simon Kazik

OVERVIEW: The Investment Committee of the Tribe was created pursuant to Investment Plan Chapter 111 of the Code of the Menominee Indian Tribe of Wisconsin. The committee consists of the following seven members: Joan Delabreau, MTL member and Committee Chairman; Crystal Chapman-Chevalier, MTL Member; Craig Corn, MTL Member; Jonathan Wilber, Administration; Kathy Kaquatosh, Finance Manager; Greg Smith, Community Member; John O'Kimosh, Community Member; Michael Chapman, Community Member. These 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? Currently, there are five (5) 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; and (5) Burial Benefit 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. The Trani Estate is subject to tribal restrictions on it's 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? In FY201 Associated Bank held 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.

Menominee Indian Tribe of Wisconsin
Investment Policy

PURPOSE

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 Investment Plan Chapter 111. 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.

DELEGATION OF AUTHORITY

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 *General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds 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 *Settlement Funds and Trust and Agency Funds 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.

SETTLEMENT FUNDS and TRUST & AGENCY FUNDS

Burial, Education and Healthcare Accounts

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.

Asset Class	Range of Allocations
Cash/Money Markets	0-20%
Fixed Income/Bonds	35-55%
Equity/Stocks	45-70%

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%

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

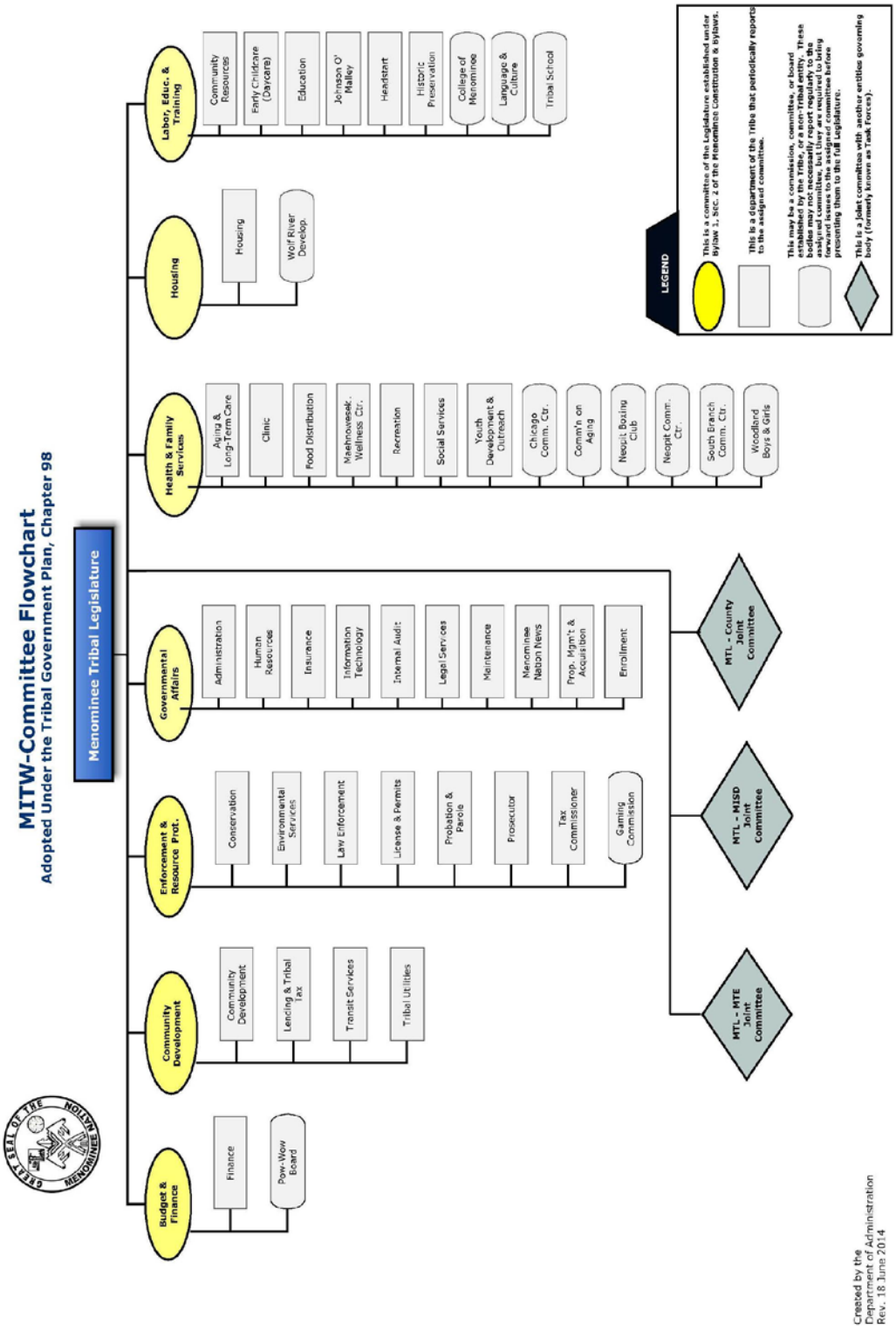
The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

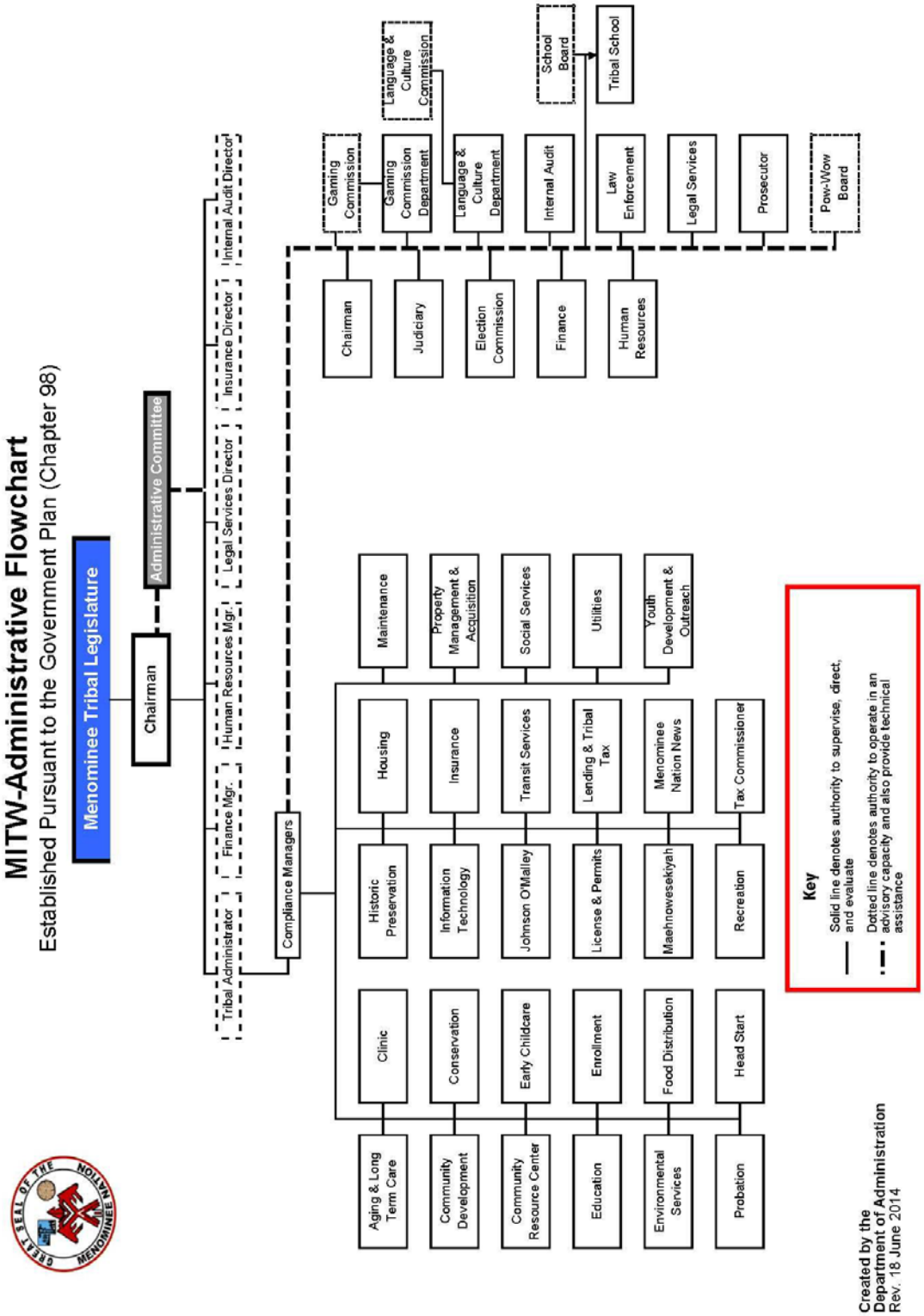
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

INVESTMENTS SUMMARY					
Period: Ending 9/30/2014	**Education**	**Health**	**Burial**	**Reserve**	**Trani**
Balance as of 9/30/2013	**$5,436,381.26**	**$2,784,780.44**	**$2,682,691.39**	**$2,907,551.05**	**$108,208.29**
Income					
Interest	17,839.06	8,599.91	8,516.69	26,143.04	854.58
Dividend	26,767.62	13,587.32	13,419.52	7,926.48	380.22
Contributions	208,597.00	139,592.00	62,307.00	42.23	
Disbursements					
Transferred to Tribe/ Programs/Beneficiary	(509,030.06)	(330,358.77)	(256,245.79)	-	-
Management Fees	(23,700.88)	(11,919.12)	(11,662.67)	(12,965.86)	(643.88)
Realized Gains/(losses)	866.04	15,583.55	11,560.13	(1,314.40)	12.77
Unrealized Appreciation/ (Depreciation)	133,770.71	50,502.63	55,073.84	26,975.67	1,252.77
Change in Accrued Income	(1,257.12)	(730.20)	(662.84)	(2,804.06)	(4.34)
9/30/2014 Market Value	**$5,290,233.63**	**$2,669,637,76**	**$2,564,997.27**	**$2,951,554.15**	**$113,768.56**
Cash & Equiv.	58,815.42	106,526.71	50,882.78	104,421.37	5,661.26
Fixed income	1,766,013.66	835,368.32	837,552.82	1,814,444.19	64,909.48
Equities	3,463,495.25	1,726,748.41	1,675,736.25	1,029,921.47	43,108.82
Accrued Income	1,909.30	889.35	885.42	2,767.12	89.00

Appendix C: Committee Flowchart



Appendix D: Administrative Flowchart



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