Menominee Indian Tribe of Wisconsin

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 Omaeqnome- newak (People of the Wild Rice) as strong healthy, and proud nation living in accordance with its culture and beliefs, and processing the resources necessary to be successful in achieving our goals.

Value - As Omaeqnome- newak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture.

Annual Report 2016

Annual General Council Meeting Agenda

Saturday, January 21, 2017 at 9:00 a.m., at the Menominee Convention Center
Keshena, WI 54135
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. **Grant Entry/Presentation of Colors**
2. **Flag Song**
3. **Menominee Prayer**
4. **Posting of Colors**
5. **Call to Order-Roll Call**
6. **Election of Chairman for the meeting**
7. **Election of Sergeant-at-Arms**
8. **Election of Tellers**
9. **State of the Menominee Nation – Tribal Chairwoman Delabreau**
10. **Legislative Committee Reports:**

- Budget and Finance
  - Financial Reports
- Community Development
- Enforcement and Resource Protection
- Health and Family
- Housing
- Governmental Affairs
- Labor, Education and Training

11. **Other Business**
12. **Other Initiative – Fostering Futures and Task Forces**
13. **Retire the Colors**
14. **Travel Song/Adjournment**

*** Important Dates to Remember in 2017 ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 21, 2017
Main Tribal Elections	Neopit	Wednesday, January 11, 2017
	Keshena	Thursday, January 12, 2017
Annual Swearing-In Ceremony		Thursday, February 9, 2017
Menominee Indian High School Graduation		Friday, May 26, 2017
Menominee Veterans Pow-wow		Friday-Sunday, May 19-21, 2017
Memorial Day Parade		Monday, May 29, 2017
Menominee Nation Contest Pow-wow		First weekend in August

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Thursday Dec. 22, 2016	Native American Day	Friday May 12, 2017
Christmas Eve	Friday Dec. 23, 2016	Memorial Day	Monday May 29, 2017
Christmas Day	Monday Dec. 26, 2016	Independence Day	Tuesday July 4, 2017
New Year's Eve	Friday Dec. 30, 2016		
New Year's Day	Monday Jan. 2, 2017	Labor Day	Monday Sept. 4, 2017
Martin Luther King Jr.	Monday Jan. 16, 2017	Veterans Day	Friday Nov. 10, 2017
Presidents Day	Monday Feb. 20, 2017	Thanksgiving Day	Thursday Nov. 23, 2017
Good Friday	Friday April 14, 2017	Day After Thanksgiving	Friday Nov. 24, 2017

MENOMINEE INDIAN TRIBE OF WISCONSIN
CHAIRPERSON'S OFFICE
P.O. Box 910
Keshena, WI 54135-0910

Dear Tribal Members:

On behalf of the Menominee Tribal Legislature ("MTL"), the duly elected governing body of the Menominee Indian Tribe of Wisconsin, I convey the Fiscal Year 2016 Annual Report. A special note of appreciation and thanks goes to the Administration Department and Directors for the submittals and preparation of the annual booklet, for without their assistance the Annual Report would not be as polished.

All Legislators have been active working on their priority projects that they have selected for this year. Some of their efforts will continue into the coming year. Many of you are aware, that in in the past 6 to 7 years, MTL has begun each new legislative year taking part in a meeting to establish goals that they would like to see accomplished. These goals have ranged in areas such as strengthening programs like Menominee Language, governmental transparency, accountability and building collaboration. This year we slightly shifted the focus a bit to have the Legislators' effort be on what they would like to see accomplished within the coming year. When you are elected to a specific term period and come into office with a strong desire to provide the best service you can for members, other areas can greatly impact and/or take precedence over what you would like to see addressed first. Long story short; the 3 years goes by quickly and you have not been able to focus on why or where you wanted to make a difference. This slight shift allowed legislators to start laying the groundwork on their priority to impact change. The priorities are mixed and the groundwork is in various stages but nonetheless the priorities had been noted for the year, such as;

- Protection of Sovereignty;
- Menominee Language Immersion School for Success;
- Create a Program to tie Incentives into the Health Plan;
- Charter Reporting Compliance;
- Natural Resources Infrastructure;
- New Resources for Youth (Facility); and
- Paraprofessional Counseling Training for the synthetic marijuana problem

Our community continues to go through some trying times with the devastating impact of synthetic marijuana and other opioid abuse. However, community members have taken a stand to take back their communities and to try with all their might to prevent the loss of a life and provide protection of children from being exposed to this deadly disease. Through the efforts and directions from community members, the Legislature, Administration and Programs have focused on Youth Prevention Activities, Improving Access to AODA Assessments and Treatment, First Aid Training, and increased Police presence. It is everyone's hope that someday no family will ever has to receive the dreaded call concerning a loved one. We can't achieve success without the community support and we remain grateful every day for all your efforts.

In closing, this past year has flown by so quickly that it is hard to believe I am recapping just a small part of Fiscal Year 2016. I am told that this is one of the benefits of getting older, "that time goes by so fast"…right now, I get the getting older part but I am still waiting for the benefit part!

Please know that it has truly been an honor to serve as the Chairwoman for the Menominee Tribal Legislature.

Respectfully,

Joan Delabreau, Chairwoman
Menominee Tribal Legislature
MENOMINEE INDIAN TRIBE OF WI

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Tribal Legislature Directory

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Committees of the Legislature

Budget & Finance:
- Craig Corn, **Chairperson**
- Laurie Boivin, Legislator, **Secretary**
- Gary Besaw, Legislator, **Vice Chair**
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- AnnMarie Johnson, Lending & Tribal Tax
- Jamie Smith, Community Member
- Gunnar Peters, Community Member

Labor, Education & Training:
- Crystal Chapman-Chevalier, **Chairperson**
- Douglas Cox Sr., **Legislator**
- Shannon Chapman, Higher Education
- Lori Corn, Tribal School
- Gary Pyawasay, Early Childhood Services
- Joseph Awonohopay, MLCC Director
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Development
- Michael Delabreau, Community Member
- Geradette Richmond, Community Member

Governmental Affairs:
- Laurie Boivin, **Chairperson**
- Crystal Chapman-Chevalier, Legislator – **Vice Chair**
- Ben Kaquatosh, Human Resources
- Sheena Waupoose, IT
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- Jamie Smith, Community Member
- Leah Pamonicutt, Community Member

Housing:
- Gary Besaw, **Chairperson**
- Pershing 'Sport' Frechette, **Legislator**
- Mary Husby/Connie Peters, Social Services
- Marlin Waupoose, Utilities
- Kim Komanekin, Land Use
- Wayne Wilber, Housing Director
- Judy Duquain, Community Member
- Sharon Madosh, Community Member

Health & Family Services:
- Myrna Warrington, **Chairperson**
- Pershing 'Sport' Frechette, **Legislator**
- Mary Husby/Connie Peters, Social Services
- Duane Waukau, Recreation
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic **Vice-Chairman**
- Susan Waukau, Aging Division
- Rebecca Brunette, Community Member
- Geradette Richmond, Community Member

Community Development:
- Douglas Cox Sr., **Chairperson**
- Viron Dixon III, **Legislator**
- Crystal Chapman-Chevalier, Community Development
- Lynn Collins, Transportation
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Wayne Wilber, Housing Director
- Terese 'Terry' Jacobs, Community Member – **Secretary**
- Michael Delabrue, Community Member – **Vice Chair**

Enforcement & Resource Protection:
- Craig Corn, **Chairperson**
- Gary Besaw, **Legislator**
- Joshua Pyatskowit, Environmental Services
- Walter Cox, Conservation
- Martina Gauthier, Prosecutor's Office
- William Beauprey, Probation Director
- Walter Cox, Conservation
- Mark K. Waukau Sr., Tribal Police
- Leah Pamonicutt, Community Member
- Jamie Awonohopay, Community Member

Task Forces and Community Committees

Wolf River Development:

- Craig Corn, Chair
- Myrna Warrington, Secretary
- Douglas Cox Sr.

Menominee Indian Gaming Authority:

- Crystal Chapman-Chevalier - Chair
- Laurie Boivin – Vice Chair

Chapter 170 Appeals Board:

- Laurie Boivin
- Vyron Dixon, III - Alt.

Chicago Community:

- Joan Delabreau - Chair
- Crystal Chapman-Chevalier
- Myrna Warrington

Keshena Community:

- Laurie Boivin, Chair
- Gary Besaw
- Vyron Dixon III

Middle Village Community:

- Pershing Frechette, Chair
- Crystal Chapman-Chevalier
- Joan Delabreau

Tribal/State Relations:

- Gary Besaw

UW-Extension:

- Crystal Chapman-Chevalier

MKGA:

- Laurie Boivin
- Myrna Warrington
- Crystal Chapman-Chevalier

Human Services Planning Committee:

- Myrna Warrington, Chair

Neopit Community:

- Pershing Frechette, Chair
- Craig Corn
- Douglas Cox Sr.

South Branch Community:

- Douglas Cox Sr., Chair
- Laurie Boivin
- Myrna Warrington

Zoar Community:

- Gary Besaw, Chair
- Craig Corn
- Vyron Dixon III

Administration

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

It is the mission of Tribal Administration to:

- *Promote 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*

LEADERSHIP DEVELOPMENT: During FY2016, Tribal Administration focussed on Leadership Development across Tribal government. The goal is to promote effective leadership using the Tribe's Mission, Vision and Values. Leadership development activities included a Directors' Retreat, a revised orientation program for new directors, a six week new director development program and use of the Real Colors personality tools with all Directors and in many departments. Since 1993, over 1.5 million people in businesses, professional organizations, universities, and government agencies throughout North America have used Real Colors and its principles to improve and enhance their personal and professional relationships. The techniques learned through Real Colors can help bring about lasting, positive change, resulting in higher levels of success for all.

COMMUNITY ENGAGEMENT: All Tribal Programs continued to participate in the Community Engagement Initiative during FY2016. The Community Engagement Workgroup (CEW) is a collaboration of community service providers who work together on issues that impact the health of our community. For the purposes of Community Engagement, health is defined broadly to address the underlying causes of poor health outcomes. The CEW utilizes a collaborative approach to promote the community's wellbeing.

This year – the Tribal Chairwoman; the Chair of the Health and Family Committee; the Health Administrator; the Superintendent of the Menominee Indian School District; and Tribal Directors have undertaken an effort to involve more non-employee community members in the quarterly Community Engagement Workgroup meetings and active work groups. The results have been positive as elders, parents, youth, and community members from all reservation communities have begun to attend and use the Community Engagement Workgroup model to move community improvement projects forward.

In 2016 work centered on the following:

Tribal Initiatives

- Utilization plan for unused Tribal properties
- Development of Child Protection Code
- Summer Culture Camps
- Development of a Community Wide Data Collection System
- Implementing the Suicide Prevention Program
- Tribal Justice Strategic Planning
- Strategic Prevention Framework

Community Wide Initiatives

- Coordinated Service Team
- Menominee Wellness Initiative
- Healthy Start
- Promoting student mental, emotional and behavioral health
- Preventing behavioral health problems, including substance abuse
- Fostering Futures/Trauma Informed Care
- Wrap Around Service Delivery
- Quantitative and qualitative data collection

MENOMINEE LEADERSHIP ACADEMY: The inaugural class graduated from the Tribe's first Leadership Academy in August of 2016. With the motto "Building and Sustaining our Future Leaders," 26 employees representing 19 tribal departments successfully completed the year-long program aimed at preparing them for future roles as leaders in tribal government.
The following sessions were held during the program year:

1. Knowing Yourself: Assessments to identify and harness your personal talents
2. Management and Leadership: What's the Difference?
3. Menominee Culture, Traditions, Clans and Values
4. Menominee Tribal Government Documents & Our work with Indian Health Services
5. Historical Context of Trauma
6. Public Communication
7. Education, Childcare, & Employment
8. State Government Agencies
9. Local Government Agencies
10. Developing an Organizational Culture based upon MITW Principles
11. Working within a Diverse Organization
12. Supervising to Get Results.

In addition to monthly group sessions, each participant completed a service project with community agencies or community events. The graduation ceremony included an welcome by the Tribal Administrator, congratulations from the Tribal Chairwoman, speeches by three Menominee Leadership Academy graduates that were chosen by the class to speak and a video highlighting the academy and community service experience.

NEW LEADERSHIP FOR TRIBAL PROGRAMS: Five departments within Tribal Government underwent leadership changes during FY2016. All of those departments report to Tribal Administration.

Five departments had new directors hired:

Crystal Chapman-Chevalier was hired as the Community Development Director in November of 2015
Shannon Chapman was hired as the Director of Tribal Education in June of 2016
Jennifer Peters was hired as the Director of Child Support in August of 2016
Susan Waukau was hired as the Director of the Aging Division in August of 2016
Timothy Reed was hired as the Director of Transit Services in September 2016

The position of Director of Wellness Programs (Maehnowesekiyah) was split into three separate positions in August of 2016 each reporting to Tribal Administration:

Darla Dick, the former Assistant Director is the Grants and Projects Coordinator
Addie Caldwell was hired as Treatment Programs Coordinator
Drew Labelle was hired as Treatment Programs Coordinator

The new management approach at the Wellness Center is designed to help the Tribe make rapid and significant progress in many program areas including:

- Achieving National Accreditation for Treatment Programs
- Addressing concerns with staff moral and communication
- Improving access to assessments for Tribal members
- Establishing a 24 hour crisis intake center
- Increasing program revenue and self-sufficiency
- Developing a five year business and operations plan

CONSTRUCTION AND EXPANSION PROJECTS: The following construction or expansion projects are underway as of the end of FY2016.

- Expansion of the Aging Division to provide additional office space for long term care program
- Expansion of the Tribal Detention Center to provide bed space to reduce over crowding in existing cell blocks (will not increase capacity but will reduce over-crowding) and to provide programming space for inmates.

- Construcion of a Neopit Precinct for the Tribal Police
- Tribal Clinic Phase II expansion to provide additional space for alternative treatment, physical therapy, community health and mental health departments.

GOVERNMENT PLAN UPDATES TO IMPROVE PROGRAM OPERATIONS: Chapter 98 (Government Plan) was modified during FY16 to improve the delivery of services to Tribal members and to improve collaboration across programs. Changes included:

- Moving Tribal Utilities under the control of Community Development
- Separating Child Support from Tribal Social Services making Child Support an independent department reporting to Tribal Administration
- Separating the Detention Center from Tribal Police making the Detention Center an independent department reporting to Tribal Administration

INCREASING ON RESERVATION HOUSING OPPORTUNITIES: Tribal Administration continued work with the Housing Department to expand the Market Based Home Rental Program. In 2015, three previously unused Tribal residential properties were transferred to Housing. During 2016 additional homes were purchased through foreclosure and using the Tribe's 10 day waiver option.

At the end of FY2016, a total of three homes were occupied with two others undergoing renovations. The purchase of two additional homes were pending approval by the Menominee Tribal Legislature.

The goal is to increase the number of homes available for rent on the reservation for Tribal members. Unlike the traditional programs at Housing where low rents are supplemented by federal housing dollars to maintain homes, the new program will charge qualified renters market rates to support the program, maintain inventory and grow the inventory of homes. The program will fill a long time gap in available housing on the reservation.

FY2016 Grant Wins: The grant writing function within Tribal Administration continued to work on improving the content, presentation, and quality of grant applications submitted to funding agencies. We have also focused efforts on increasing the win percentage for grants, which means pursuing grants where the Tribe can be competitive. This has involved conducting more advanced planning, becoming more selective when choosing grants to pursue and includes a more in depth focus on collaboration among departments. During FY2016 the win percentage was 62% with the Tribe being awarded 53 of 85 grants applied for. This is an increase over FY2015 when the win percentage was 44% with the Tribe winning 34 of 78 grants applied for. In total, the Tribe was awarded $10,738,040 in grants during FY 2016. This is a decrease of $2,438,994 over FY2015 when $13,177,034 was awarded.

OTHER ACTIVITIES:

- Continued to move toward a centralized facility management model for all Tribal buildings. For FY2017, utiltities, insurance and other costs will be included in the Indirect Cost Rate to spread those costs across all federal and state grants and contracts. For smaller departments who previously covered these costs from other sources, this will provide more funds for direct services to Tribal members.
- Continued to work through Emergency Management and completed the installation of emergency generators at elderly meal sites, in all community centers, and at the Aging Division to provide power and emergency shelters during outages or other emergencies.
- Participated in the development of the Childrens' Code.
- Organized a "Land into Trust" workgroup with Community Development and Legal Services to identify delays in our internal processes and at the Bureau of Indian Affairs that are slowing the placement of tribally owned lands into trust.
- Worked with the City of Shawano, ThedaCare and Tribal departments to explore the possible acquisition of the former Shawano Medical Center. Ultimately the project was deemed not feasible due to estimated carrying costs while uses for the building were explored and restrictions on placing part of the facility into uses that could minimize property taxes.
- Assisted the Menominee Language and Culture Commission with the development and planning for the Language Immersion Trainee Program.
- Began exploration of a Tribal IV-E program to provide foster care, transitional living programs for children, guardianship assistance and adoption assistance for children with special needs. This program is one

opportunity to provide the Tribe with a revenue stream through which to assume some of the work with Menominee children now handled by Menominee County Human Services. This work included attending a conference sponsored by the Casey Foundation.

- Coordinated program reviews with the BIA, Social Security Administration, Department of Justice, Department of Health and Human Services and the State of Wisconsin.
- Began planning discussions for the construction of a Family Center to house Tribal Youth and Community Engagement centered programs.
- Began planning discussion for the construction of a Natural Resources Center to house conservation, environmental and tribal natural resource management and education programs.
- Worked with the Administrative Committee to re-design the Employee Appeal Process.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 514,214	$ -	$ -	$ -	$ -	$ 514,214
Fringe Benefits	202,435					$ 202,435
Travel	1,978					$ 1,978
Training	5,000					$ 5,000
Equipment	1,000					$ 1,000
Supplies	8,000					$ 8,000
Contractual	13,750					$ 13,750
Space Lease/Rental	43,417					$ 43,417
Other Costs: (list below)	15,617					$ 15,617
Totals ►	$ 805,411	$ -	$ -	$ -	$ -	$ 805,411
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Aging and Long-Term Care

Susan Waukau, Director

Mission Statement

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

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, CSBG that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance, Money Follows the Person Tribal Initiative that is used to support travel, training, and other efforts to expand long term care services and supports. New grant funded positions within the department include an Aging and Disability Resource Specialist (ADRS) and a Tribal Dementia Care Specialist (TDCS). The ADRS will serve to provide information and assistance and once fully trained will conduct functional screens serving as an entry point into the Tribe's Medicaid waiver program. The TDCS will

provide education and support to persons with dementia and their families, and will assist in implementing strategies to create a dementia friendly community.

Because the amount of grant funding that is received is insufficient to cover the total expense, the Tribe funds other department expense. 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 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.

In 2016 the Aging and Long Term Care Department applied to the Shakopee Mdewakanton Sioux Community for a grant to expand our capacity to provide home and community based long-term care services and supports. As the long-term care program continues to grow, facility space has become a service delivery issue consequently the need to construct additional office space. We did receive notice of an award notification from the Shakopee Mdewakanton Sioux Community they will fund $250,000 for the expansion and $366,000 from the Menominee Indian Tribe.

ALZHEIMER'S FAMILY CAREGIVER SUPPORT PROGRAM (AFCSP) The purpose of the Alzheimer's Family Caregiver Support Program is to provide information and education to persons with Alzheimer's disease and family caregivers; this will prevent or delays institutionalization and improves the quality of life for people with dementia. The Department of Aging and Long Term Care has partnered with the Alzheimer's Association to offer the Wisconsin Music and Memory Program. The Wisconsin Music and Memory Program is part of the national Music and Memory program designed to help people with Alzheimer's and related dementias, find renewed meaning and connection in their lives through the gift of personalized music.

TRIBAL DEMENTIA CARE SPECIALIST PROGRAM The Tribal Dementia Care Specialist (TDCS) provides culturally competent services, education and supports to people with dementia, their families, and community members, and assist in implementing strategies to create a dementia friendly community. The TDCS provides information and assistance about Alzheimer's disease and other dementias. The Specialist will also perform memory screens for individuals to determine the need for follow up with their primary physician and other healthcare professionals. The Specialist connects family caregivers with needed assistance and support. The Specialist can discuss options for long term care options and assist in making future care plans. The TDCS collaborates actively and develop referral protocols with local, regional and statewide dementia organizations, the Wisconsin Alzheimer's Institute and the statewide research center we will be able to offer and provide short-term services coordination for individuals with dementia or their caregivers. Coordinate with other tribe, ADRC's, county aging unit(s), APS and other county staff, and be available for joint or independent home visits. TDCS provides outreach and awareness to professionals, employers, organizations and the general community about the tribe, ADRC and available dementia 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 Maskewit, 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 2016 program services were provided to an unduplicated number of 288 Native American individuals and 9 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. 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. Two Medicare Savings Program presentations were made at each Senior Center and at the South Branch Community Center collectively 100 persons were in attendance. 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 2016 there were 25 items loaned out to Elders within the community and 3,900 newsletters were distributed.

The elder population is encouraged to contact our Elder Benefit Specialist, Lynnette Maskewit, 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 2016 the unduplicated number of individuals served was 109. Caregiver staff completed 805 home visits, providing a variety of services that included, in descending order of highest need for service, homemaker duties, temporary respite care, personal care, other such as assisted transportation, case management, and visiting, supportive services, outreach, information and assistance, and counseling and training. There were 94 home delivered meal assessments completed. In addition to in-home care, health screenings were conducted in the community. The total numbers of health screens completed were 67 in Keshena, 47 in Neopit, and 55 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, Head Start, 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 2016 the total number of meals served for Congregate Meals was 15,671 and Home Delivered meals were 19,836.

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. 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 in 2016 was provided utilizing 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 2016 financial assistance was provided for 85 emergency assistance occurrences. The types of assistance included 26 applications processed to purchase LP gas or fuel oil, nine furnace repairs, 12 utility bills, 17 septic systems were repaired, six homes required electrical repairs, one for plumbing issues, eight appliance repairs or replacement, one pellet order and five hot water heater repairs.

The emergency assistance funds are limited and 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 and income must not exceed the federal poverty guideline of 125% for use of CSBG funds. 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 65 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 three 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 work full time to provide routine and preventative maintenance on the department vehicles and facilities including the CBRF in accordance with DHS regulations and the Neopit and Keshena Senior Centers. However, the department recently filled a vacancy created by the previous general maintenance worker, leaving a gap of about two months of the maintenance supervisor fulfilling the obligations of the position. Additionally, they provide snowplowing, air conditioner installation, firewood delivery, delivery of durable medical equipment, minor home repairs, and other.

Snowplowing: In 2016 snow plow services were provided for 155 homes. Of those 155, 16 were homes of elders aged 55–62, 102 were homes of elders ages 63 and over, and 37 were the Medicaid Waiver clients. Tribal elders' age 63 and up 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 department 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 three inches of snow or more. Driveways must be free of obstructions such as vehicles, campers, bicycles, etc. During the 2015 season there were six snowfalls 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 ensure their safety, we ask that you remain patient.

Firewood: Eligibility for firewood requires that you must be an enrolled Menominee and reside on the reservation. Distribution is limited to one truckload per household. There were 83 applications in total in which 74 deliveries of firewood were made nine applicants were not given firewood as supplies were depleted. Applications are required annually and are available at the Aging department and the senior centers in Keshena and Neopit and were mailed in the Moccasin Prints. 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 Evangelical Free Church to help accomplish this work and extremely thankful for the local area community members who help get the wood out to the Elders.

Air Conditioner Installation: As extremely high temperatures may impose stress on the elderly and ill, such as extreme high heat index and high levels of humidity, the Aging department loans out air conditioning units to reduce and prevent health dangers. A priority in lending is given to those persons who are the most vulnerable focusing on the frailest 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 Menominee and must reside within the boundaries of the reservation. Only one A/C unit is loaned per household. In 2016 there were 18 air conditioning units delivered and installed.

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 2016, a total of 25 items were loaned out that included three wheelchairs, seven walkers with baskets and seats, one folding walkers, two hospital beds, two commodes, five shower bench/chairs, one space heater, one lift chair, one set of crutches, one sling and one toilet seat hand rails. If you are in need of a loan closet item please contact Lynnette Maskewit 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.

ACTIVITIES FY 2016 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party and the Elder's annual picnic. Transportation was provided for elders to attend these events as well as the Indian Summer Fest in Milwaukee, GLNAEA Meetings for 15 elders to Red Cliff and Lac du Flambeau, and to the Annual General Council meeting.

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.

The goals of this grant were to increase reports of elder abuse through community awareness/education. For FY2015-2016, we were operating under CTAS funding from October 1, 2015 – March 31, 2016. There were only 2 remaining projects to be completed in order to fulfill our requirements under this grant award. The two (2) remaining projects to be completed under this award were book projects*: Respect All Things* book and *Wisdom for Generations* book. The *Respect All Things* book is a collection of Menominee Stories that teach the value of respect. This book was distributed to Menominee students in grades 5-12. The *Wisdom for Generations* book is a picture book with photos of local landmarks along with quotes from elders and from Menominee Chiefs. This book was distributed to Menominee student's grades 3-4. Copies of both books will also be given away at this year's annual Elder's Christmas Party in December. The Coordinated Tribal Assistance (CTAS) Grant was awarded to Aging in 2011. The total award was $215,000 budgeted over three years. The start of this program was October 1, 2011. We received two no-cost extensions. The first was for one year, the second was for 6 months. These extensions carried the program through March of 2016.

The Office on Violence Against Women (OVW) awarded the Department of Aging & Long Term Care a three year grant totally $315,000. The grant required that we sign a Memorandum of Understanding with at least five community organizations/departments in order to form a collaborative working relationship between key agencies involved in Elder Abuse Cases. We have MOU's signed with six (6) organizations. They are as follows:

- Oskey-Waepiqtah DV/SA Program
- Menominee Tribal Police Department
- Menominee Crime Victims Department
- Menominee County Human Services
- Menominee Tribal Courts
- Menominee Prosecutor's Office

The grant goals are to develop/enhance services to victims of abuse age 50 and over. Abuse in later life encompasses domestic violence and elder abuse. In addition to providing/enhancing services to older victims of abuse in later life, the grant goals are to increase collaboration between agencies to improve the system response to elder abuse, to identify gaps in services, identify community needs, provide training on abuse in later life, and create/enhance a coordinated community response team for abuse in later life.

Through these grants we were able to attend New Grantee and Law Enforcement Training in Washington, D.C with the six MOU Partner Organizations along with Victim Services Training in Dallas TX.

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 end, the state and Tribes are in negotiation with the Centers for Medicare and Medicaid for a Tribal Only Waiver Option that will provide authority for the Tribes to continue administration of Tribal 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.

Case Management: The contract with the county to provide case management remains in place. The Tribe has now hired another position within the Long Term Care department to provide ongoing case management in the community. There are now three case managers in the LTS unit.

Current Caseload: The Tribal Medicaid waiver program continues to grow and is currently serving 127 participants. There are two cases pending approval from The Management Group (TMG) and seven cases which have been assigned and will be sent to TMG for approval soon. Currently, the Tribe does not have a wait list.

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.

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 2016, an annual pharmacy review 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 NICOA worker who does the cooking, a housekeeper, and the maintenance staff.

We began FY2016 with 9 residents. There were admissions and discharges throughout the year and we ended the year with 12 residents. 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 2016 included participation in the Elders picnic and annual Christmas party, attending the Memorial Day Parade, entertainment by Goldeen, an outing to a Lake Lot, attendance at Pow-Wow's, a picnic at Shawano Count7y Park, participation in Bible Study Group, Bingo at Oneida and Keshena, shopping trips, bus rides , and the Lumberjack Breakfast.

Historic Preservation staff participated in training on abuse prevention, medication management, resident rights, standard precautions, dementia, emergency procedures, and statewide tornado drill, Effective Communication Strategies, Safety Data Sheet/Hazard Communication, HIPPA and Trauma Informed Care.

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 or over. For both services, a screening assessment is completed to determine if the services will meet the elder's needs. In 2016 we had 13 respite care service days.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 160,871**	**$ -**	$104,013	$ 50,402	$ 88,747	**$ 404,033**
Fringe Benefits	**69,279**		38,127	26,927	39,050	**$ 173,383**
Travel	**3,541**		60	(99)	75	**$ 3,577**
Training	**-**		30,688	1,219	838	**$ 32,745**
Equipment	**-**		-	1,803	-	**$ 1,803**
Supplies	**121,990**		20,969	1,083	13,973	**$ 158,016**
Contractual	**3,918**		6,518	3,683,064		**$ 3,693,500**
Utilities	**12,686**		10,869	-	48	**$ 23,604**
Space Lease/Rental	**-**		330	1,602		**$ 1,932**
Indirect Costs	**28,375**		20,956	11,282	15,902	**$ 76,515**
Other Costs: (list below)						**$ -**
Postage	**138**		0	5	-	**$ 144**
License & Permits	**28**		78		-	**$ 106**
Vehicle Lease	**13,636**		-		-	**$ 13,636**
Property Insurance	**1,107**		-		-	**$ 1,107**
Vehicle Insurance	**4,517**		-		-	**$ 4,517**
Building Maintenance	**1,281**		667		-	**$ 1,948**
Vehicle Cost	**2,046**		-		-	**$ 2,046**
Direct Assistance	**74**		-	27,326	-	**$ 27,400**
Program Activities	**7,843**		2,000		1,637	**$ 11,480**
Dues & Memberships	**-**		-		35	**$ 35**
Resident/Other Services	**-**		-		371	**$ 371**

Renovations			-		2,399	$ 2,399
Public Information	-		63			$ 63
Totals ►	**$ 431,330**	**$ -**	**$235,339**	**$3,804,615**	**$163,075**	**$ 4,634,360**
Fund/Totals Ratio:	9.31%	0.00%	5.08%	82.10%	3.52%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Retained Earnings	$ 16,604	$ -	$ 4,036	$ (4,036)
Snow Plowing	$ -	$ 4,070	$ -	4,070
Home Delivered Meal Service	-	76,040	-	76,040
Space Rental	-	7,030	-	7,030
Meal Site Donations	-	60	-	60
CIP II 3% Administrative Fee	-	76,775	-	76,775
Totals	**$ 16,604**	**$ 163,975**	**$ 4,036**	**$ 159,940**

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 219,553**	**$ -**			$ 71,991	**$ 291,545**
Fringe Benefits	**84,010**				23,493	**$ 107,503**
Travel	**187**					**$ 187**
Training	**27**					**$ 27**
Supplies	**37,090**					**$ 37,090**
Contractual	**5,976**					**$ 5,976**
Utilities	**19,198**					**$ 19,198**
Indirect Costs	**37,984**				9,692	**$ 47,676**
Other Costs: (list below)						**$ -**
Postage	**5**					**$ 5**
License & Permits	**1,366**					**$ 1,366**
Property Insurance	**1,423**					**$ 1,423**
Vehicle Insurance	**987**					**$ 987**
Building Maintenance	**4,652**					**$ 4,652**
Program Activities	**869**					**$ 869**
Totals ►	**$ 413,328**	**$ -**	**$ -**	**$ -**	**$105,176**	**$ 518,504**
Fund/Totals Ratio:	79.72%	0.00%	N/A	N/A	20.28%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
CBRF Resident Room and Board	$ -	$104,620	$ -	$ 104,620
CIP II Resident Room and Board	$ -	$341,661	$ -	341,661
Respite Care	$ -	$ 371	$ -	371
Totals		**$446,652**		**$ 446,652**

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 144,704**					**$ 144,704**
Fringe Benefits	**70,811**					**$ 70,811**

Travel	**3,659**					**$ 3,659**
Training	**1,899**					**$ 1,899**
Supplies	**7,403**					**$ 7,403**
Contractual	**205,379**					**$ 205,379**
Space Lease/Rental	**5,098**					**$ 5,098**
Indirect Costs	**52,181**					**$ 52,181**
Other Costs: (list below)						**$ -**
Postage	**86**					**$ 86**
Vehicle Lease	**2,279**					**$ 2,279**
Direct Assistance	**96,584**					**$ 96,584**
Totals ►	**$ 590,084**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 590,084**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	**FY2015 Fund Balance**	**FY2016 Amounts**		
		Generated	**Expended**	**Balance**
CIP II Case Management	$ -	$137,073		$ 137,073
CIP II 7% Administrative Fee	$ -	$ 48,056		$ 48,056
Totals		**$185,129**		**$ 185,129**

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
Susan Waukau, Director	715-799-5271
suwaukau@mitw.org	
Colleen Waukechon, Administrative Assistant	715-799-5272
cwaukechon@mitw.org	
Lynnette Maskewit, Elder Benefit Specialist	715-799-5688
lmwychesit@mitw.org	
Tanaes Washinawatok, Family Caregiver Coordinator	715-799-5929
twashinawatok@mitw.org	
Matthew White, Maintenance Supervisor	715-799-3224
mwhite@mitw.org	
Gail Barkow, CBRF Nursing Supervisor	715-799-5275
gbarkow@mitw.org	
Raquel Boyd, Elder Abuse Prevention Coordinator	715-799-5974
rboyd@mitw.org	
Dawn Klaeser, Long Term Care Program	715-799-5888
dklaeser@mitw.org	
Melanie White, Aging and Disability Resource Specialist	715-799-5240

mwhite@mitw.org

Kristin Waukau, Tribal Dementia Care Specialist 715-799-5270

kwaukau@mitw.org

Commission on Aging members serve in an advisory capacity and represent the views, interests, and concerns of the elder population. We thank the members who served in 2016.

2016 COA members:

Dale Kakkak	Keshena
Agnes "Rosie" Nahwahquaw	Neopit
Deborah Lyons	West Branch
Rebecca Brunette	South Branch
Aurelia S. White	Zoar
Dennis Kenote	Lakes Area
Brian Tepiew	Middle Village
Myrna Warrington	Menominee Tribal Legislature
Elizabeth Arnold	Menominee County Board

Child Support

Jennifer Peters, Manager

MENOMINEE TRIBAL CHILD SUPPORT: The Menominee Tribal Child Support Agency facilitates the stability of families by ensuring children's needs are met. This is accomplished by providing Financial Management Services to our families, which include collecting, recording and disbursing payments. The Child Support Agency also provides services such as locating non-custodial parents and their financial assets, establishing paternity, referrals to community resources, and traditional case management services. We also provide resources to support our clients in becoming more job ready.
The Menominee Tribal Child Support Agency was recently separated from the Social Services Department. Child Support is now a standalone department, which employs the following positions: Child Support Manager, a Paternity Specialist, a Kinship/Foster Care Specialist, an Inter-jurisdictional Specialist, four Child Support Specialists, a Financial Specialist, a Receptionist, and an Administrative Assistant.

There have been some exciting changes to Child Support over the past year, which include the availability of Child Support Staff. Child Support has implemented an open door policy and to demonstrate this policy we have eliminated the scheduled call times and also have eliminated appointments. To better serve our clients, staff is available Monday through Friday from 8:00am to 4:30pm. Child Support has also brought Paternity testing on-site. Clients are no longer sent to the Menominee Tribal Clinic for testing. This change has made it more convenient for the client and has also cut costs for the agency.

Child Support continues to be successful by offering resources and fostering a more mutual helping relationship. We've assisted our clients in building resumes and referring them to the proper resources to help them find employment. We've helped employ a few clients over the past year that were continuously non-compliant and are now employed full-time and very thankful for the services we've provided in order for them to be successful. We have communicated to clients that we are able to provide assistance in different ways to help them succeed, which many clients were/are unaware of.

Child Support Goal: Child Support is planning to add a Family Resource Specialist to the staff. This position will assist the non-custodial and custodial parents in identifying their strengths and interests, which will allow us the ability to guide our clients to the proper resources. Our goal is to ensure our parents are able to provide ample financial assistance to their children. The new position will also build positive relationships with community resources as well as the families. We are shifting our focus to a more trauma informed approach. Our partnership will allow the agency to work closer with families, both non-custodial and custodial, to best serve the needs of our children.

As of September 30, 2016 the Child Support Agency has a total of 1606 open cases for FY 2016. There are a total of 583 delinquent/non-compliant cases and a total of 1023 compliant cases. The total amount owed for delinquent

cases as of September 30, 2016 is $4,697,679.02. The total child support due for FY 2016 was $1,440,011.20 and the total collected was $765,766.77. The total number of cases with arrears is 1,101. 413 or 38% of those cases had no payment and 688 or 62% had payment. For FY 2016 the total arrearages are $364,382.33.

Paternity Establishment is also an important function of Child Support Agency. During FY 2016 there were 129 cases open for paternity establishment. Of those 129 cases, 23 or 18% have not determined establishment and 115 or 89% have determined establishment. This is slightly down from paternity establishment in FY 2015, which was at 96%. Non-cooperative families or pending cases have resulted in open establishment cases.

The chart below reflects the cost of operations for the agency for FY2016.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 96,683.00	$ -	$ 386,734.00	$ -	$ -	$ 483,417
Fringe Benefits	$ 40,687.00		$ 162,748.00			$ 203,435
Training	$ 377.00		$ 1,509.00			$ 1,886
Equipment	$ 124.80		$ 499.20			$ 624
Supplies	$ 2,373.00		$ 9,490.00			$ 11,863
Contractual	$ 92.00		$ 367.00			$ 459
Indirect Costs	$ 14,955.00		$ 59,820.00			$ 74,775
Other Costs: (list below)						$ -
Mileage	$ 202.00		$ 808.00			$ 1,010
Postage	$ 1,036.00		$ 4,143.00			$ 5,179
Photocopies	$ 1.00		$ 5.00			$ 6
Telephone	$ 99.00		$ 396.00			$ 495
Advertising	$ 511.00		$ 2,044.00			$ 2,555
Operating Costs	$ 4,213.00		$ 16,852.00			$ 21,065
Dues & Subscriptions	$ 111.00		$ 445.00			$ 556
Court Judge Fees	$ 2,524.76		$ 10,099.00			$ 12,624
Clerk of Court Fees	$ 1,065.00		$ 4,260.00			$ 5,325
Court Bailiff Fees	$ 272.00		$ 1,088.00			$ 1,360
Process Fees	$ 326.00		$ 1,303.00			$ 1,629
Connectivity Charge	$ 240.00		$ 960.00			$ 1,200
DNA Testing	$ 263.00		$ 1,053.00			$ 1,316
Totals ►	$ 166,156	$ -	$ 664,623	$ -	$ -	$ 830,779
Fund/Totals Ratio:	20.00%	0.00%	80.00%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Child Support Administrative	$ -	$ 7,518	$ 7,518	$ 0
Child Support Court Costs		1,165	1,165	0
Child Support DNA Testing		1,908	1,908	0
Child Support Process Serve		768	768	(0)
Totals		$ 11,359	$ 11,359	$ 0

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.
The Clinic provides comprehensive health care services in the area of medical, dental and community health services. We are accredited by the Association for Ambulatory Health Care Incorporated. The Clinic employs 138 full-time employees, 17 part-time employees, 17 on-call employees and nine (9) contracted provider consultants.

The Menominee Tribe continues to lead the way in trauma informed practices and the Clinic has been an active partner in this journey. We have received a number of validations from Robert Wood Johnson Foundation, SAMHSA, and the U.S. Senate Round Table. Efforts to expand our work and engage more partnership will continue with our Community Engagement Work. Our work will take time but the journey has started and we will need to sustain our work.

The Clinic received notice that we have been re-accredited from the Accreditation Association for Ambulatory Health Care, Inc. for another three years.

The Clinic has started another step on our journey to wellness, with the planned addition of the Phase 2 Clinic Expansion project which consists of adding a three story structure with a full basement to the southwest medical outpatient area. A second single story with a full basement will be added to the south end of the medical outpatient area and will provide new physician office space.

The first floor will provide space for x-ray imaging, chiropractic, massage, and acupuncture services. Optical services will be relocated to the second floor and the community health and Women's Personal Health services will be relocated on the third floor. The Medical Records department and housekeeping services will occupy the new basement area.

All medical outpatient exam rooms and nursing stations will be renovated. Six (6) additional exam rooms will also be added. The entire west side of the building will be renovated. Renovation will involve physical therapy, medical sub-waiting, Contract Health and laboratory departments. Physical therapy will increase in size by three and one half times. Behavioral health services will occupy the entire west end of the building and will double in size.

The construction budget is $6.675 million with funds generated from the Contract Support Cost (CSC) Suite of $3 million and funds generated from the Clinic's third party reimbursements. We will be adding approximately 16,960 square feet to the building, bringing the total square footage of the Clinic to 83,000 square feet when we are done. The project is expected to be completed in June 2017.

The Clinic has remained financially stable over the years as we have operated under a business operation plan approved by the Tribal Legislature. Included is an overview of the 2016 Financial Expenditures Report along with Reserve Fund Balance:

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 31,028**	**$**	$ 4,530,934	$ 133,184	$ 79,952	**$ 4,775,098**
Fringe Benefits	**8,890**		2,024,616	50,579	34,451	**$ 2,118,536**
Travel	**226,670**		44,959	1,723	3,955	**$ 277,307**
Training			40,575	2,020	7,050	**$ 49,645**
Equipment			5,124			**$ 5,124**
Supplies	**5,039**		3,781,103	43,067	39,396	**$ 3,867,605**
Contractual	**237,000**		902,127		2,000	**$ 1,141,127**
Utilities			144,400			**$ 144,400**
Space Lease/Rental			8,582			**$ 8,582**

Indirect Costs	**32,208**		1,419,514	23,915	12,452	**$ 1,488,109**
Other Costs: (list below)						**$ -**
Intervention					1,511	**$ 1,511**
CHS Referrals			2,500,000			**$ 2,500,000**
Cash Suppl Phase 2	**1,320,000**					**$ 1,320,000**
Cash Suppl 3103	**4,800,000**					**$ 4,800,000**
Totals ►	**$ 6,660,835**	**$**	**$ 15,401,934**	**$ 254,488**	**$ 179,787**	**$22,497,044**
Fund/Totals Ratio:	3.64%	0.00%	94.41%	1.04%	0.91%	

PROGRAM INCOME/REVENUE	**FY2015 Fund Balance**	**FY2016 Amounts**		
		Generated	**Expended**	**Balance**
2016 Clinic Third Party	$15,665,389	$10,807,866	$6.660,835	$ 4,147,031
Totals	**$15,665,389**	**$10,807,866**	**$6,660,835**	**$ 4,147,031**

PAIN MANAGEMENT/CONTROLLED SUBSTANCE WORK: The work on pain management and prescribing controlled substances is a top priority at the clinic. MTC's contract health services have worked to expand available chiropractic appointments. We have two full time employees in our Physical Therapy department; a certified therapist along with a PT assistant. This has increased the patients being served by PT. We continue to offer the services of a massage therapist two half days a week and an acupuncturist one half day a week. Since we are aware that the number one reason for chronic pain is depression, MTC is committed to increasing the capacity to help more patients in the Behavioral Health Department. Our addition will increase the department's space significantly. We are also in the initial steps of becoming accredited to provide Post-Doctoral training to Psychologists. Although placement of Fellows is a year away, much work has already been completed. MTC would be the first facility in Indian Country to become accredited.

The medical department has been getting updated Narcotic Agreements in place for patients that require monthly scheduled medications. Random urine drug testing on patients is used to help reduce diversion of prescribed substances. We also ask patients to come to the clinic for "pill counts" if diversion is suspected. Medical, pharmacy, and dental staff have access to the Wisconsin Prescription Drug Monitoring Program that can be accessed at any time to see all scheduled prescriptions patients have received in the last year.

Work continues on educating the community of the dangers of prescription drug use. We have an employee trained to deliver the "Good Drugs Gone Bad" curriculum whenever requested. The Clinic has participated in many community events delivering this education and have educational materials available appropriate for young children through adults. We advertise the drug take back events sponsored by the local police department.

MEDICAL DEPARTMENT SCREENING: The medical department routinely screens each patient 12 years of age and older for tobacco use, alcohol and/or other drug use, depression and domestic violence. If patients screen positive in any of these areas they are able to speak to a health educator for a brief intervention or referral options. MTC has hired a full time health educator to conduct brief interventions during medical appointments. The job has expanded to include trauma screenings at well child checkups for infants.

We continue to learn how adverse childhood experiences (ACE's) can affect the developing brain and can seriously comprise future health. We just completed our initial work with the Pediatric Integrated Care Collaborative. This program has the support of the Substance Abuse and Mental Health Services Administration (SAMHSA) and John Hopkin's University. This program involves screening families with children, newborn – six years of age, for trauma. The medical and behavioral health departments have been working with families that identify they are experiencing trauma to reduce exposure to further traumatic stress.

FOSTERING FUTURES/TRAUMA INFORMED CARE: The clinic continues to be a leading organization in the Trauma Informed practices being incorporated into our community. The coordinator of the Fostering Futures program is employed at the clinic. We have expanded the time she is working on trauma informed efforts to 50%

and will continue to expand her trauma informed duties in the months to come. We have measures in place to sustain this work thanks to support and donations from the Menominee Indian Tribe of Wisconsin, the Menominee County Board of Supervisors, the Menominee Indian School District and the State of Wisconsin Department of Children and Families.

We recently had our employees complete a pre-test to evaluate the current level of TIC knowledge. We are in the process of putting together a yearlong series of trainings, in the form of videos and articles, which employees can view. These will take about 15-20 minutes to complete, with two being released in a month. At the conclusion of the series, we will again test employees to see if TIC knowledge levels have increased. The clinic will be sharing the test and their curriculum series on the upcoming TIC website, currently being developed.

The Fostering Futures coordinator and team have been committed to community education and awareness of the trauma occurring in the community. We have delivered education to many local agencies and organizations on the principals of Fostering Futures that include:

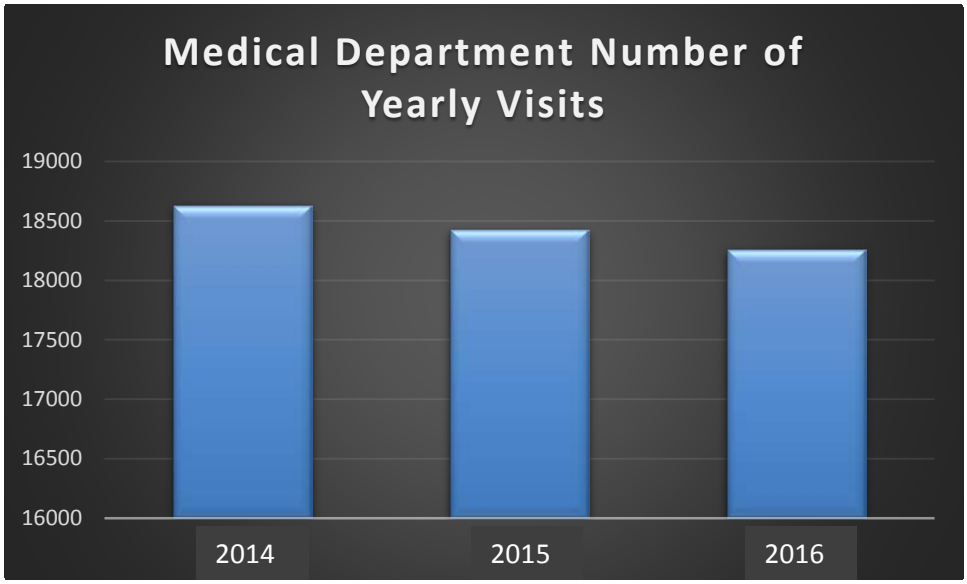
1. Historical Trauma
2. Brain Development
3. Adverse Childhood Experiences (ACES)
4. Secondary Trauma/ Self Care of Employees
5. Resiliency
6. Trauma Informed Care Principles

The work on education will continue. We have currently trained over 425 community members and employees on TIC. We have sent four local employees to training to become ACE Master Trainers to help deliver the message about the dangers of child adversities. To date 200 people have been trained in ACEs education. We have also purchased the "Brain Architecture Game" that can be used as hands on activity to educate participants on ACEs. This 90 minute activity would be available for agencies, classrooms or community events.

We continue to promote positive parenting in the community. We have "Ketapanen" items available for the community. Our work to reach community families will continue through the Pediatric Integrated Care Collaborative (PICC) and our partnerships with organizations such as Menominee Indian School District (MISD) and Head Start to assist with the Safe Schools Healthy Students and the Head Start Trauma Smart programs. We had four Tribal Clinic employees complete the ten module Head Start Trauma Smart curriculum.

Fostering Futures has purchased resiliency supplies for the Tribal Clinic, MISD Student Health Center, Menominee County Human Service, Menominee Tribal Social Services and Maehnowesekiyah Wellness Center. We realize the importance of supporting and encouraging community resiliency. We have also circulated the "THINK" campaign items throughout community agencies. It is our hope these items help employees with regulation and remember to treat all clients with respect.

MEDICAL SERVICES 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. There is also an MD on call 24/7. The providers care for 21 elders in five (5) local nursing homes.
This year the providers had 18,262 patient visits compared to 18,425 patient visits in the previous year. The physicians delivered 93 babies this past year compared to 108 in 2015.



In reviewing the Strategic plan goals and objectives the medical department has addressed all three goals this year.

Goal 1 Expand health services: In the past year the department has referred more patients for Chiropractor services. Massage therapy and acupuncture are provided weekly to our patients for pain management.

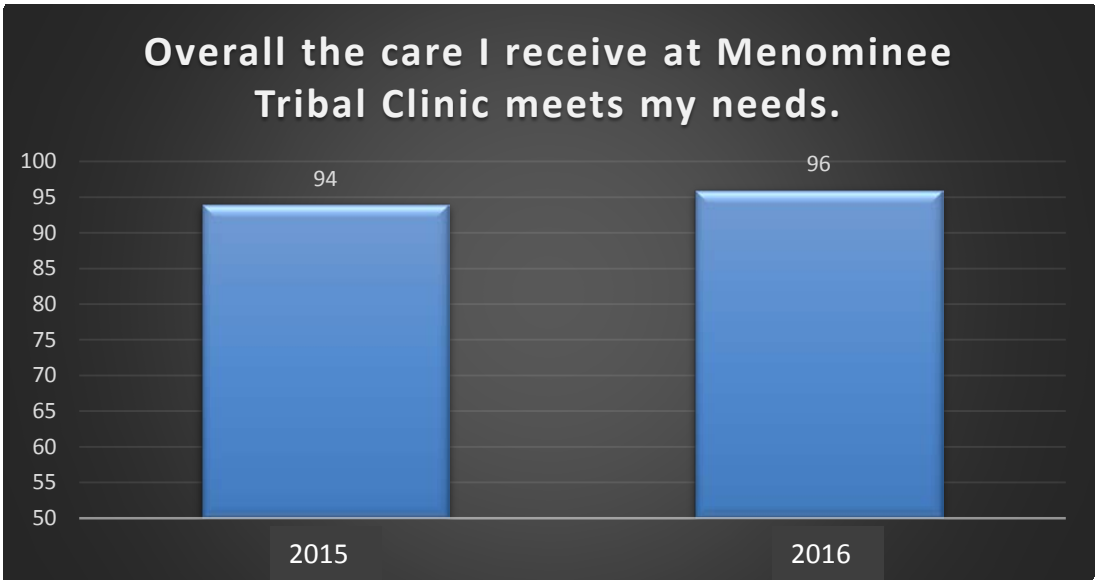
The medical department has also worked in collaboration with the optical department to perform eye screenings for diabetic retinopathy. The details of this collaborative effort will be in the optical department report.

The medical department works closely with the diabetic educator. The medical department provides a nurse for the podiatrist to work with on his visits twice monthly.

The department now employs a fulltime physical therapist and recently hired a fulltime physical therapy assistant. This year the therapy department had 2,858 patient visits (an increase of 16.6%).

Goal 2 Promote and ensure community and individual responsibility toward healthy lifestyles: 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 access to 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. To address a weakness, as noted in the Strategic plan of teenage pregnancies, the clinic has purchased $13,750.00 in Mirena and Nexplanon birth control devices. The devices are primarily requested by teens.

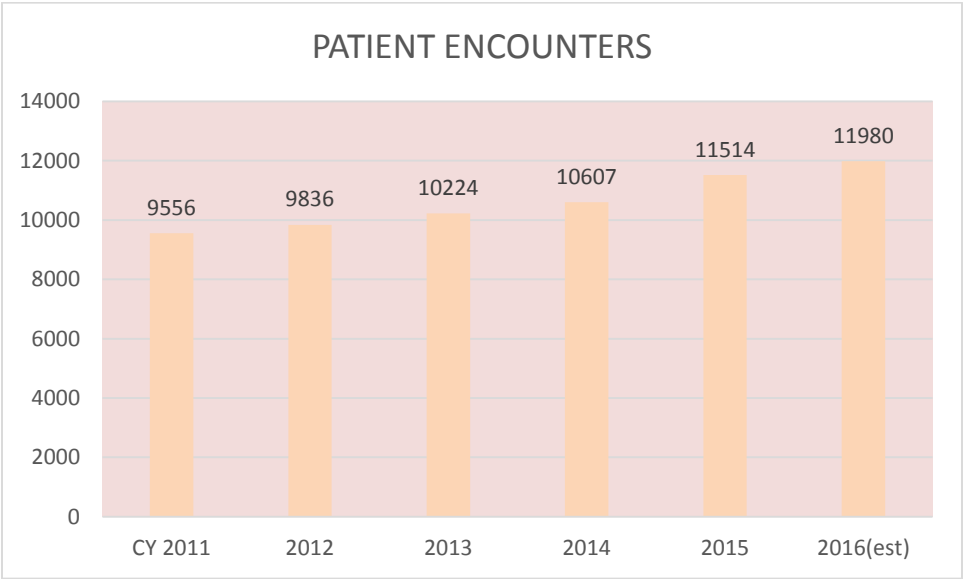
The department has been operating under the IHS program of IPC (Improved Patient Care). This plan establishes care teams for the patient so there is more consistency of the patient in seeing the same provider and provides for improved care because the patient repeatedly sees the same provider or care team. This effort has reduced the “no show” rate. Prior to IPC being implemented, the no show rate was 22-23%. After implementing the IPC program, in 2011, the no show rate decreased to 14-16%. Therefore, more patients are able to access the care they need when they need it. The 2015 Patient Satisfaction survey reports that 94 % of the patients rated “ Overall the care I receive at Menominee Tribal Clinic meets my needs”. In 2016 that rate increased to 96% responding similarly. This question was developed to meet requirements of AAAHC accreditation. If complaints are filed, Dr. Culhane, Medical Director, reviews the complaints regarding patient care and provides a written response to the patient.



DENTAL We have been in a new facility that is larger and has new, up-to-date dental equipment for two years now. This larger facility gives us the chance to improve efficiencies and room to grow in the future. We have grown from eight 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. We continue to have an increase in patient visits every year.

The dental clinic has six (6) full time general dentists and two (2) part time dentists. The part-time dentists include a pediatric dentist that comes one day a month and an endodontist that comes one or two days a month. We also have a receptionist, a dental lab technician, a program assistant, four (4) hygienists, ten (10) dental assistants, and a dental lab assistant. We added a full time pediatric dentist in 2016.

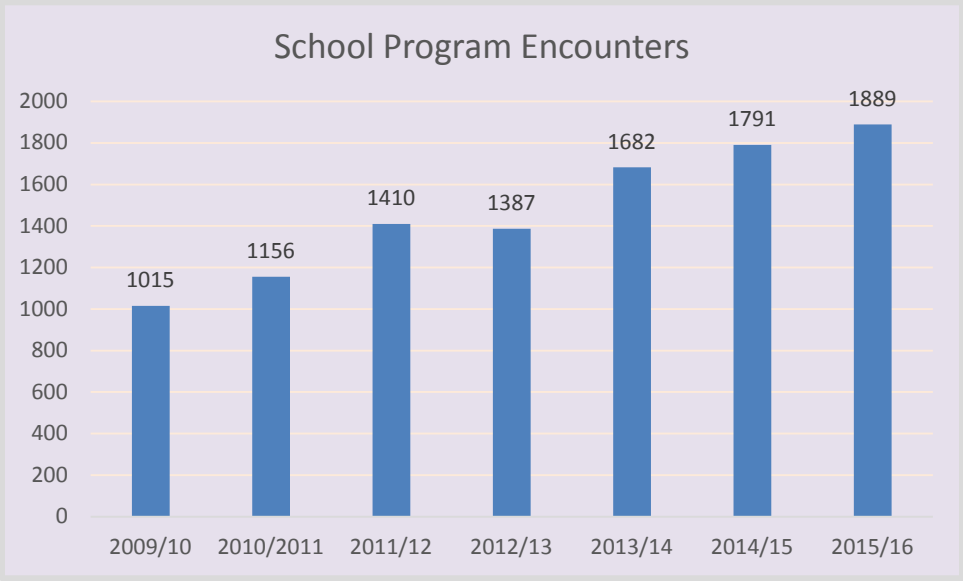
We offer a full range of dental services including: cleanings, fillings, crowns, bridges, extractions, dentures, and a limited number of implants. We have a full service dental laboratory. We offer both scheduled appointments and urgent care walk-ins each day in the morning and after lunch. In FY2016 we had 3029 urgent care same day visits.

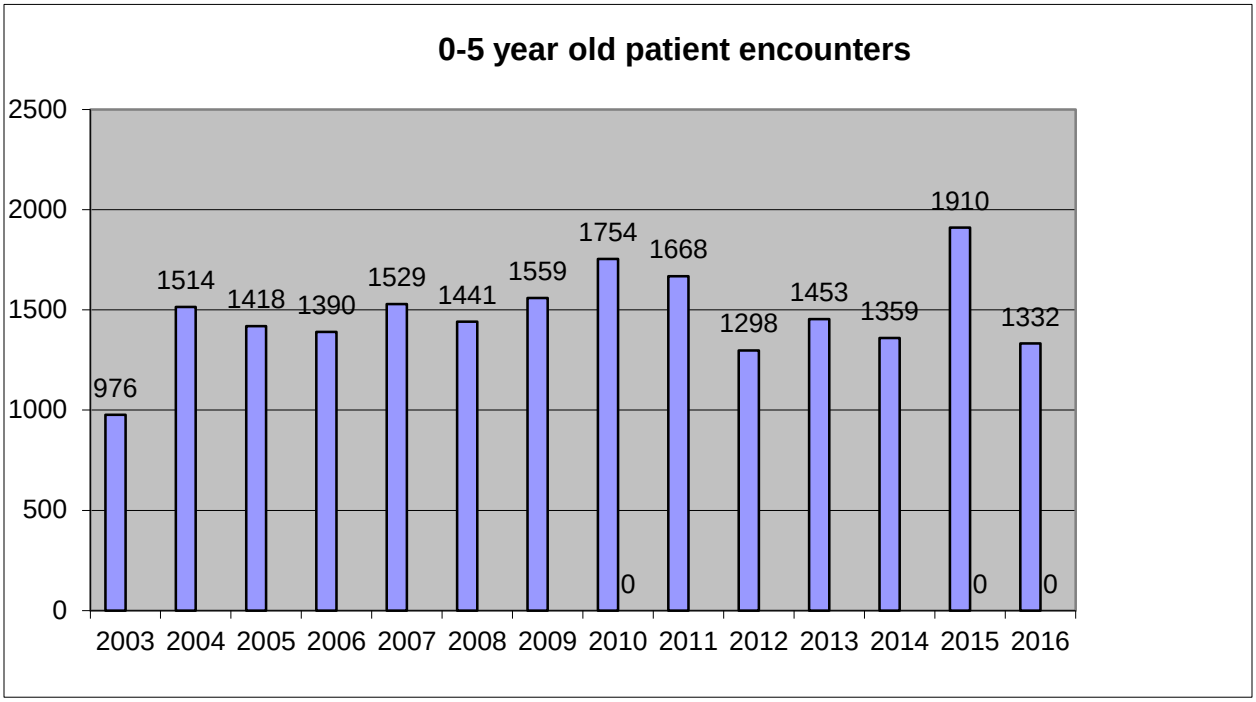


To improve our community outreach, in 2009 we started a dental hygiene program at the Keshena Primary School (KPS). We added Menominee Tribal School in 2010 and Menominee Middle school in 2011. We have one equipped dental operatory in each school with a hygienist and dental assistant to provide preventive dental care. There are also exams done by the dentists from the clinic.

Seeing the children in the school eliminates the need to take the children out of school to provide preventive care. This also allows us to follow "Trauma Informed Care" principles by allowing the child to stay in a familiar, safe environment while going through what may be a stressful procedure.

We also administer fluoride and sealant programs for children. Each year we examine about 200 Head Start and Daycare children. This is followed by fluoride varnish treatments at the centers three (3) times a year. The Medical Department offers fluoride varnish treatments at well-child visits. 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.

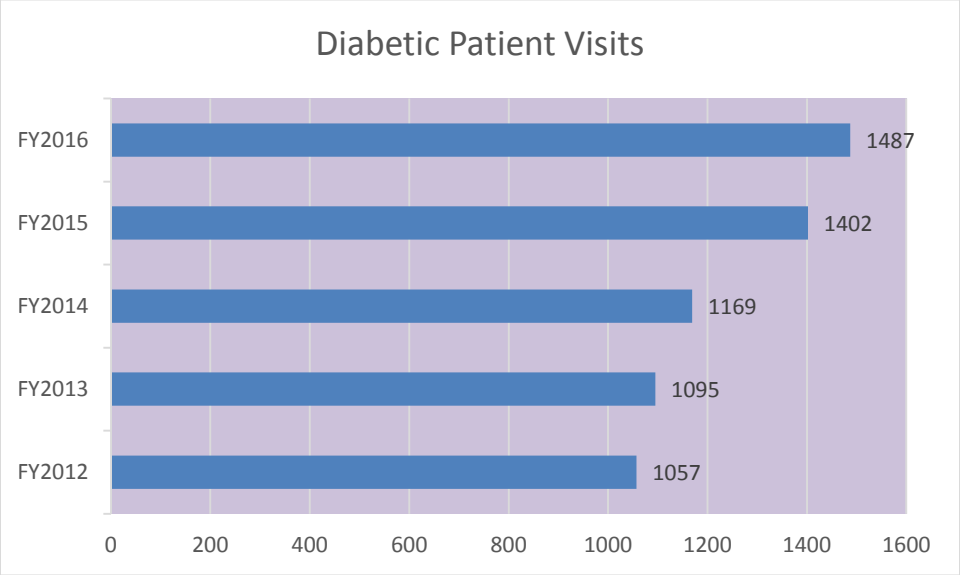




Oral health education is provided to various programs throughout the community. We have provided education to staff, parents and children at the local schools and Head Start. We also try to address groups with our educational

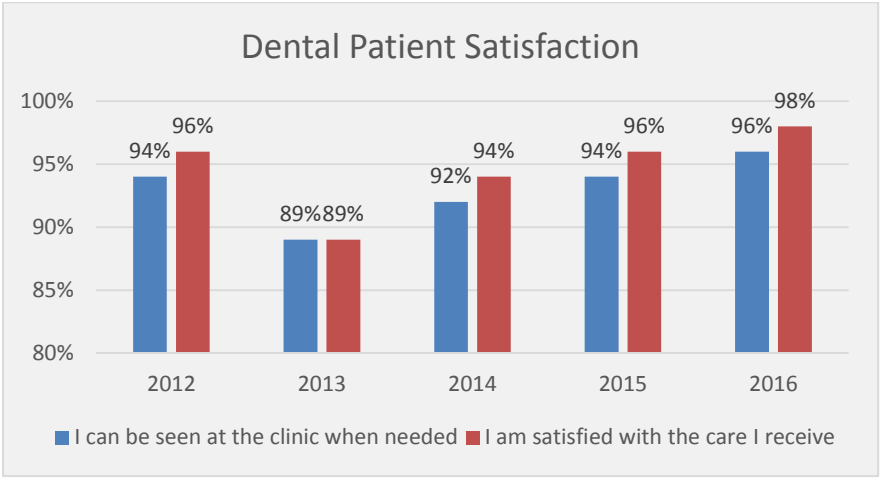
message: this year we participated at the Annual Diabetes Conference and the Shawano/Menominee County Transition Fair.

We work with the diabetic program in the medical department to offer oral health education to diabetics. In FY 2016 we had 1487 visits from diabetic patients.

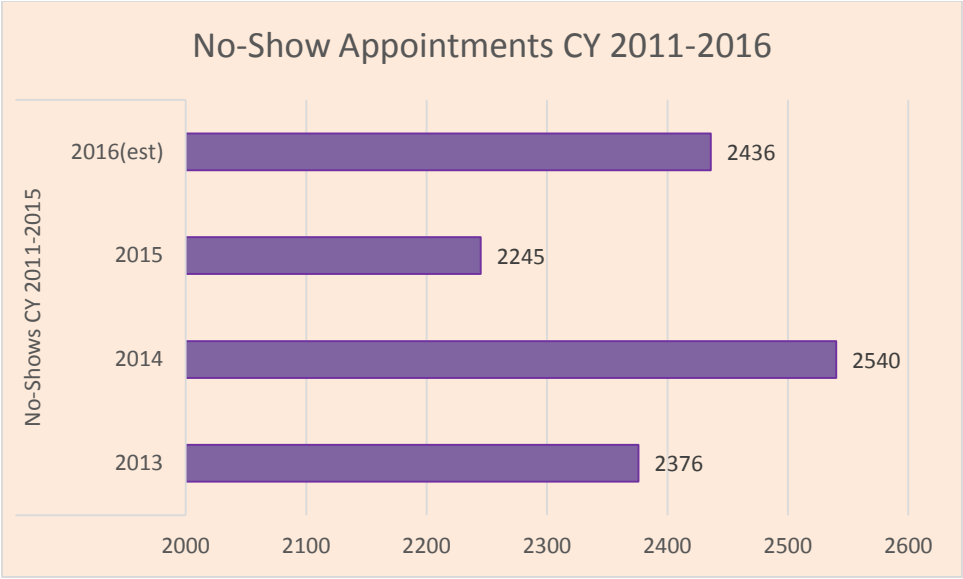


High tooth decay rate with children continues to be a challenge with the children. Our emphasis in recent years has been to meet this challenge with aggressive preventive programs. In 2017 we will continue with these preventive efforts while we also provide a broad range of general dental services for the adult population. The addition of the pediatric dentist should also help.

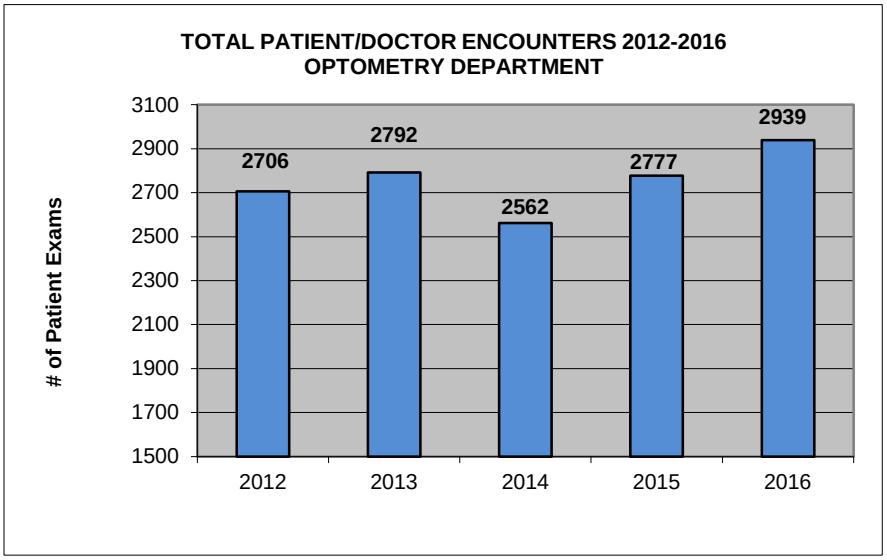
Every year we do a patient satisfaction survey. In 2016 our survey results went well. Ninety-six percent (96%) of the responding people said they could be seen at the dental clinic when needed and 98% were satisfied with the care they received.



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 another patient.



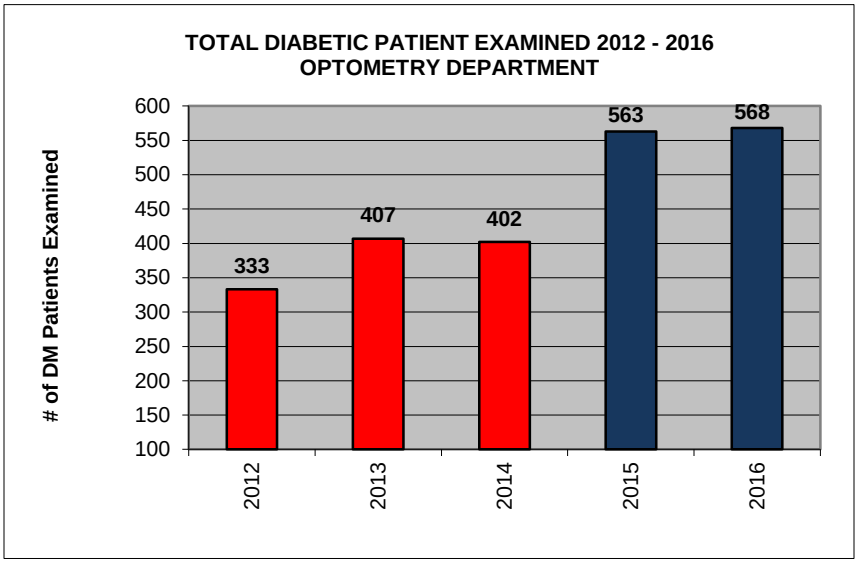
OPTOMETRY The Optometry Department consists of (2) two full-time Optometrists and (3) three full-time optometry assistants. The clinic is open Monday through Friday from 8:00 a.m. to 4:30 p.m. Services provided include: comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair. PATIENT ENCOUNTERS**:** The following graph shows the number of patients that are seen each year in the Optometry department since 2007. The **2,939** patients seen in 2016 are the total number of comprehensive eye exams and urgent eye care exams performed by the two Optometrists. The previous 10 year average for the number of patient encounters is **2,697**. 2016 patient encounter numbers show the highest number of exams performed in the last 10 year period.



DIABETES CAMERA PROGRAM in Medical Department - Expanded Services: Detecting and monitoring pathology associated with diabetes remains a top priority for the Optometry Department. The 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 and even cause permanent blindness. Therefore, we recommend that our patients with diabetes are seen annually to obtain a dilated eye examination. Annual eye exams allow us to detect eye related diabetic complications early so we are able to intervene sooner to prevent vision loss.

In 2015 the Diabetes Camera Program was launched. This is a collaborative program between the Medical and Optometry Departments. The program is intended to increase the number of eyes screened for diabetic retinopathy in order to prevent its blinding complications. Even though we have always placed a focus on educating and sending letters to get patients in for eye exams we still historically only see about 50% of our diabetic population every year. Our goal is that 100% of our diabetic patients will receive an exam annually.

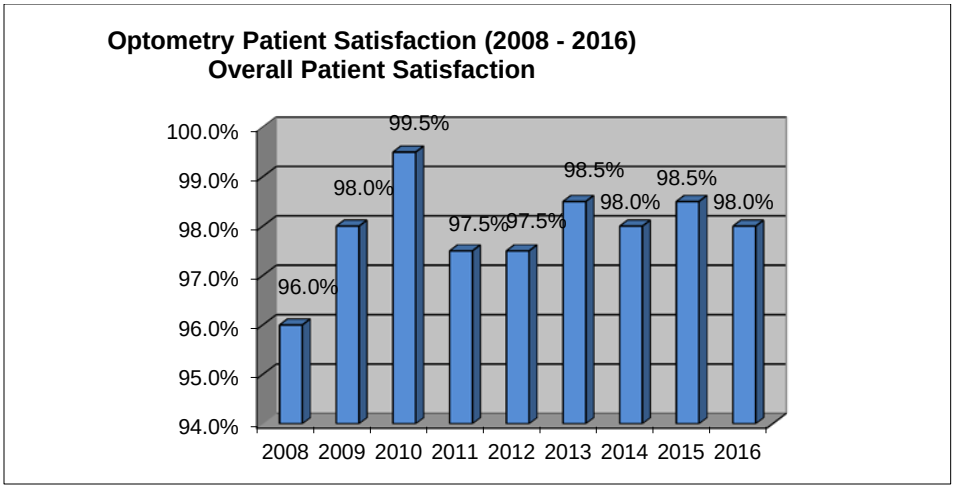
The program involves placing a camera in the medical department. When a diabetic patient is seen and their medical record indicates that they are due for an eye exam the nurse will order the camera test. The patient is walked down the hallway while they are waiting for their medical provider and a photo is taken of the back of their eyes. The photos are reviewed by the optometrist in the Optometry Department. If the images are clear and readable then this counts as their annual dilated eye exam. If there are retinal problems seen in the photos then the optometrist recommends follow up or referral based on findings.



Since the launch of the program in April 2015 we have dramatically increased the number of patients screen for diabetic retinopathy. The graph above shows the number of patients with diabetes that obtained a dilated exam annually since 2007. The average number of dilated eye exams over the last 10 years before the program started was approximately 345 patients per year. This past year we screened 568 patients, which is about 75% of our diabetic population. The most important part of this is not necessarily the increased number of patients, but that we were able to screen patients who had diabetic eye disease and referred them for treatment. The success was that we prevented vision loss in patients who normally would not come to the Optometry Department for a dilated exam. We look forward to the future of diabetic eye care in the Menominee Tribal Clinic and hope for further increases in the annual eye exam numbers! <u>The most important result of this program will be preventing vision loss in the Menominee Community!</u>

OPEN ACCESS SCHEDULING: Several years ago the Optometry Clinic initiated Open Access scheduling. The department has certainly had challenges with implementing this scheduling method over the years but it continues to allow patients to be seen for an eye exam in a reasonable amount of time. The previous scheduling system had both eye doctors schedules booked out 6-8 weeks. This caused frustration with the wait times and also many "no shows" due to patients perhaps forgetting that the appointment was booked. The graph below shows our department satisfaction survey results. The survey did ask the following questions on the current scheduling system.

- *The open access scheduling was convenient and hassle free?* Score 9.0 out of 10
- *Did you like the new open access scheduling process*? 15 of 19 answered **YES**.



COMMUNITY ENGAGEMENT: Drs. Keszo and Chelberg participated in the Diabetes Prevention Program conference series in 2016. They performed presentations on eye and vision issues and educated the community on diabetes and visual consequences of not managing the condition medically.

Both doctors continued to participate in several school outreaches. Every September and 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.

UPCOMING PROJECTS: School Vision Examination Program - In late 2016 or early 2017 eye examination equipment will be placed with the Menominee Indian School District. This equipment will allow the Optometrists to perform vision examinations and provide glasses to children within the schools. Improved vision will allow for better learning and will contribute to breaking down barriers to success in learning. We are looking forward to the impact this program will have in the lives of area children.

BEHAVIORAL HEALTH SERVICES Behavioral Health Services continues 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 deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideations, addictions, anger management, family concerns, elderly/aging issues, and alcohol education, to list some examples of the presenting problems.

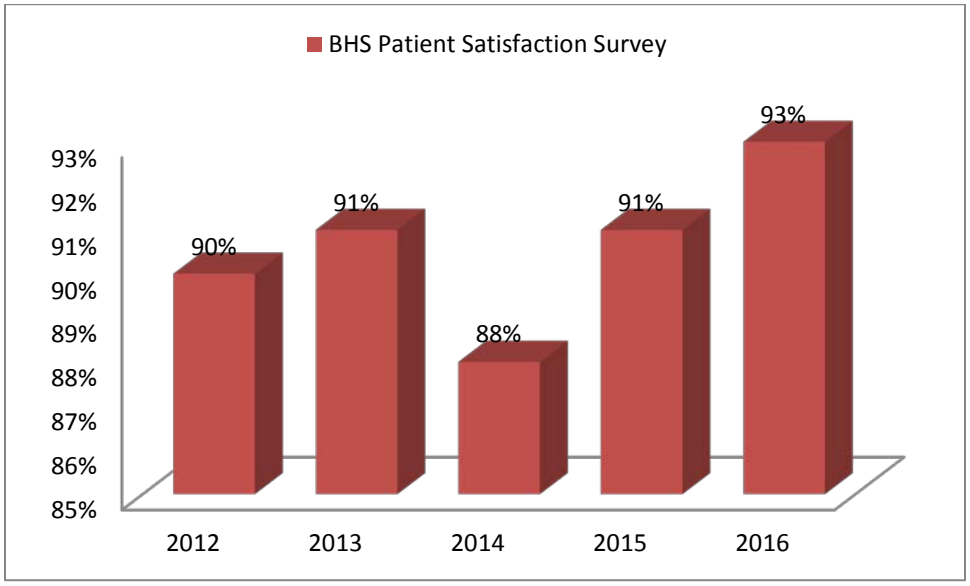
Behavioral Health Services continues to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. During 2015, this program was again certified in the month of February for a two year period. The present staffing pattern consists of a full time receptionist/secretary, one (1) master level psychotherapist with a degree in psychology, one (1) master level psychotherapist with a degree in counseling, one (1) master level psychotherapist with a degree in Social Work, two (2) Ph.D. licensed psychologist; one (1) full time and one (1) part time, and a consulting psychiatrist who provides psychiatric evaluations, consultations, medication management in addition to providing clinical supervision to the Behavioral Health Services staff. The Consulting Psychiatrist has continued to increase his time at Behavioral Health Services over this year to address increasing needs of the community. This increase of time has allowed more timely service to be provided by the psychiatrist. All full-time providers are certified by the Department of Regulation and Licensing State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes. We are seeking another full-time psychologist.

All staff are 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 is also involved in outside contacts and meeting including Maehnow Pematesen, Multi-Disciplinary Team, Safe Schools, Tribe/County meetings, and the MISD School Health Center.

Behavioral Health Services staff rotates attendance to participate in the Tribe and County meetings on Monday mornings. 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 Health Services. The primary purpose of the meeting is to go over emergency services provided the previous week as well as appropriate aftercare.

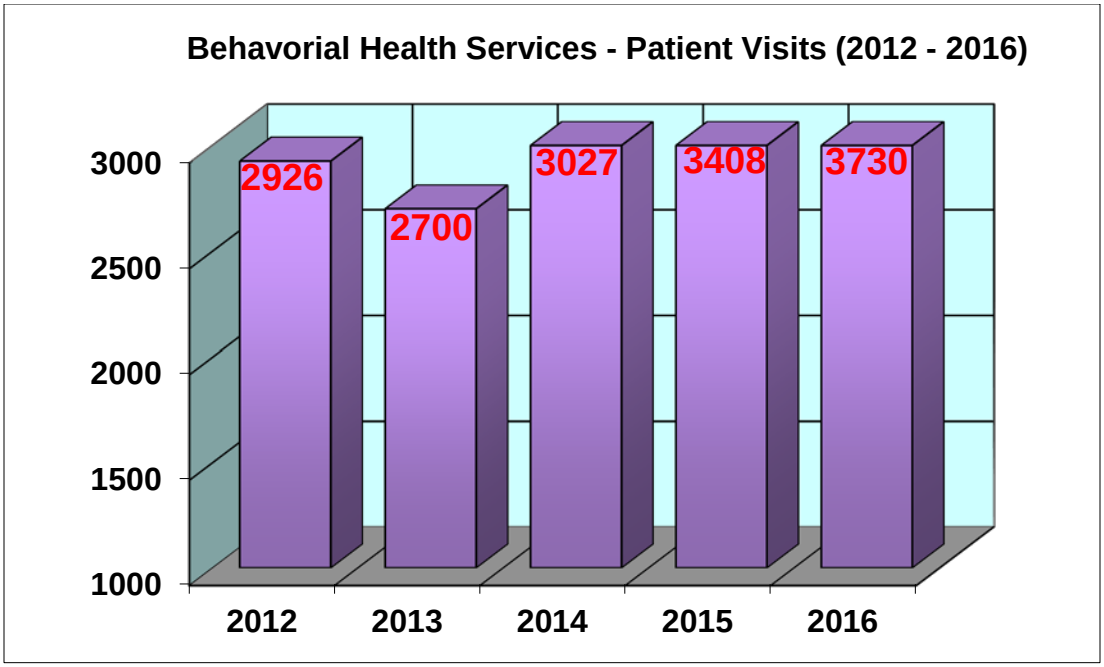
Due to the nature of the need to address Behavior Health problems in a timely manner, appointment times have been provided so that individuals calling on Monday morning at 8:00 may be able to schedule an appointment during that week and be seen by one of the providers.

A program has started between Behavioral Health Services and Menominee Indian School District that provide Behavioral Health staff to be placed in the Student Health Center on Monday through Wednesday to see students at the school who are experiencing difficulties in their lives in some manner. This program is from a Safe Schools, Healthy Schools grant that MISD received. MISD school staff along with Maehnowesekiyah, Menominee County Human Services, and Behavioral Health Services are working together to provide services.



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

Below is the number of contacts for the years 2011 through 2015. Patient contacts are up for 2015 and have reached the highest that they have ever been. Part of the reason for this activity has been the addition of another staff person since July 6, 2015. With the addition of this staff, different services will be added.



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, two (2) Benefit Specialists and a CHS 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, Fractures, Chemo and Radiation Therapy, Sepsis, 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:** Cardiac Stress Test, medications not available at Clinic, Audiology screening, routine mammography, PAP tests and colonoscopy.

PRIORITY III: PRIMARY AND A 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 bladder removal and 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.

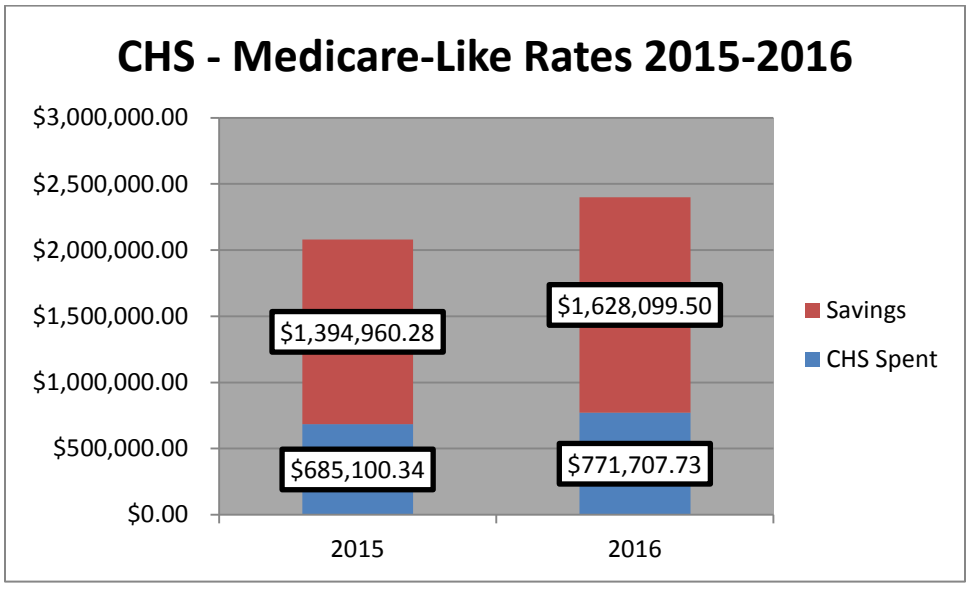
Patients, who meet the eligibility criteria, but the Medical /Dental Care are not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment.

Deferred Care: Contract Health received $400,000 for Deferred Medical Care and $100,000 for Deferred Dental Care. 443 patients were helped under deferred care in 2016. 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. In order to be eligible for Deferred care funding you must be Menominee.

Examples of deferred referrals are: allergy, ENT, ophthalmology (cataract), orthopedics, 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 8 visits if showing improvement.

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 for the 124 patients we served with no insurance.



Medicaid Eligibility Changes: On April 1, 2014 Medicaid was opened up to the large population of childless adults. CHS continues to screen individuals who use the MTC for their primary care. In a joint effort with Menominee Tribe Community Resource Center we were able to get 77 childless adults on active Medicaid this year.

Audiology: MTC Audiologist, Sandy Wallin, retired in June 2015. CHS is now responsible for scheduling patients for hearing tests and hearing aids at BayCare in Green Bay. This service is being provided under Deferred Care

funds which means only Menominee's are eligible for this service. Sixty-nine referrals were written and approved by CHS; thirty-two patients have received hearing aids. This arrangement has worked out well for our patients. We've coordinated with Menominee Transit to help with the extra travel required.

Pediatric Dental: CHS helped 132 children with pediatric dental care. These children were sent to Dental Haven and First Impressions with CHS paying $446,964.00.

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 1 individual in 2016.

Benefit Specialist: The benefit specialists process all referrals that are created by our Medical providers, Optometry and Dentists. We average 450 referrals per month in CHS office. 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 Community Resource Center (CRC) for processing, we work with CRC to make sure these patients are activated and backdated whenever possible.

The Benefit Specialist assisted 80 elders with filling out the SeniorCare applications and renewals. Contract Health paid the $30 annual application fee for all enrollees. SeniorCare is a state program designed to assist elders with prescription drugs.

The Benefit Specialists assisted 9 patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. Twenty-two referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues, 4 referrals were made to Social Security Disability, 3 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 Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

Insurance Programs and Contract Health: We also refer Employees to their employee sponsored insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception may be the Tribal Clinic will take care of all their medical bills, while the fact is 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 Pharmacy and Therapeutics Committee continued its efforts to add medications that our community needed or which would decrease the MTC payments to outside pharmacies. Since the last annual report, we added more than 10 new drug entities or strengths and deleted 2 from the formulary. Many of the new duplicate drug strengths were added due to insurances only covering a specific brand which actually costs more for us to purchase.

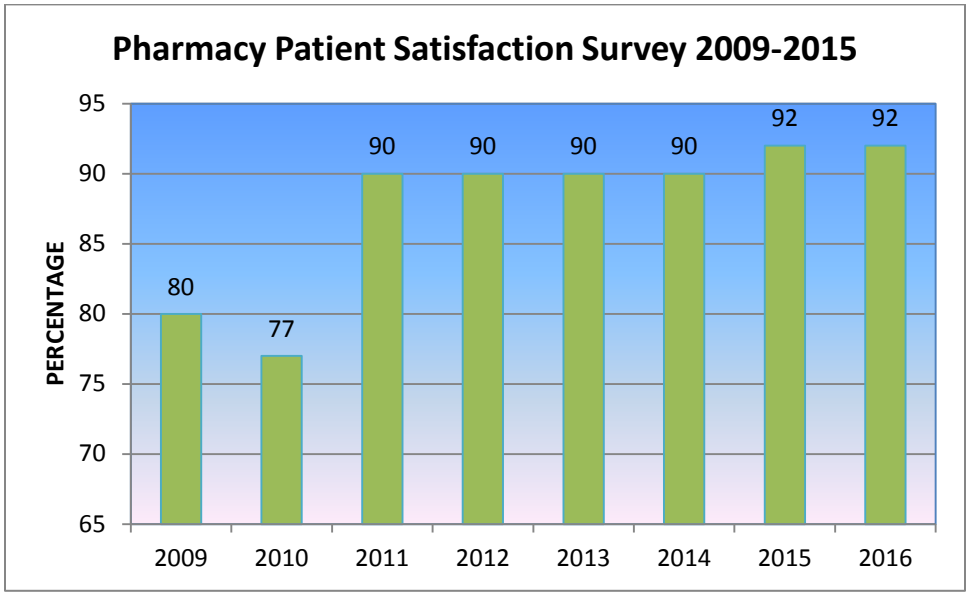
This year we will have served about 56,000 patients. In 2016, the Pharmacy will have dispense approximately 98,000 prescriptions. This is up from last year by about 1,000 prescriptions. For 2017, I estimate we will dispense 100,000 prescriptions. The pharmacy filled 8,704 prescriptions in August our busiest month. The busiest day since the last annual report was May 16, 2015 when we filled 742 prescriptions.

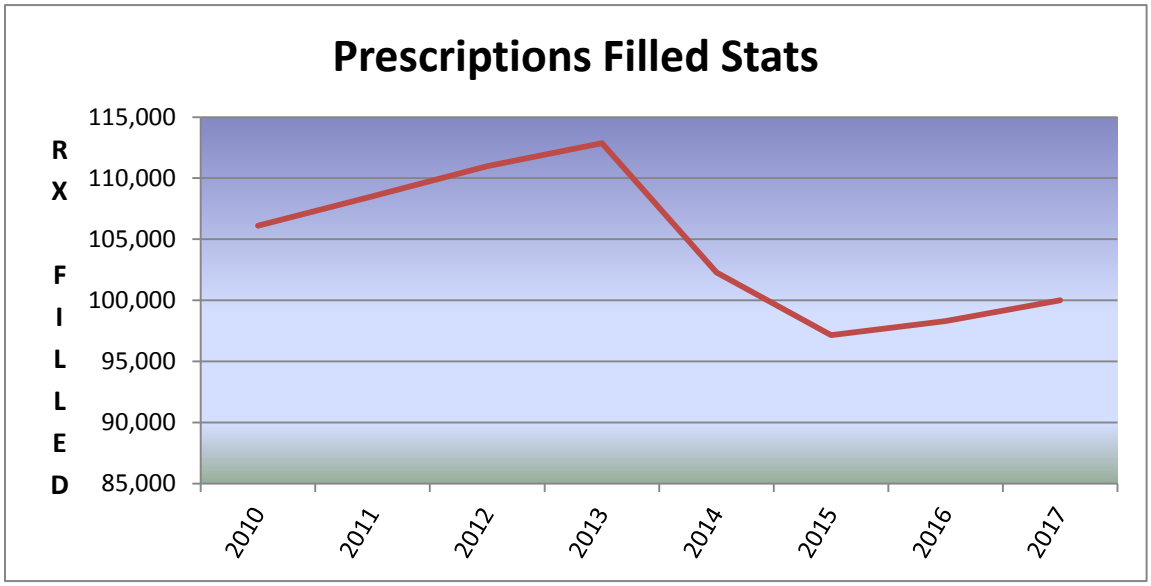
During the summer we had a Summer Youth Worker helping us, and we had two pharmacy students over the summer from UW-Madison.

In 2016, I estimate we will have spent nearly $1.46 million on medications and supplies. For 2017, I estimate we will spend $1.49 million.

The pharmacy also did the biannual controlled substance inventory and a 33 page long Mercer survey which will be used to change the way pharmacies will be reimbursed in the future.

The Patient Satisfaction Survey results were very good with an overall rating of 9.2 out of 10 which is similar to last year's survey. The Survey indicated that patients were most satisfied with the information pharmacists provided and that they were knowledgeable and professional. The prescription drug costs are continuing to go up. Part of this is due to the addition of some very expensive specialty medications.





EMERGENCY MEDICAL SERVICE The Menominee Tribal Rescue Service provides Basic and Advanced Life Support level 1 Services. Technicians provide assessment and care of the ill or injured patient. The Advanced Technician provides an advanced level of care as needed. Advanced care includes initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is allowed 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 Three (3) EMT Basic and seventeen (17) 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), There is a wide range of specific skills learned within each of these areas.

Our EMT's 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 emergency room physician to recognize cardiac issues prior to patient delivery to the hospital and for planning treatment options when the patient arrives at the hospital. Several patients have received definitive care in a more timely fashion through use of the cardiac guideline, including diversion directly to a Heart Catheterization Lab when indicated through use of the 12 Lead EKG report.

This year we added some additional skills allowed by our scope of practice, including selective spinal immobilization, use of extremity tourniquets, and intraosseous infusion of fluids. These skills can greatly enhance patient care and promote better treatment outcomes.

Other 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 where we give tours and answer 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. We try to accommodate attendance at community related meetings and trainings when requested and as time permits.

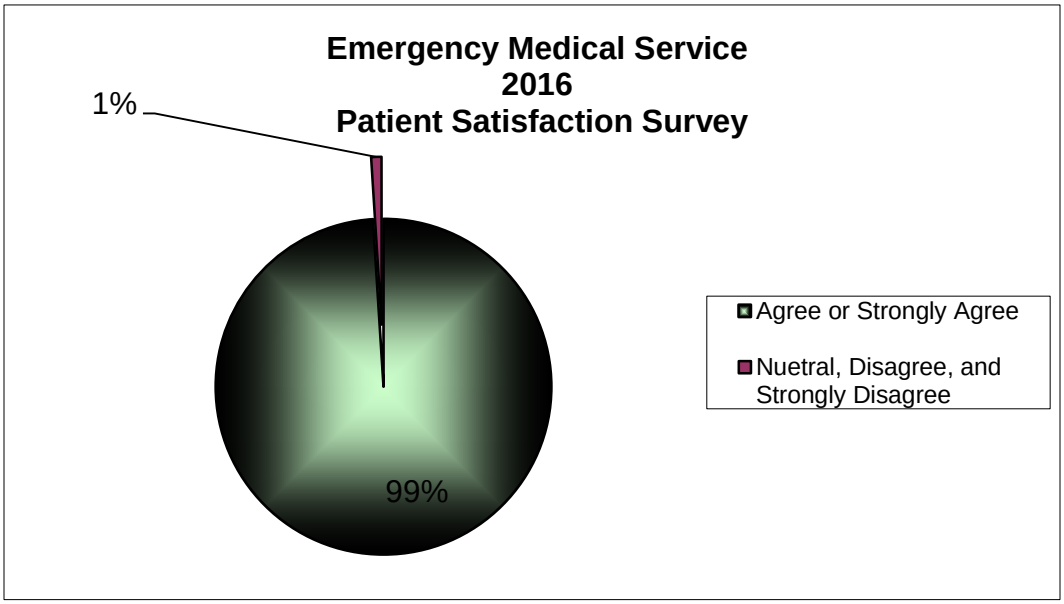
An ambulance and crew are also provided where an ambulance is required such as Menominee Nation Casino sponsored boxing events, high school football games and cross country meets.

CPR/AED Training is provided to all clinic employees during classes scheduled quarterly. CPR mask kits/equipment and Automatic External Defibrillators (AED's) are placed throughout the clinic for use by employees in the event of a cardiac arrest.

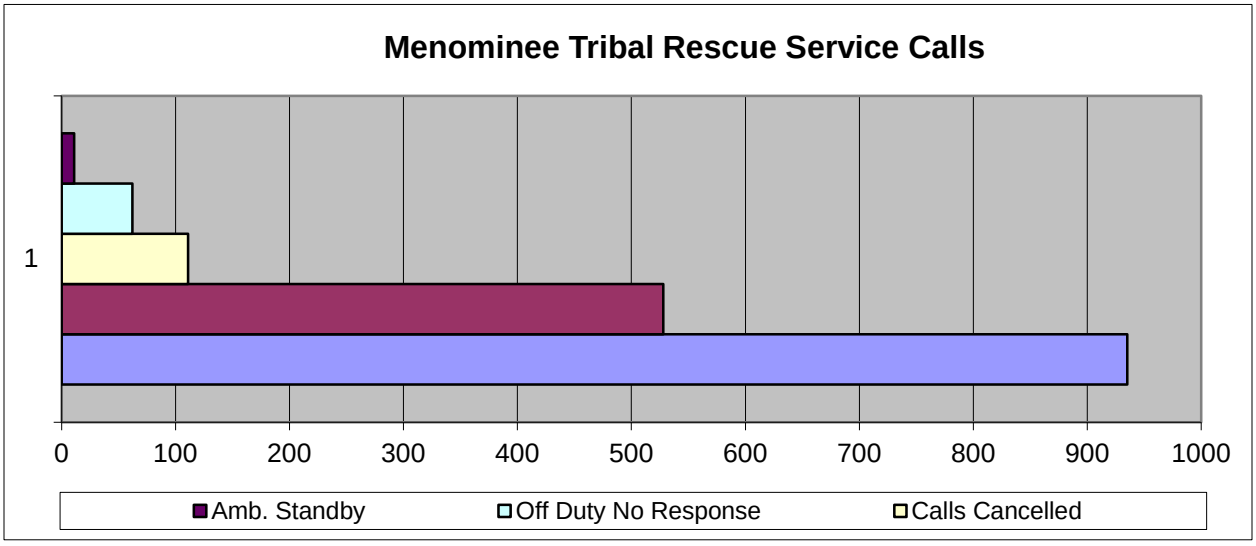
An equipment replacement plan is in place to ensure that new equipment replaces older equipment by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 lead monitor/defibrillators.

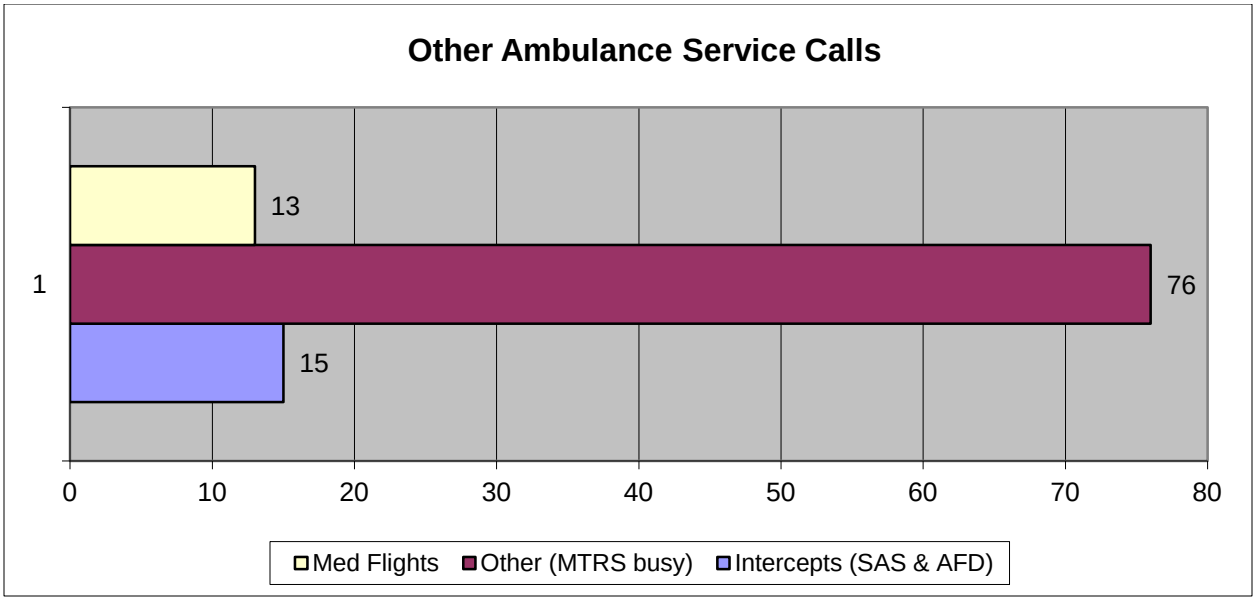
The power cots and the power-load system as well as the stair chairs are of great benefit to the patients as well as the EMS crews. The powered cots and load system are designed to handle a very heavy load which reduces the frequency of lifting injuries to the EMS crew and provides greater safety for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

Ninety-nine percent (99%)of clients using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs.



Menominee Tribal Rescue Service responded to 935 calls and 528 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 an outside ambulance service.



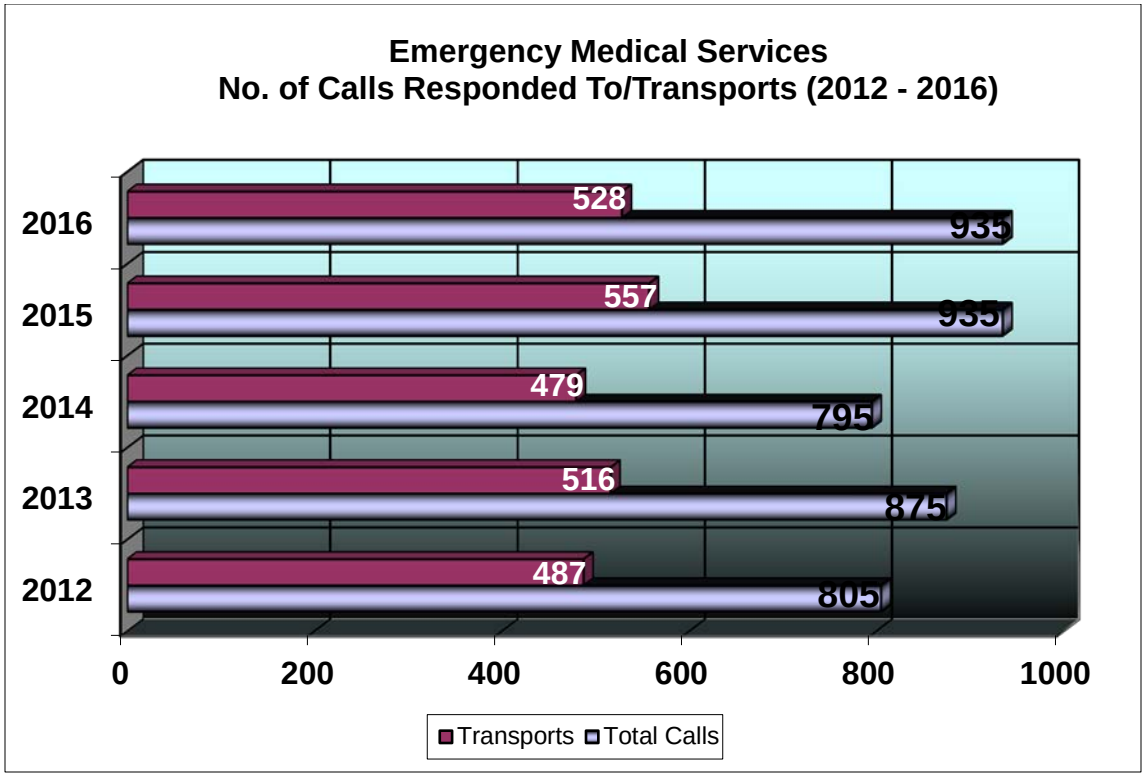


Outside ambulance services were called upon 104 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 76 ambulance calls while our ambulance was busy, 15 ALS Level 2 ground ambulance intercepts and 13 medical helicopter requests.

Trending Data 5 year history

Emergency Medical Services – Other

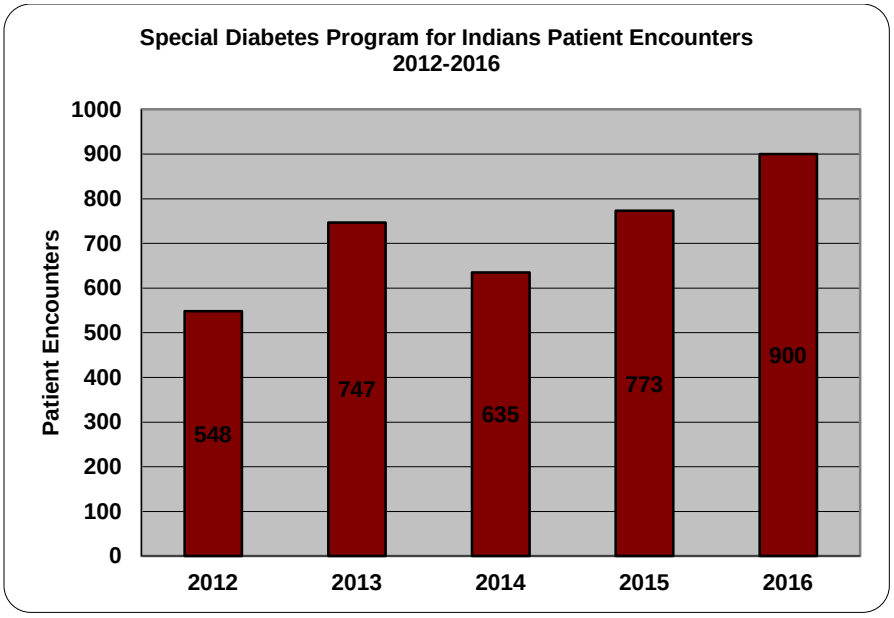
Year	ALS Intercepts	Med Flights	Other Services
2016	15	13	76
2015	32	9	73
2014	25	3	63
2013	28	8	60
2012	24	13	55



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 2017.

There are currently over 770 people on the Diabetes Registry with six of those patients being under the age of 18. The Diabetes Educator, the Fitness Specialist and the Health Promotion Specialist have had 900 patient contacts collectively in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 27 patients per month.



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 Specialist, the Health Promotion Specialist, a Registered Dietitian, two (2) Optometrists, a Dental Hygienist, the CHNS Director and representation from the Diabetes Prevention Program. A Health Promotion Specialist was hired in April of 2016 to assist both the Diabetes program and the Wellness program with increasing patient contacts, providing education and assisting with community events. All staff of the Diabetes Team has received training on "Bridges out of Poverty", "Historical Trauma" and "Trauma Informed Care". Staff have gained an understanding of Trauma Informed Care and as a group have resolved to just "be kinder" to patients, help them feel comfortable with us and make access to our services easier. Our hope with this intervention is that patients will feel less stressed, trust staff more and acknowledge a commitment to make healthier lifestyle changes.

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 two days per week. This allows better access for patients so they do not have to make a second trip to the clinic to see ancillary staff. A Registered Dietitian will join the Diabetes Educator and Fitness Specialist in Medical seeing patients starting in January of 2017. "Group Visits" for patients of the diabetes program were attempted this last year but this service was discontinued due to low interest and low attendance. We will focus our efforts on seeing patients in the medical department where we can be readily available to assist them.

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 and the Health Promotion Specialist are members of the Fostering Futures Project. The Fitness Instructor and the Health Promotions Specialist are members of the Community Engagement Workgroup and the Fitness Specialist is involved with the Youth Service Providers Committee, also know as Netaenawemakanak.

An annual patient satisfaction survey is given to patients of the diabetes program at educational events, at clinic appointments and also via the U.S. Postal Service. The satisfaction rating of this survey was a combination of excellent and good scores. The results of the 2016 survey were 98% were satisfied overall with the diabetes program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible.

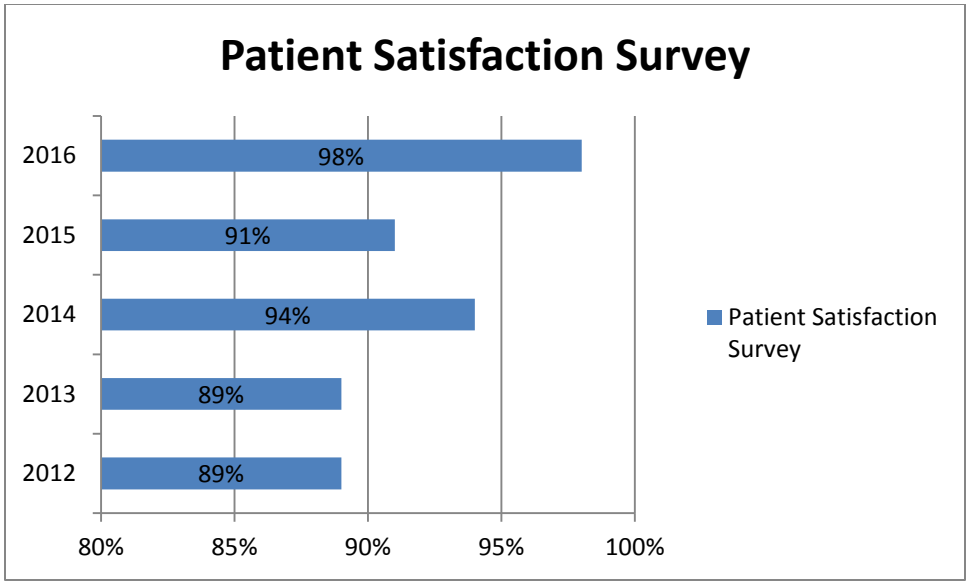


Chart audits of diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continual program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 18.5% to 48.7%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes.

The Diabetes Program in FY2017 will continue to concentrate their efforts on four of the health factors of the Wisconsin County Health Rankings that are related to Diabetes. They are 1) Adult and Youth Obesity, 2) Glycemic Control, 3) Physical Inactivity and 4) Creating nutritious meal plans from current food sources. The diabetes program will also continue working in collaboration with the Wellness Program and assisted 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. .

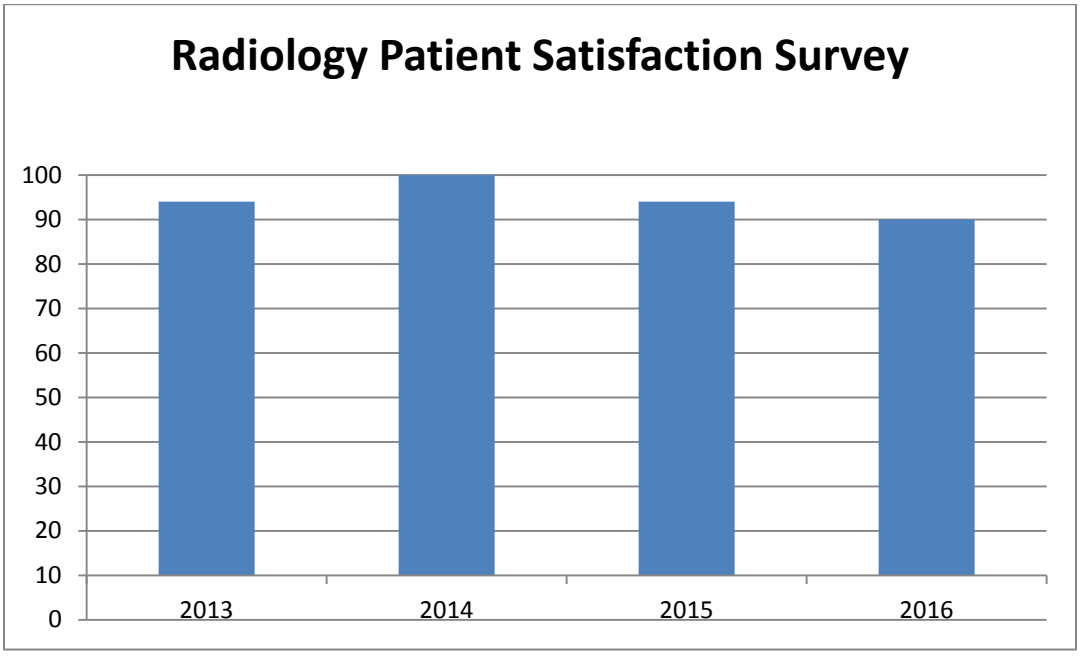
RADIOLOGY The radiology department is staffed by two technologists, one full-time and one part-time, providing general radiological exams ordered by clinic providers. We also do general radiology exams ordered by outside providers for clinic patients. All special studies are referred to outside medical facilities.

As mentioned last year, Aspirus Langlade Hospital is a common choice for emergency care. Although we tried to get ThedaCare and Aspirus to set up a digital connection for the transfer of images, it did not come to pass. As an alternate solution, we asked Aspirus Langlade to give CD's to the patients they saw that would be getting followed up at MTC. This was a relatively recent request and we have had a patient come in for follow-up x-rays and give us a CD from Aspirus. We are hopeful that this will continue as it improves patient care.

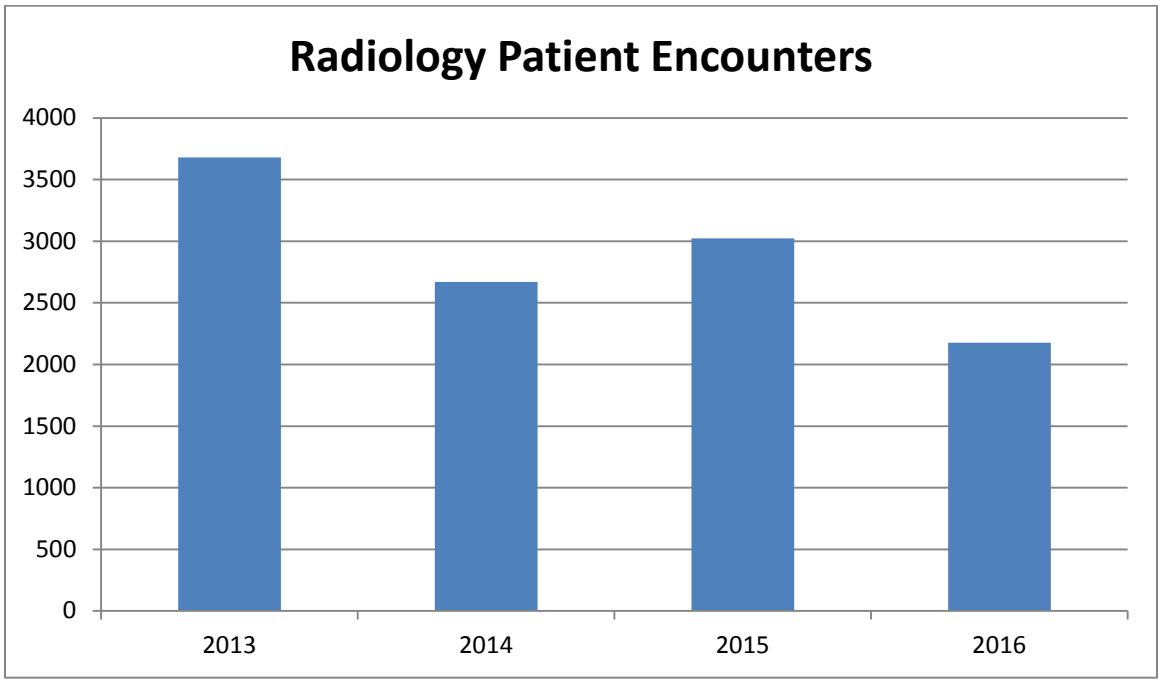
Last October, IHS inspectors came with a new, revised survey document as they no longer do x-ray equipment tests. Department policies and procedures were updated to correlate with new IHS requirements. An addition is currently being built to house the department and the radiology staff. Staff with the architect to design the new space. The space will have 2 rooms, an office and an x-ray procedure room. The new procedure room will have a curtained area in a corner for patients privacy. Both doors will have badge readers so that unauthorized persons will not be able to enter. IHS notified the Tribal Clinic in mid-December of 2015 that they would no longer be providing radiation monitoring badges for clinic radiology and dental staff as of January 1, 2016. Periodic monitoring of dental staff will be done every 5 years. Declared pregnant staff or any staff member of dental that requests a radiation badge will be provided with monitoring.

The Annual Patient Satisfaction Survey was done the third week in September. The percentage of patients that waited less than 15 minutes to have their radiology exam was 90%. Two of the four surveys that noted a long wait had the answer noticed right away. It appeared that in those 2 cases the patient likely included the time they waited

for the provider. A check in the computer ordering system showed that one of them had their exam completed within 5 minutes of the order and the other was completed within 7 minutes of the time the order was entered by their provider.



The encounter statistics for radiology are in transition. As was mentioned last year, starting in 2014 radiology staff no longer provides orthopedic services. Radiology 'encounters' statistics are lower than 2013 (see graph) because of this change.



Data from the 1st 9 months of 2016 compared to prior full years.

NUTRITION SERVICES / DIABETES PREVENTION The clinic's Diabetes Prevention Program (DPP) focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. This aligns with the tribe's strategic plan to promote and ensure community and individual responsibility toward

healthy lifestyles. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes.

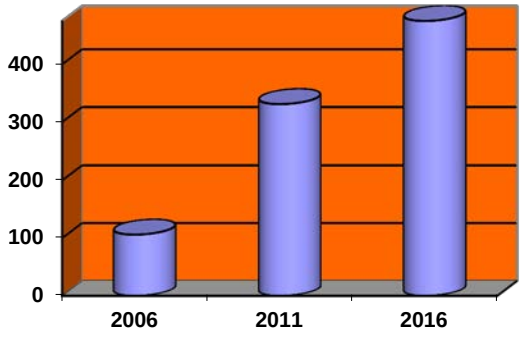
The Menominee Wellness Initiative (childhood obesity prevention) continued into its second fiscal year and is an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity. A fulltime community organizer and two part time collective impact coordinators were hired to help facilitate this endeavor.

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. We continue to see earlier Type II Diabetes diagnosis and therefore earlier, more successful, treatment of the disease.

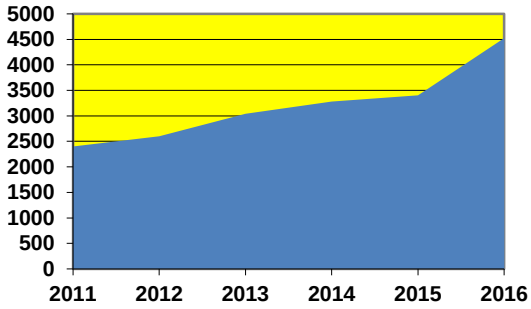
Highlighting this year's activities included: Two of the department employee's successfully completed the Menominee Leadership Academy. A recent grant award provided an indoor growing machine to the school district. The KPS and high school students participated in planting, managing, harvesting lettuce and other leafy greens for the students' salad bars. The 17th Annual Relay for Diabetes was held in August. 402 people walked 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 third annual Tied To Be Fit Walking Series was in September. One hundred and two (102) participants chose from walking distances of 2.62, 6.55, 13.1, or a full 26.2 mile marathon.

The state Senior Farmers' Market Program was offered for the 8th year to the Menominee Reservation.

The Diabetes Prevention Program was in the final year of IHS funding. It has been busy recruiting, enrolling, and maintaining patients in the Diabetes Prevention Classes. 3 series of classes had been scheduled during the year. The tribe received a No Cost Extension (NCE) and will be funded through March 2017.



Number of Patients Monitored on **Pre-diabetes Registry**



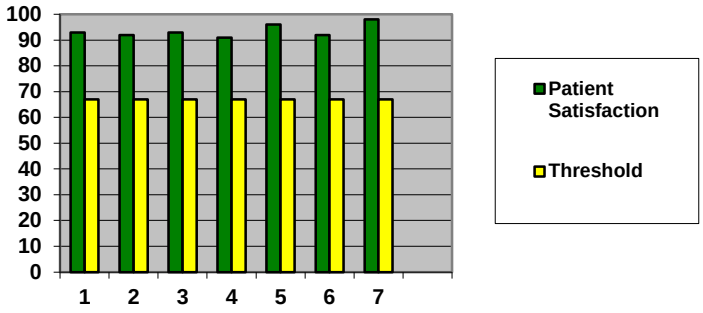
Agency Contacts by Year

The number of agency contacts per year has risen dramatically over the past two years. The graph above represents the total number of patients, students, clients and local agency contacts the department has made each year. Increase can be traced back to two efforts: 1) the Obesity Prevention grant Collective Impact efforts to work synergistically with local agencies in coordinating policy change related to childhood obesity and 2) the diabetes prevention program staff getting out into the community to work with families and individuals through community events and home visits.

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.

Nutrition/Diabetes Prevention Program (DPP) Patient Satisfaction Surveys were distributed in January-March 2016. Clinic Nutrition staff utilize results of annual survey to assess and improve customer service to the Menominee community.

2016 Patient Satisfaction Survery



All opinion questions garnered an 80% positive response rate or higher on a forced choice four-level Likert scale. Questions ranged from ease of enrolling in classes, helpfulness of program materials and quality of educators. This high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

Nutrition and DPP staff plans to use customer service skills that were favorably surveyed to assist with the next phase of the department as it facilitates the Menominee Wellness Initiative.

WIC DEPARTMENT The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the Tribes's strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing 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.

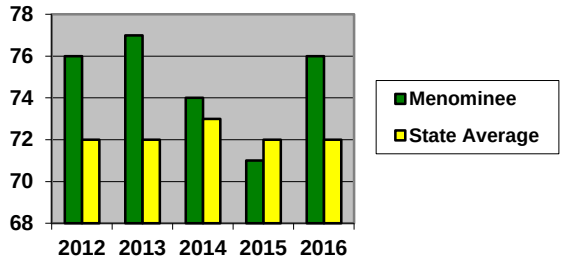
Notable highlights from this year include:
The WIC program successfully completed the first year of the EBT (Electronic Benefit Transfer) card system. Although the transition initially resulted in lower improved participation rates, the ease of use at grocery stores and improved efficiency of the WIC Program resulted in higher rates towards the end of the fiscal year.

The Breastfeeding Peer Counseling Program continues at the WIC Program and the Coordinator became IBCLC certified this past year.

The WIC Director has been an active member of the Community Engagement Workgroup. With a major focus on childhood obesity, the WIC program is a key partner in setting and administering policies and programming to improve the health status of the Menominee community.

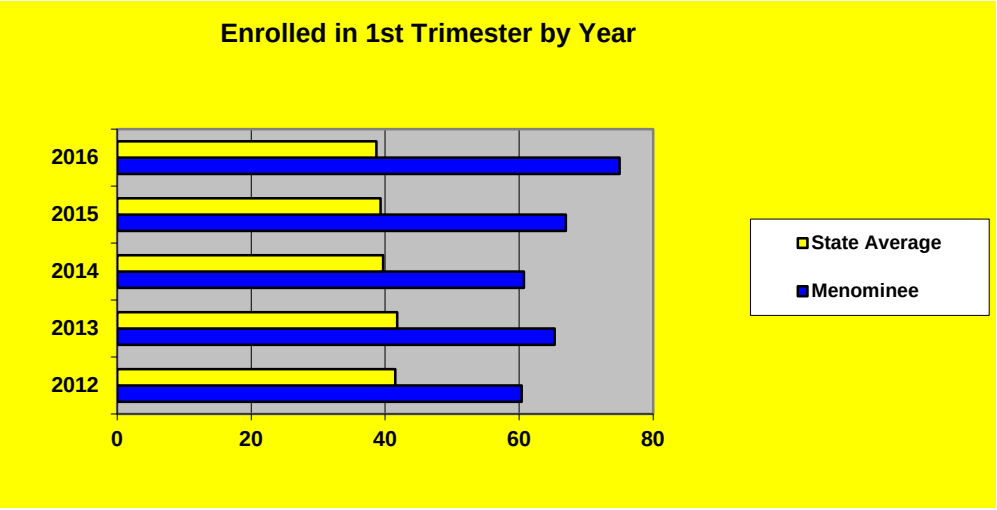
The Tribe continues to be a leader in the state regarding breastfeeding rates. This is the eleventh year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending at or above the state average and duration rates improved 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.

Breastfeeding Incidence by Year



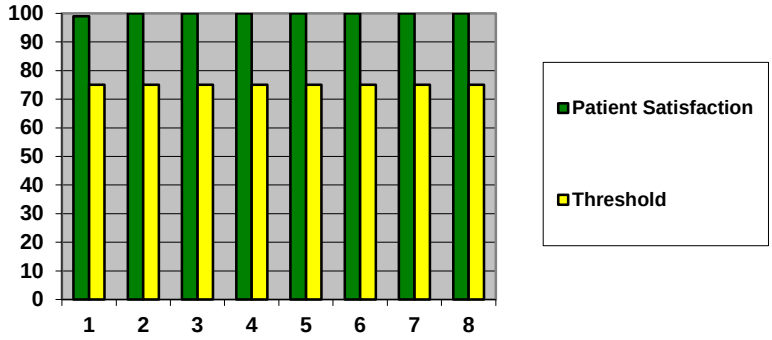
The focus on improving breastfeeding rates has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 10th Annual Cutest Breastfed Baby Contest 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 11th (48 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.

The graph below 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.



WIC Customer Satisfaction Surveys were distributed in April and May of 2016. The state WIC program generated this year's survey.

2016 Patient Satisfaction Survery



All opinion questions garnered a 99% positive response rate or higher. Questions ranged from friendliness of staff, listening and attentiveness of staff, to helping make healthy choices for the family. This extremely high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

WIC staff plan to use customer service skills that were favorably surveyed to assist with the clinic expansion project which may disrupt patient care flow. Department staff will survey clients again in 2017.

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 Full Time Employee (FTE) paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.9 FTE which 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 Department is the Information Technology and Telecommunications Systems support department for the Menominee Tribal Clinic. The IT department supports all Clinic Departments with computer and telephone hardware and software support. The Department sets the technology path for the organization and maintains all hardware and software systems at the latest release levels within the facility to ensure uninterrupted patient care. Staffing levels for 2016 remained consistent with the same 4 staff members in the department consisting of an IT Director, Network Administrator and two PC Technicians. 3 of the 4 staff members are Menominee Tribal Members. The IT department staff have 80 years combined IT experience they bring to the department.

The IT Department completed the following new systems, upgrades and projects in 2016

- Upgraded Main Data Center Core Switch from an outdated Chassis based system to a stackable which gave us greater room for expansion. Prior to the upgrade, we were limited to the number of slots in the chassis.
- Upgraded our Virtual Server farm and added 3 new HP Gen 9 Servers and upgraded the VM software. The clinic is currently 98% Virtualized running 30 Virtual Servers
- Installed new printers in Patient Registration area.
- Installed new printer in EMS
- Added two upgraded Dragon Dictation software systems for the Medical Department
- Upgraded IHS RPMS System to a virtual server and to the latest software version
- Upgraded all Clinic Servers from Microsoft Server 2003 to Server 2012 due to discontinued support for 2003 Servers.

- Upgraded organizations Antivirus Software from Trend Micro to Kaspersky due to inadequate Ransomware protection
- Added Paesler Network Monitoring software to the Clinic network for real-time network traffic and system monitoring. This will give us real time information on any network bottlenecks or system attacks.
- Upgraded the Dental Dentrix, and Dexis programs to the latest levels for Security and billing code requirements.
- New training lab with 12 Computers and a 65 inch smart board for healthcare training, webinars and recurrent certification training

The Clinic Information Technology department continues to provide complete technology support to all clinic departments and users through hardware and software upgrades, preventive maintenance programs and capital replacement plans. All staff share in the help desk support and handle numerous help desk support calls on a daily basis. We strive to provide 100% system availability so all our employees can provide top level patient care to our patient community.

WELLNESS One of our department's main priorities remains commercial tobacco abuse with a focus on education & prevention, cessation and smoke free areas. We saw an increase in the number of smoking cessation visits this year with a total of 524 visits, compared to 457 visits last year. A program/service satisfaction survey was given to smoking cessation clients with results showing their satisfaction with the program's overall services to be rated as 90% excellent, and the remaining 10% as good.
The Wellness Department continues its commitment to educating youth by teaching Wellness Classes to 6th Graders at the Menominee Indian Middle School as well as to 7th Graders at Menominee Tribal School. A total of 30 different health and wellness topics were presented to 65 students throughout the 2015-2016 school year. Some changes and additions were made to the class curriculums to address the subjects of Trauma and Adverse Childhood Experiences (ACES).

Lessons/curriculum were created and/or updated based on the latest available research in the areas of trauma informed care, adolescent brain development, healing, and resiliency. The hope is for the adolescents to begin to understand and learn the importance of how traumatic events can affect the development and functioning of their minds and bodies. Students are taught the impact that addressing and working through the trauma can have and ways they can cope so as not to become overwhelmed or defined by what has happened to them in their lives. Curriculum also includes teaching students about: Mindfulness, The Circle of Awareness, "TIME IN'S", Anger Management, Coping Skills, "Fear-less Living" (Bravery), and Identity & Personal Growth, and Optimism. The hope is that the students learn new skills that enable them to better respond to temptations and stressors that may be presented throughout their lifetime. A Strength Inventory is given to students to assist them in identifying their positive traits/skills/strengths so that they may use the knowledge of what they are good at to become happier, more productive, and well-adjusted individuals.

Human Sexuality Classes are also being taught and the curriculum has been updated to include not only the role of hormones but also of the brain in terms of the growth and changes experienced during certain periods of their development. Classes that are being taught at Keshena Primary School and Menominee Tribal School are as follows:

- 4th Grade Boys: Personal Hygiene
- 5th Grade Boys: Puberty/Men's Health Issues
- 6th & 7th Graders: Human Sexuality

Presentations included in the Human Sexuality Curriculum focus on the areas/topics of: Anatomy & Physiology of the Reproductive System, Relationships, Love vs. Infatuation, Sexual Abuse, Sexting, Teen Pregnancy Prevention, Abstinence, Birth Control Methods, Sexually Transmitted Diseases including the Human Papilloma Virus (HPV) and the HPV Vaccine. Data shows that the teen pregnancy rate in Menominee is continuing to decrease.

Other educational presentations occurring at the school-age level include presentations focusing on the prevention of commercial tobacco use and the proper use of traditional tobacco. These presentations are given at the Head Start, Menominee Indian Middle School, as well as at Menominee Tribal School.

Menominee Indian High School students are receiving presentations on the topics of E-cigarettes and Vaping. Results of the 2016 Menominee Indian High School Youth Risk Behavior Survey (MIHS/YRBS) showed current smoking rates among students at 18%, which continues to decrease.

The Wellness Department is part of a team that includes the Diabetes, Fitness, and Nutrition Departments. Some of the annual community events the Wellness Team provided include: Wellness and Menominee Veterans' "Spirit of Menominee Warrior Walk" (270 participants); "Pow- wow Walk/Run (180 participants); and the Neopit Soap Box Derby. Some of the new programs provided this year were: Yoga in Woodland Bowl and Menominee Tribal Summer School's "Keeping Yourself Safe Day" (60 youth).

Part of the Wellness Department includes a Fitness Specialist whose funding comes from the Special Diabetes Program. This employee/position spends two days a week in Menominee Tribal Clinic's Medical Department setting up exercise programs for clients. This employee's office is at the Keshena Recreation Center and manages the center's fitness room. The Fitness Specialist wrote a policy and procedure manual for the fitness room and set up 24 hour access for members.

A new position in the Wellness Department this year is the Health Promotion Specialist whose funding also comes from Special Diabetes Program. This individual serves as an educator and assistant for both the Special Diabetic and the Wellness Program.

Other activities occurring within the department include the coordination of the Menominee Community Health Promotion and Disease Prevention's continued accreditation here at the clinic, and continuing to serve as a member of the Wisconsin Native American Tobacco Network.

Donations made by the Wellness Department were given to : Tribal Preservation Culture camp, Sturgeon Festive Celebration, Lumberjack Breakfast, Tribal Police, Woodland Boys & Girls Club, Menominee Little League, and Youth Olympics.

MEDICAL RECORDS The Medical Records Department continues to be staffed by three technicians and the department supervisor.

The Medical Records Department provides accurate and timely scanning and filing of various reports and documents into patient electronic health records. The Medical Records Department staff follows the HIPAA Privacy Law and uses WI Statute 146.83 Access to patient health care records as a guide in processing authorization to release protected health information. The Medical Records Department processed a monthly average of 344 authorizations to disclosure protected health information and received $13,331.27 for photocopies/disclosure services.

Medical Records Department provides transcription service to the Behavioral Health Services Department as needed.

A Medical Records Department Technician continues to assist in performing some IPC coordinator duties including attending IPC meetings and webinars, organizing, collecting and documenting for an improved patient care program, working with ThedaCare staff on developing accurate clinical quality reports from the Epic Electronic Health Record (EHR), developing and running reports for use by clinic staff, and becoming familiar with the Epic EHR to ensure capture of appropriate data for quality reports. She meets with the MTC Business Manager routinely to discuss Meaningful Use reporting, Physician Quality Reporting System, and Quality and Resource Use Reports.

The Medical Records Department provides orientation of the department function and access of services to new employees. The staff provides coverage in other clinic departments when needed.

The Medical Records Department staff attended HIPPA Collaborative of Wisconsin conferences, Wisconsin Medical Society Wisconsin Health Information Association Release of Information workshop, Employee Insurance Benefits Fair, fire extinguisher training, Clinic Employee In-services training, CPR training, training offered by the HR

Department and Finance Department, and webinars and phone conferences regarding Meaningful Use, PQRS, and QRUR.

BILLING / PATIENT REGISTRATION The Billing department is responsible for billing all patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing computerized billing/accounts receivable software that is tied to the Clinic electronic health record 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 payments, and selling 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 staffing plan of the department includes the business manager, patient registration coordinator, cashier/accounts receivable technician, five billing specialists, three coding specialists, and four patient registration specialists.

The Accounts Receivable (AR) was audited by the Tribe's external auditors for Indian Health Service (IHS) beneficiary compliance in October, 2015 as well as specific financial transactions in January, 2016 to test the accuracy of the Clinic AR for a number of randomly selected patient accounts. MTC-Billing passed both reviews as it showed all the documentation was in order and available on the patient account and the financial transactions were properly documented and the amounts were down to zero at the time of the review.

ICD-10 Coding went into effect for dates of service beginning October 1, 2015 replacing ICD-9 coding. This required diagnosis codes on claims billing to be specific three (3) to seven (7) characters as compared to ICD-9's three (3) to five (5). In addition, the number of codes increased to approximately 70,000 as compared to approximately 14,000 ICD-9 codes. This was a big deal for coding and electronic claims billing; through ThedaCare and use of the EPIC system the transition was pretty seamless because the implementation was handled through a system upgrade to meet the requirements. In addition, our coding staff is certified and had been training and testing on the change well in advance of the implementation date.

On February 1, 2016 a fee increase, recommended by our MTC Rate Review workgroup and approved by the Tribe's Health and Family Committee, went into effect for all Clinic fee schedules with the exception of the lab fees; the last fee increase occurred in 2012. The fees are reviewed annually based on a number of factors to determine if an increase is warranted.

Patient Registration registered a total of 90,527 patients during the reporting period for a daily average of 365 patients per day. That average is up from the previous year of 361 patients per day.

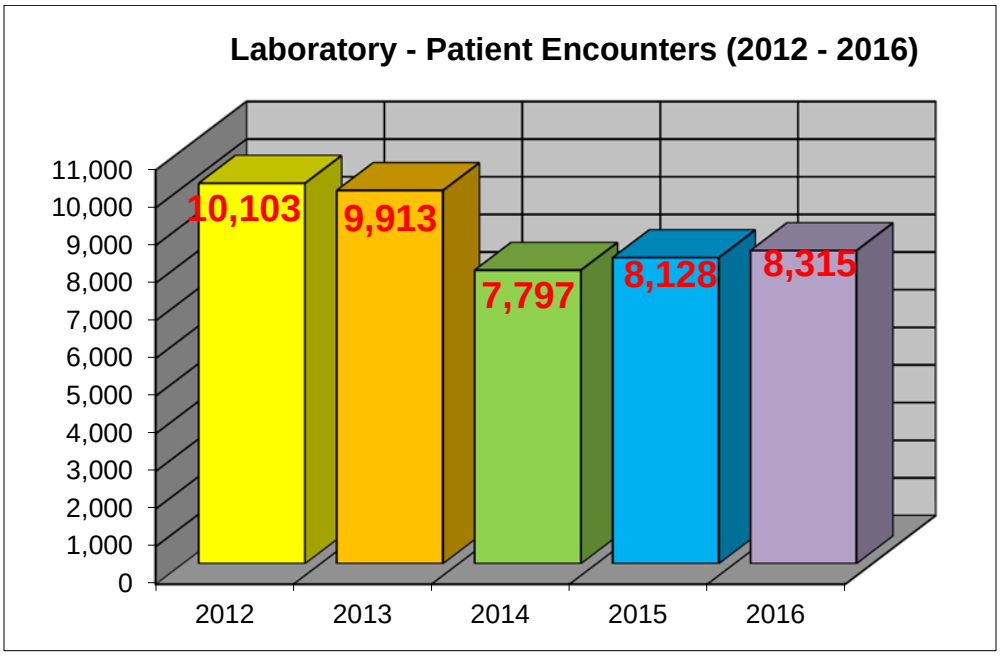
Our staff continues to stay current with transactions in three different practice management/billing systems which directly impact the Clinic accounts receivable and Clinic revenue. The accounts receivable (AR) ending balance as of 9/30/16 was $1,308,342 and is a combination of all three practice management systems. Cash receipts (less FQHC) collected totaled $7,188,672. The Clinic generates revenue from billing for services for patients who have Medicare, Medicaid, insurance through their employers, self-pay patients, eyewear, contacts, and OTC sales.

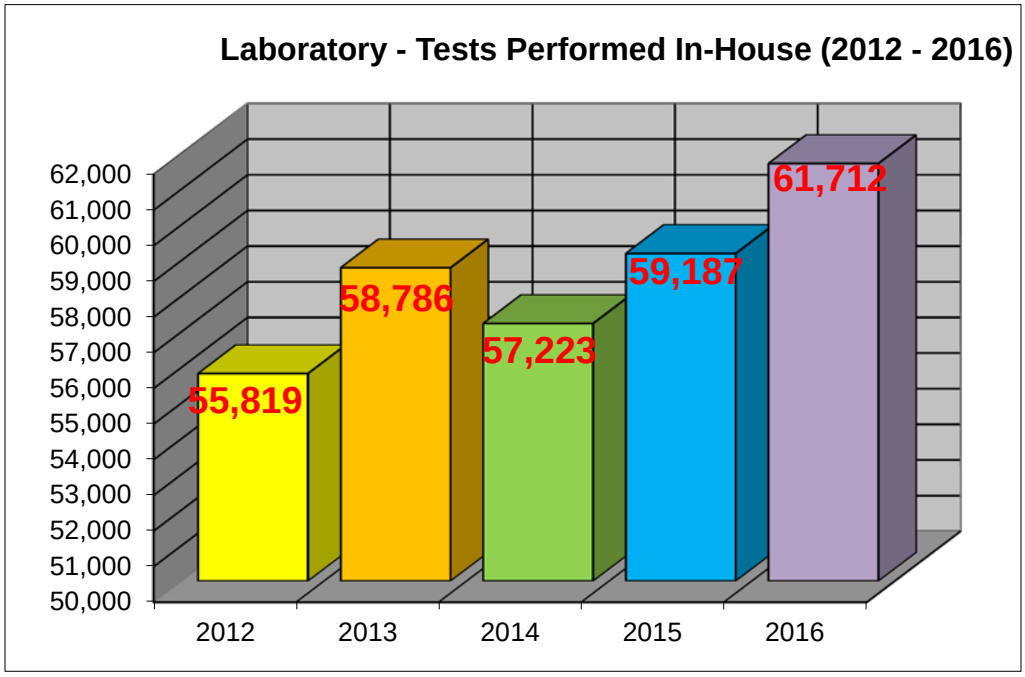
LABORATORY The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory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

The laboratory is staffed by a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide/Phlebotomist.

The Laboratory Department's Patient Encounters for 2016 is 8,315. 61,712 tests were performed In-House on those clients. The Laboratory Department in 2016 also referred 7,458 tests to outside laboratories. A total of 123 urine Drug Screen sample collections were performed in 2016. When compared to 2015 the total number of patient encounters appears to be about the same as the previous year. The number of tests performed in-house is up

slightly (4%) when compared to the previous year. The number of tests referred out is also up slightly as compared to 2015.



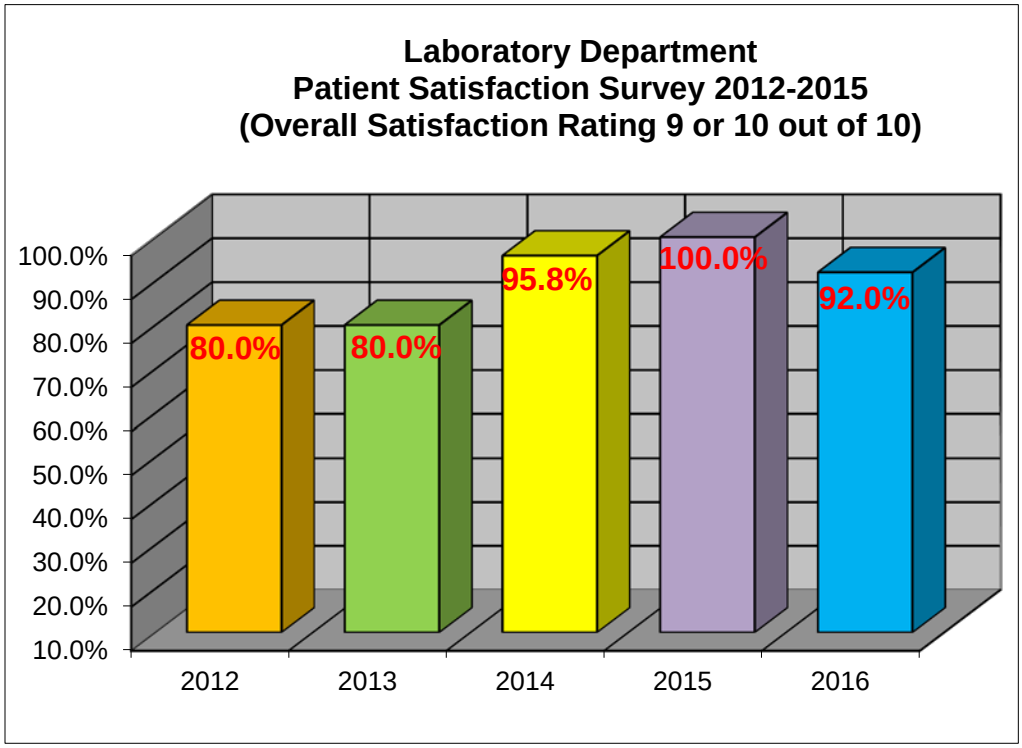


One challenge for the laboratory for last year dealt with the billing for tests sent out to be performed by our reference laboratory, ThedaCare. Processing charges for those services on patients with Blue Cross/Blue Shield insurance coverage, Medicare, and Medicaid and routing to the correct payer has improved somewhat but there still are issues in 2016.

Clinical Laboratory Improvement Amendments (CLIA) laboratory inspection was conducted by a surveyor from Commission on Laboratory Accreditation (COLA) on February 12, 2016. There were no major citations issued which required written documentation submitted to COLA. Fifteen minor citations for non-compliance to COLA standards were noted. Minor citations require correction in a timely manner and will be checked for compliance during our next survey. Our next survey will occur in two years.

The laboratory department has been involved in 2016 with designing the remodel for the laboratory department which is scheduled to begin in 2017. The patient specimen collection area has been the focus of the remodel for the department to increase patient privacy.

A patient satisfaction survey was conducted in February and March of 2016. The survey was comprised of five sections. The first section concerned background questions such as when their visit occurred and wait times. The second section regarded questions about our facility, such as ease and comfort and cleanliness. The third section concerned laboratory staff performance during the specimen collection process, such as friendliness and skill of the staff person. The fourth section contained personal issue questions concerning patient privacy and responding to their concerns and complaints. The final section requested the patients to consider all of the above areas and give an overall rating of the laboratory department's performance using a scale of 1 to 10 with 10 being the highest. Seventy-two percent (72%) of the respondents graded 10, 20 % of the respondents graded 9.



COMMUNITY HEALTH NURSING SERVICES The Community Health Nursing Service provides a variety of services within the clinic and out in the community. The staff comprises 4 BSN RN's, one program assistant, one receptionist.

The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and department. She assists with the Health checks, car seat distribution and car seat checks, managing the loan closet supplies 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, Tina Shawano 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 a total of 74 car seats and booster seats were dispensed.

The Immunization Program oversees vaccine use within the clinic; 5041 vaccines were given to 2900 patients. 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

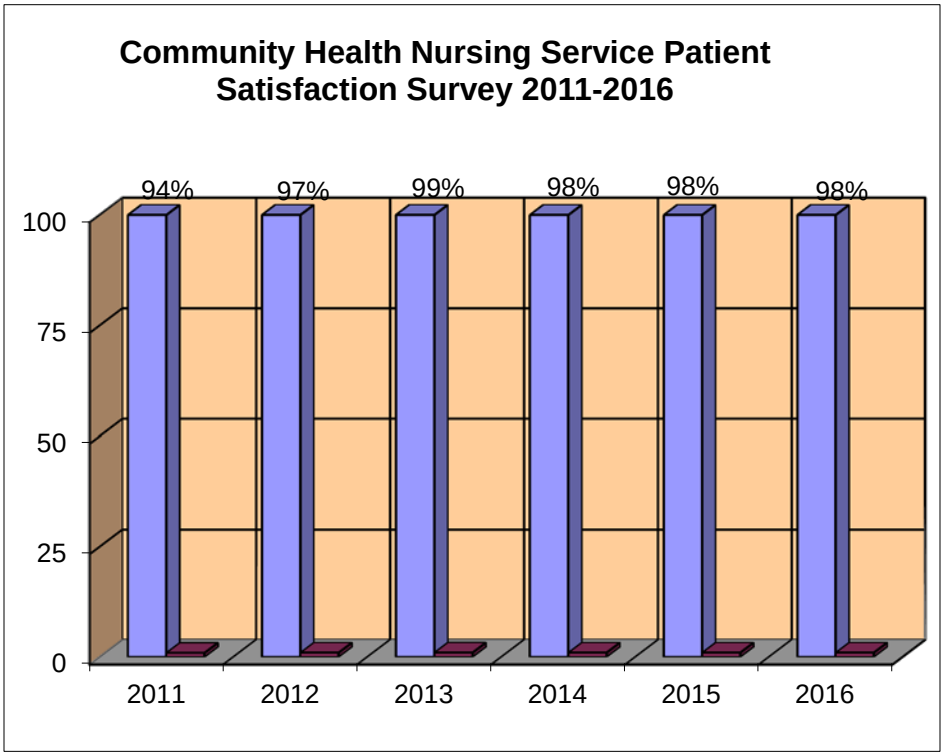
done at the schools. A Community Health Nurse also reviews the immunization records for the tribal school and vaccinates children found to be behind, when she gets parents' consent, at the Menominee Tribal School.

Health checks are available to children 3-18 years old. Appointments are scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done on 136 children at the Head start in September with CHNS, optical, dental, and nutrition department staff participating. Overall this was helpful to the Clinic departments and the Head Start to get the bulk of the children screened within the timeframe of the Head Start guidelines.

Medication management for patients with Chronic Mental Illness is provided in collaboration with Menominee County Human Services, Community Support Program Staff. We are presently assisting 10 clients with this weekly.

Community health nurses work with the Women's Personal Health nurses to provide continuous coverage for both departments. Nurses from these departments participate at Community Engagement Workgroup meetings and continue to be involved with trauma informed care initiatives and teen pregnancy prevention.

Community Health Nurses provide nursing services in patient's homes. A total of 3972 home visits were made over the past year. Referrals for these services come from Menominee Tribal Clinic (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. Primarily two RN's case manages the skilled nursing visits of this and on average assists 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. Ninety-nine (99) 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 nurses are responsible to follow-up on communicable diseases reported by MTC 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. To date there have been 38 cases of chlamydia reported this year.

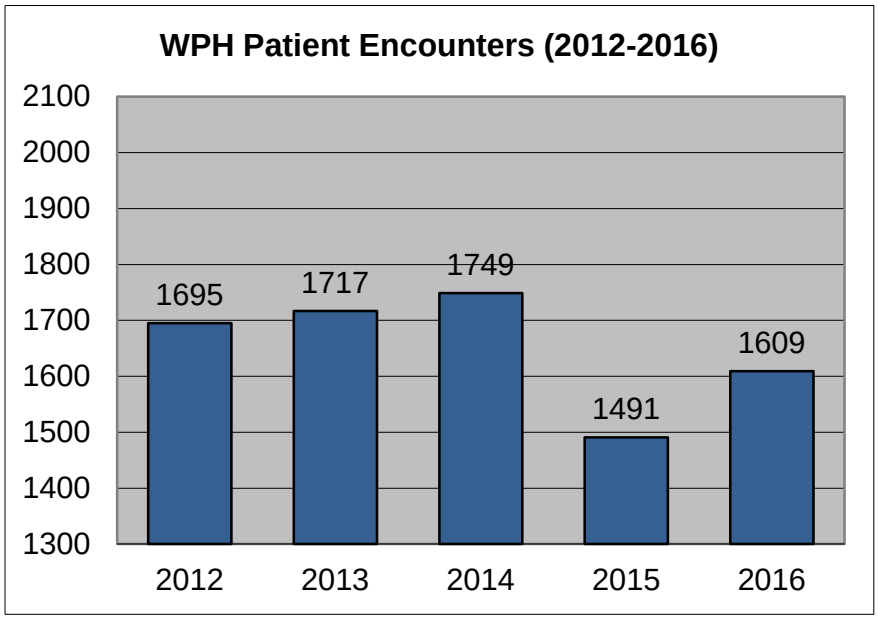
Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other tribal coordinators. The registered nurse sets up a number of HIV/AIDS/STD presentations at the School, College, and other community sites on prevention of the disease and treatment available for those infected. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the pow-wow. This past year 5 patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

The 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 Human Services. If respite care is needed they are referred to Menominee County Human Services (MCHS). Post-natal questionnaires are performed on mothers; those with issues referred are 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.

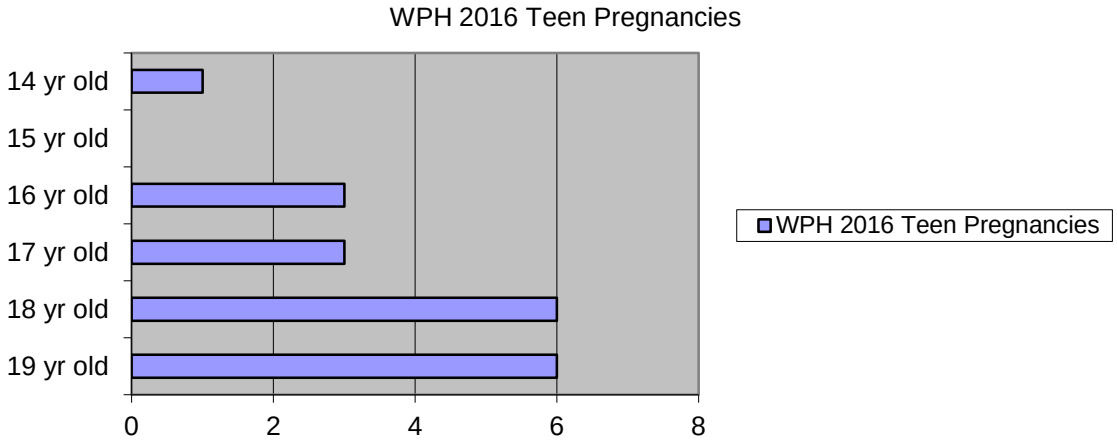
One of the services the Community Health Nurses provide is skilled nursing in patients home. These patients are surveyed for satisfaction. There are 60-70 patients that receive this type of service.

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, Sexually Transmitted Disease (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 BadgerCare 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 two (2) Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

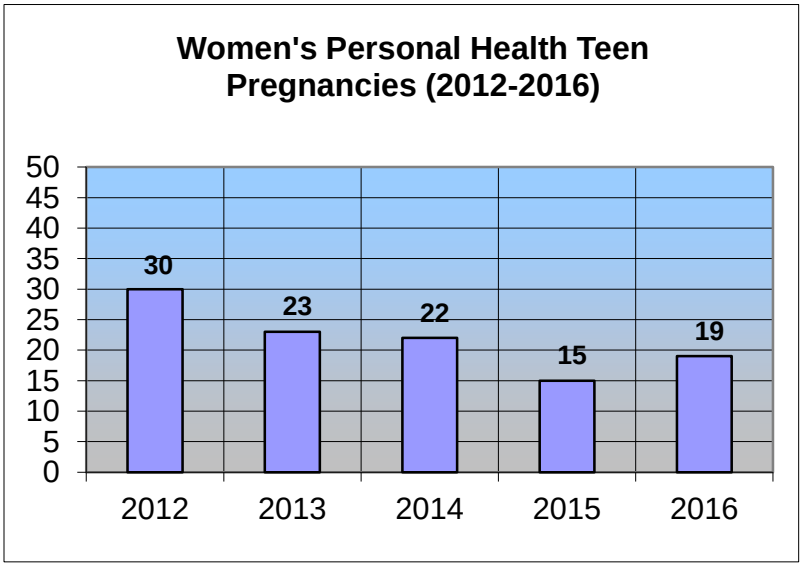
The WPH program provided 1609 client encounters this grant year. This is an increase from 1,491 last year. Seventy four (74) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Alternative High School, 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 140 new OB patients this grant year. The total number of teen pregnancies was 19, an increase from 15 in 2015. Five (5) of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the 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 two (2) to six (6). 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 8.

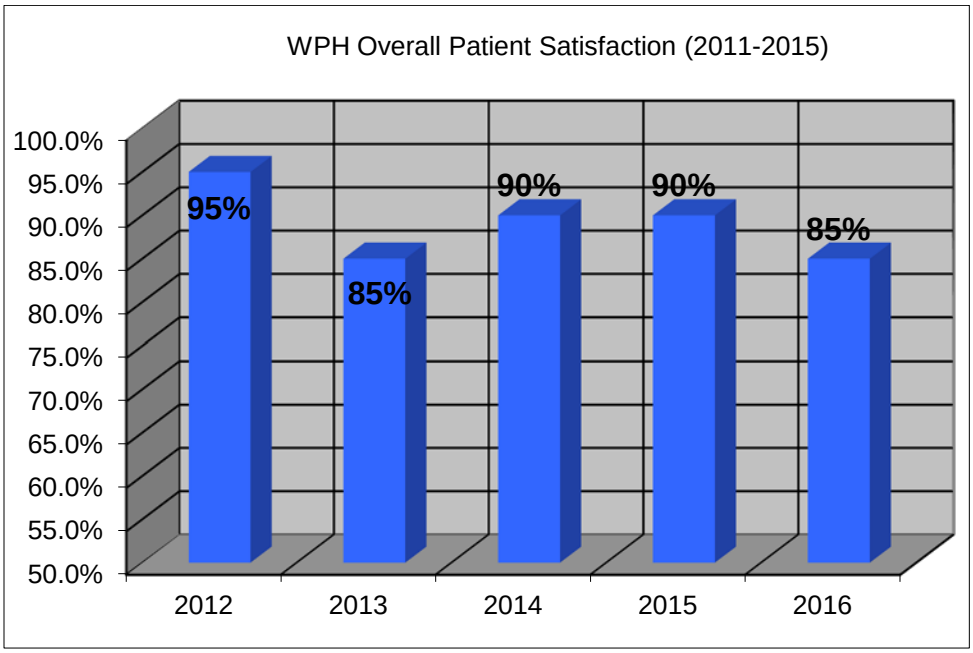


The annual numbers of Menominee Tribal Clinic teen pregnancies have been gradually declining even with the slight increase this year. The majority of the teen pregnancies are 18 and 19 year olds. The success of the decline in the number of teen pregnancies over the past five (5) years is in large part due to MTC providing long-acting reversible contraceptives (LARCs) such as progestin implants (Nexplanon). Since April 2012, Nexplanon has been offered as a birth control option at MTC. The average number of Nexplanon placed each year at MTC is 50-55 and approximately 25% to teenage patients. WPH staff has participated in the Community Engagement Workgroup 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 22 women were referred for mammogram screenings through this program. This is a slight decline from last year at 30. The Affordable Care Act has provided many uninsured women the eligibility to obtain health care coverage and has decreased the number of Well Woman's Program (WWP) enrollments state wide. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs have been promoting

Breast Cancer Awareness and other Women's Health during this month with information and promotional products on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns on display in the clinic. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.



The Patient Satisfaction Survey for rating the staff indicated the same approval rating in services from last year. 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.

Women's Personal Health Department has received the Healthy Start - Eliminating Disparities in Perinatal Health Grant from Great Lakes Inter-Tribal Council. While most women have a safe pregnancy and deliver a healthy infant this is not the case for all. Major and persistent racial and ethnic disparities exist for pregnancy-related maternal illness and mortality, infant mortality and other adverse outcomes such as preterm birth and low birth weight. The root causes of these disparities are complex and include socioeconomic and environmental factors, as well as differences in access to health care. There is great potential for reducing these root causes, particularly among low-income families and communities by strengthening community-based systems of care and implementing "Family Spirit" an evidence-based home visiting program designed for and by American Indian Communities. The number of Healthy Start Participants this past year was 30 mothers and 7 infants.

The Healthy Start initiative strives to ensure access to community-based, culturally sensitive, family-centered and comprehensive health and social services to women, infants and their families. The Healthy Start program will provide:

- Referral and ongoing health care coordination for well-woman, prenatal, postpartum and well-child care;
- Case management and linkage to social services;
- Smoking cessation counseling and drug and alcohol services;
- Nutritional counseling and breastfeeding support;
- Perinatal depression screening and linkage to behavioral health services;
- Home visiting;
- Inter-conception education and reproductive life planning;
- Child development education and parenting support

The employees of the Healthy Start - Eliminating Disparities in Perinatal Health Program are a full-time Maternal Child Health Nurse, a half-time Maternal Child Health Worker, and a part-time MCH Nurse as program Director. The staff participates in Community Engagement and training in trauma Informed Care.

College of Menominee Nation

S. Verna Fowler, Ph.D., President

PROFILE OF LEADERSHIP & PERSONNEL: In academic year 2015-2016, the College of Menominee Nation (CMN) completed its 23rd year of operations and observed the 24th anniversary of its Founding President, S. Verna Fowler, Ph.D. Dr. Fowler was hired by the Menominee Indian Tribe of Wisconsin's Legislature in 1992 to develop curriculum, select faculty and create infrastructure for a tribal college. Classes began in Keshena on Jan. 19, 1993. Today, CMN is an accredited institution awarding Bachelor's and Associate degrees, technical/trades diplomas, outreach programming, non-credit courses, workshops, conferences, and a variety of services for adults and youth. The College is chartered by the Menominee People 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.

Dr. Fowler (Ph.D., University of North Dakota) retired from the Presidency on June 30, 2016. The College's Board of Trustees named CMN's Chief Academic Officer, Dr. Diana Morris (Ph.D., Ohio State University) as Interim President while a search for a permanent replacement is conducted.

The College's seven-member Board of Trustees provides independent oversight of CMN operations. All Trustees are enrolled in the Menominee Tribe. Retirements from Board service and the death in February of the late Chairman Michael Chapman brought several changes to Board composition. With the start of academic year 2016-2017 on July 1, 2016, those serving on the Board and institutions where they studied were the following:

Board Officers

- Chairwoman – Virginia Nuske, retired (Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines)
- Vice Chairwoman – Karen Bowman-Dillenburg, retired (B.S., St. Norbert College; M.S., Marian University)
- Secretary – Lori Corn, School Administrator/Principal, Menominee Tribal School (B.S., St. Norbert College; M.S., Marian College)

Board Members

- Gary L. Frechette, Programmer Analyst, WEC Business Services, WEC Energy Group (B.S., Milwaukee School of Engineering; M.S., Marquette University)
- Sarah Harkey, Nurse Practitioner, Menominee Tribal Clinic (A.A., College of Menominee Nation, B.S.N.; Bellin College of Nursing; M.S.N., University of North Dakota)
- Cedar Kakkak, Assistant Administrator, MITW (A.A., College of Menominee Nation; B.S. University of Wisconsin-Madison; M.P.A., UW Oshkosh)
- Jesse Waukau, Finance Project Leader, Global Services FP&A, GE Healthcare (B.B.A. and M.S., University of Wisconsin-Milwaukee, CPA)

Those having Board service that ended during 2015-2016 included long-term Trustees and three past Chairs (Mr. Chapman, Ms. Ignace and Ms. Miller). They are:

- Michael Chapman (UW-Green Bay; NAES College)
- Georgianna Ignace, volunteer (B.S., Marquette University)
- Lynnette Miller, Executive Director, Menominee Tribal Gaming Commission (B.S., UW-Green Bay; M.S., Silver Lake College)
- Elaine Peters retired (B.S., UW Oshkosh).

The Board's honorary Trustee is Ada Deer, retired (B.A., UW-Madison; M.S.W., Columbia University).

CMN employs 131 individuals, 84 percent of whom hold academic or technical credentials, and 33 percent of whom have earned advanced degrees at the master's or doctoral levels. Sixty employees are enrolled or descendant Menominee. Six are affiliated with other American Indian tribes.

Officers of the College effective July 1, 2016 are:

- Interim President and Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- Comptroller Mwata Chisha (B.S. and M.A., New Mexico State University)
- Dean, Letters and Science, Chad Waukechon (B.A, UW-Green Bay; M.Ed., University of Minnesota Duluth)

A number of other enrolled or descendant Menominee hold administrative positions as Deans, Directors and Managers at CMN. Among them, as of Fall Semester 2016, are Darla Gretzinger Asenbrener, Manager, Purchasing (A.A., Northeast Wisconsin Technical College); 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); Nicole Fish, Dean, Student Services (A.A., College of Menominee Nation; B.S., Silver Lake College; MBA, Lakeland College); Tessa James, Assistant Director for Development (B.A., UW-Stevens Point; M.A.C., Lakeland College); Portia Koebach, Director, IT (A.A., College of Menominee Nation; B.S., American International University); Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh); and Shannon Wilber, Director, Campus Support (B.S. and M.S.W, UW-Green Bay).

Faculty members, adjunct faculty and instructors from MITW 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), Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University), and Gerald Wayka, T.D., College of Menominee Nation; Journeyman Electrician, Northeast

OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES

■ Academic and Technical/Trades Programs

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

The College of Menominee Nation offers these 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/Elementary 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.

While the College as a whole is accredited by the Higher Learning Commission, teacher education and nursing curricula require their own independent recognition. For CMN's Bachelor's Degree in Education, approval has been provided by the Wisconsin Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing, now in latency, is accredited by the Accreditation Commission for Education in Nursing.

Associate Degree (2-year) programs available at CMN in the 2015-2016 academic year were:

- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Materials Science and Pre-Engineering

- Natural Resources
- Nursing (Applied Science)
- Pre-Environmental Engineering Technology (Applied Science)
- Public Administration
- Sustainable Development.

Technical Diplomas were available at CMN in the following:

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

■ Students Demographics

The unduplicated student enrollment number in degree and diploma programs for academic year 2015-2016 was 433, with a full time equivalent enrollment of 298.

Among these students, a total of 277 (64%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population also had strong representation from Oneida and Stockbridge-Munsee tribes. Other tribes represented in the 2015-2016 enrollments were Apache, Chickasaw Nation, Chippewa and the Chippewa bands Lac du Flambeau, Lake Superior and Turtle Mountain, Comanche, Crow, Ho-Chunk, Lac Courtes Oreille Ojibwe and Ojibwe-Red Cliff Lake Superior, Mohican, Navajo, Potawatomi and Prairie Band of Potawatomi, Shoshone- Eastern, Sioux, Standing Rock Sioux, and Winnebago.

Fifty-five percent of CMN's students in the year were age 25 or older. Among the youngest enrollees were high school students participating in free, grant-funded classes through Learn and Earn, a program which enables them to accrue credits that can be applied toward graduation and toward College requirements.

■ Outreach, Community Service and Continuing Education

Sustainable Development Institute (SDI) – The first affiliate created by the College after its inception in 1992-1993 was the Sustainable Development Institute (SDI). Its purpose is to encourage, promote and build upon the Menominee approach to sustainable development. The Institute, housed on property adjacent to and south of the Keshena campus, today includes the Center for First Americans Forestlands.

In April, representatives of the College, the U.S. Forest Service and partner organizations gathered at the Keshena campus to launch the third multi-year Memorandum of Understanding (MOU) between CMN and the USFS. The MOU series that originated in 2004 is now extended until 2020. Among results of the partnership was the creation at CMN of SDI's Center for First Americans Forestlands. A highlight of the event was a poster display created by 20 fourth-grade students from the Menominee Tribal School on "What the Forest Means to Me".

SDI works with a number of partners in mainstream institutions of higher education and with agencies and organizations such the USFS and Second Nature. Its focus includes exploring solutions to climate change, food sovereignty and other sustainability problems through both scientific knowledge and indigenous wisdom. Programs such as SDI's "Learning from the Land" national workshop in June and the "Global Indigeneity and Sustainability Seminar" held in early Fall 2016 brought academics, other professionals, citizen activists and students together in Keshena.

SDI renewed its commitment to moving the College's campuses toward climate neutrality with presentation in December 2015 of its 2016 Climate Action Plan. The plan, developed by CMN's Sustainability Committee, articulated the goal of achieving climate-neutral campuses for CMN by reducing greenhouse gas emissions. Objectives in the plan ranged from continued inventory and monitoring of CMN's emissions and research on mitigation strategies to actively engaging students, faculty, staff and community members in activities focused on personal responsibility.

Pollination ecology, soil profile pits, a community-based phenology observation trail on the CMN Learning Path, and community gardening are among the topics brought to the community by SDI staff and student interns during the year. Continuing information on programs and events are published in the SDI e-newsletter. To subscribe, call 715-799-6226, ext. 3041, or email cthunder@menominee.edu.

Department of 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.

DoCE moved offices during the year from the Cultural Learning Center across campus to the Community Technology Center. The relocation provides a more convenient one-stop site for community visitors and supports collaborative planning among staff from several CMN programs. Now sharing space in the Community Technology Center are Menominee Job Center and Workforce Innovation Opportunity Act programs, Financial Literacy and Youth Empowerment programs, Summer Transportation Institute, UW-Extension offices, and staff responsible for organizing the College's farmers market, garden workshops and community garden plot. Extension's move to the CMN campus from its former location in the county's social services building basement has also enhanced community access. The Menominee Vocational Rehabilitation program continues serving its clients in Glen Miller Hall.

Job-focused initiatives in the year included development of a Commercial Drivers License (CDL) course at the Keshena campus in cooperation with Fox Valley Technical College. By Fall semester 2016, six area men had completed the program and applicants were being sought for the next enrollment session.

During the years, DoCE offered 60 different workshops totaling 144 workshop sessions and 1,500 program registrations. Grants from the American Indian College Fund enabled the department to continue its series of workshops on traditional arts and crafts such as quillwork, leather relief and woodcarving. Hands-on cookery was featured in classes led by UW-Extension's Jennifer Gauthier and by Rachel Otradovec at sites around the reservation.

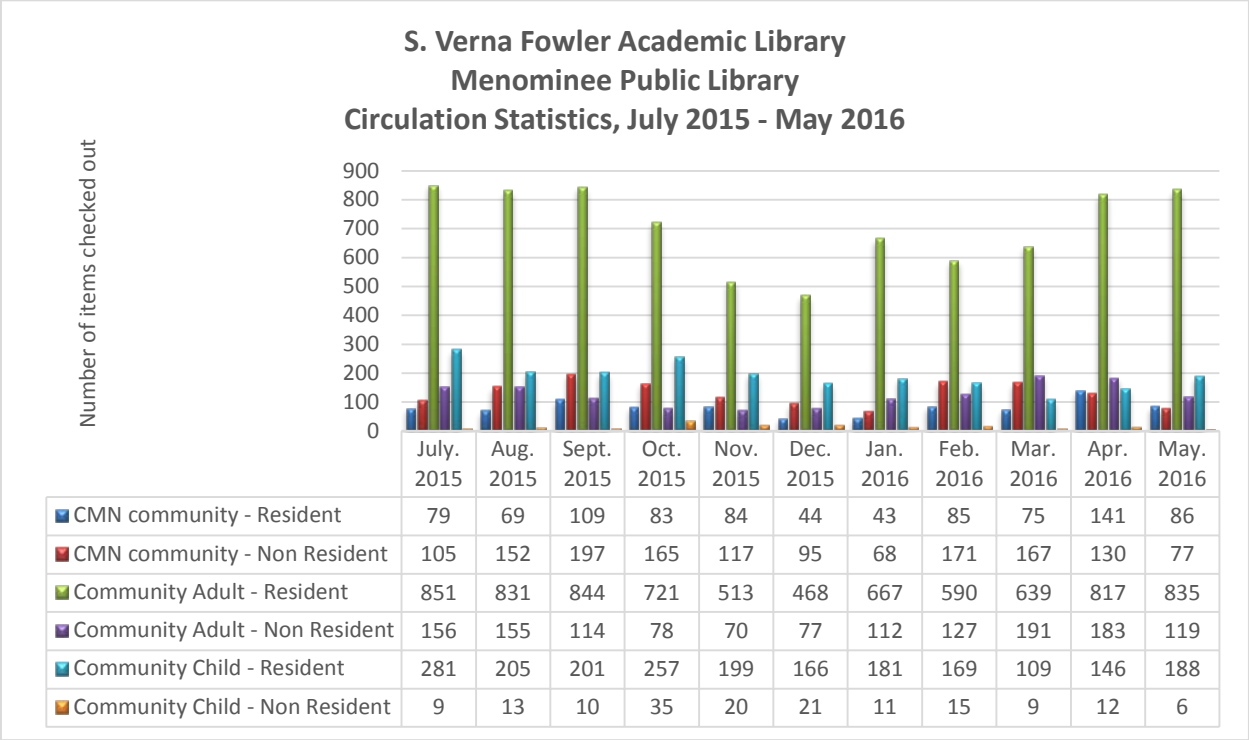
DoCE youth programming at the College provides opportunities that are free of cost, family-friendly and designed to help young people gain skills for future success. These include a 4-H collaboration with UW-Extension, the job-focused Summer Transportation Institute, and the Menominee Youth Empowerment Program (MYEP). The 52 Menominee students in the MYEP cohort have participated together for five years in activities designed to promote student success and family resiliency and help children avoid high-risk behavior. It is funded by a major grant of the U.S. Department of Health and Human Services.

Library - The Menominee Public Library is housed in and operated as a parallel entity with the College's S. Verna Fowler Academic Library. The move of the public library functions from the tribe to CMN occurred in 2012. In 2016, an adjustment was made in a Wisconsin statute that smooths the way for the Menominee Tribe and Menominee County to be partners with the College in providing an official public library for residents. State Representative Jeff Mursau of Assembly District 36 and other officials and community members worked with CMN to secure the successful review of the statute.

Staff members on the Keshena campus provide public library services for residents of the Reservation and Menominee County, as well as non-resident visitors. They manage and build the public library collection, provide inter-library loan services and present library and literacy programs for children, young adults and adults. Library Director Maria Escalante makes quarterly reports on public library expenditures, programming and patron statistics to the Tribe. Funding is provided by the College, MITW, Menominee County and other sources.

Calendar year 2015 had a circulation total of 16,390 items, including books, media material and other collection items checked out from the library. The number includes nearly 3,000 check-outs by or for children – good news for parents and educators working to encourage early-reading initiatives in the community. For comparison, circulation figures reported at the Public Library in 2012 was 1,820. Increases have been robust since then, with 10,376 loans in 2013 and a peak 22,893 in 2014. CMN faculty, staff and students primarily use research material and facilities at the campus library, while community patrons comprise the largest number by far of those borrowing materials.

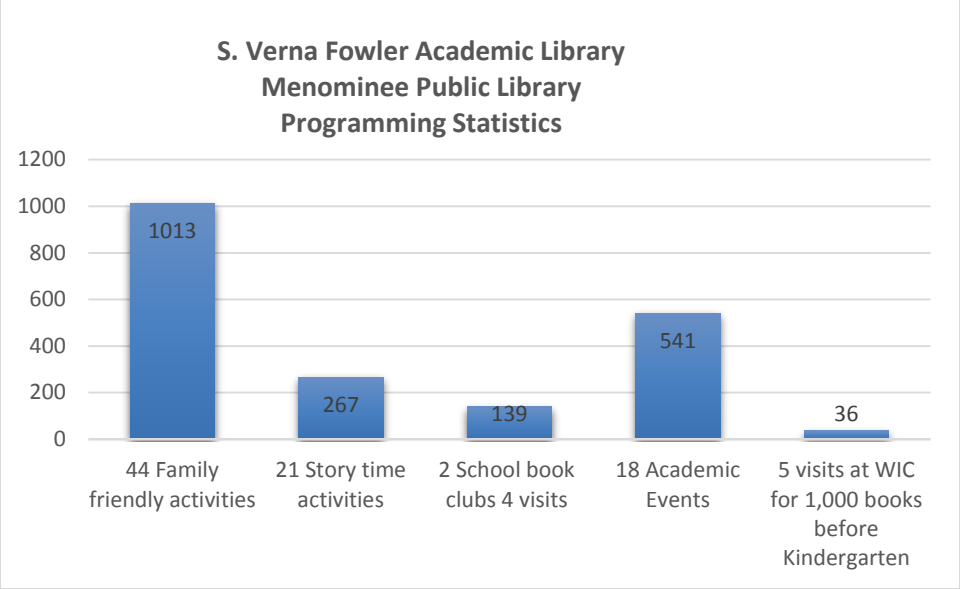
Library Table 1.



	July. 2015	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015	Jan. 2016	Feb. 2016	Mar. 2016	Apr. 2016	May. 2016
CMN community - Resident	79	69	109	83	84	44	43	85	75	141	86
CMN community - Non Resident	105	152	197	165	117	95	68	171	167	130	77
Community Adult - Resident	851	831	844	721	513	468	667	590	639	817	835
Community Adult - Non Resident	156	155	114	78	70	77	112	127	191	183	119
Community Child - Resident	281	205	201	257	199	166	181	169	109	146	188
Community Child - Non Resident	9	13	10	35	20	21	11	15	9	12	6

Escalante and her staff also provide family-friendly activities to serve community patrons. In academic year 2015-2016, they offered 44 programs designed specifically for families and another 21 story-time events for children. The Menominee Public Library component also brought the "1,000 Books before Kindergarten" literacy initiative to the local community and interactive experiences ranging from do-it-yourself projects to building a solar robot.

Library Table 2.



MILESTONES AND ACCOMPLISHMENTS

■ Pageant Tradition Returned to Menominee Woodland Bowl

The Woodland Bowl was constructed in Keshena in 1937 to host theatrical productions. Shows there were called the Menominee Pageants, and they were produced by a loose but inclusive group of community members who formed a theater troop known as the "Pageant Players Guild." The shows ran for decades, with the last performance in the 1960s. On Aug. 3, 2016, the College of Menominee Nation revived one of the original pageants as part of the week celebrating the 50th Anniversary of the Menominee Nation Contest Powwow.

The production was the culmination of a project CMN faculty member Ryan Winn undertook at the request of Menominee elders. In Spring 2016, Winn and two student interns completed research for the production with the help of grants from Wisconsin Arts Board and the College's Scott Zager Venture Fund. Winn and the interns, MITW members Melinda Cook and Lloyd Frieson, led community discussions on the CMN campus to gather recollections about the pageant history. The gatherings produced many reminiscences. They also led to Grace "Bee" Wilber donating the files of her father, James G. Frechette, to the S. Verna Fowler Academic Library/Menominee Public Library on the CMN campus. Frechette was the first technical director for the original shows. When the founding writer/director Joseph Anthony Keshena passed, Frechette honored the wishes of Joseph's mother, Nell, and took over writing and directing the pageants himself.

The pageant that was produced by CMN in August under the title "The Gems of Yesteryear" had been originally staged in 1954. In playwright Frechette's words, the original show was a collection of "beautiful scenes" from the guild's first seventeen years. The two-hour revival showing in 2016 included performers in costume and a mixture of pantomiming, live music, and dancing.

With owners' permission, many of the artifacts or copies of material from the original pageants that were made available for Winn's project are now preserved as a permanent historical archive in the College library.

■ Total Number of Alumni Is Now 1,113; Spring Class Includes 33 Enrolled Menominee

Commencement ceremonies for the College were held on May 28, 2016, in the Five Clans Ballroom of the Menominee Conference Center. Thirty-three of the class members are enrolled in the Menominee Tribe. Among those earning degrees was speaker for the class, Ariel Sanapaw, who is enrolled in the Menominee Tribe. Others in the class identify themselves as belonging to the Apache, Chippewa, Ojibway – Red Cliff Lake Superior, Oneida, Prairie Band of Potawatomi and Stockbridge-Munsee tribes.

Enrolled Menominee in the Spring 2016 graduating class and their programs of study were:

Bachelor of Science **– Early Childhood/Middle Childhood Education**: Holly Beyer and Paula Fernandez, both graduated with high academic honors.

Associate of Arts and Sciences Degree **– Biological and Physical Sciences**: Marcus Denny and Ariel Sanapaw. **Business Administration:** Sadie Milner, Miranda Bailey, and Christalee Waupoose. Bailey and Waupoose graduated with academic honors. **Digital Media:** Thyler Laurent, academic honors. **Early Childhood Education:** Kara Besaw, Markie Miller, Lariah O'Kimosh, Matilda Peters, and Diana Vigue. O'Kimosh earned high honors. **Liberal Studies:** Jacqueline Braun, Carol Fish, Lloyd Frieson, Jr., Tashina Guzman, Marilyn Madosh, Leah Pamonicutt, Desiree Waubano, and Madona Wilber. **Natural Resources:** Anthony Sanapaw and Matthew White. **Public Administration:** Dallas Hawkins. **Sustainable Development**: Lloyd Frieson, Jr. (double major).

Associate of Applied Sciences Degree – **Pre-Environmental Engineering Technology:** Ariel Sanapaw (double major).

Technical Diploma **– Business Office Technician:** Brenda Basina and Tammy Lyons. **Electricity:** Angela Newton and Juwan White. **Practical Nursing:** Ashley Isham and Andrew Pyatskowit, academic honors. **Sustainable Residential Building Systems:** Mario Kaquatosh. **Welding:** Michael Pamonicutt, III and Jon Zimmermann. Zimmermann earned highest academic honors.

■ Technology and Infrastructure Improvements Made

Now in its second year of operation, the College's TelePresence distance-learning technology has expanded from delivering primarily Business and Public Administration courses to averaging 34 courses each semester in eight disciplines. By linking classrooms at the Keshena and Green Bay/Oneida campuses, courses previously available at just one location can be available simultaneously to students at both locations. The multiple screens and high definition visual and audio capacities are proving to be powerful tools for both instructors and students.

As a teaching tool, the technology facilitates an approach known as the "flipped classroom". These methods "flips" the traditional style of lectures first and study afterward. With the high-grade technology, students view educational and tutorial videos and complete assignments before class. During the class period they are able to work with instructors on course content and in small groups on in-class projects. The mediated learning materials are easily accessible at any time if a student wants further review of the material.

Keeping pace in 2015-2016 included IT upgrades that ranged from new Smart Boards for Green Bay/Oneida campus classrooms and data wiring for Shirley Daly Hall on the Keshena campus, to the installation of new audio-visual equipment institution-wide.

Like IT, Campus Support operations stayed on track with planned maintenance and upgrades. Projects included HVAC and lighting improvements, door lock upgrades providing greater building security, and blacktopping Keshena parking lots. A new installation at the Keshena campus is a high-visibility digital sign on Highway 47/55 just south of the main entrance drive. Along with CMN event and course announcements, it has capacity to quickly post safety or emergency information for the general public.

For CMN's Human Resources office, technology integration included a new online option of the traditional exit interview for those leaving employment. HR also became the most recent CMN unit to commit to the College's File Director document management program which eliminates paper files and increases quick access through the electronic storage of documents.

■ Scholarships and other Aid for Native Students Attending CMN

The College provided students with nearly $2.9 million in financial aid and scholarship awards from federal, state, foundation and private sources during the year. New privately-funded scholarships included three awards added to the scholarship array in 2016 for Native students – the Hope, Spirit of Sovereignty (Land Tenure Foundation) and Forest County Potawatomi scholarships.

Continuing awards designated specifically for Menominee or other American Indian students were the Advantage in Higher Education Scholarship funded from proceeds of the annual CMN Benefit Golf Outing, Menominee Casino

Scholarship, Nation Builders/MTE Scholarship supported with a match gift from Menominee Tribal Enterprises, Native Pathways, Brian Nuske Memorial Scholarship, O'Brien Scholarship, and Johnson Foundation scholarships, and awards provided by CMN through contributions from the American Indian College Fund.

Other sources of student aid included Federal Pell grants, program-specific grants and BIA support for American Indian students.

■ 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 able to make use of the Menominee Transit's bus service between campuses.

The Keshena campus has nine major buildings for instruction, administration and operations totaling 125,000 square feet. CMN's Green Bay programs are offered from a leased facility with classrooms, laboratories, library-resource space and administrative offices. Space there totals more than 17,200.

To support healthy environments for students and employees, CMN campuses are Tobacco-Free. Emergency notification systems and campus security phones are available at the College for responsiveness, communications and campus security. The College continued participation with the Menominee Tribal/County LEPC (Local Emergency Planning Committee) and its partnership in the local emergency notification systems, including the tornado siren installation and emergency speaker systems.

STATEMENT OF FINANCIAL HEALTH The College continues to employ economies to address enrollment declines felt across higher education, slow recovery in the national economy, and internal program realignments related to the changing job market for graduating students. Finance Office initiatives have included reviews of business procedures and assessments of the College's financial software and systems.

A lobbying effort that began in early 2013 came to fruition in January 2016 when the College received $271,315 in new aid from the State of Wisconsin. The funds were awarded to support educational resources used by non-Indian students enrolled at CMN. President Verna Fowler had worked with the State's Special Committee on State-Tribal Relations and others over the years to help resolve a funding inequity having negative impact on CMN and Wisconsin's other tribal college, Lac Courte Oreilles Ojibwa Community College (LCO).

Both CMN and LCO obtain the majority of their operating budgets from tuition, grants and other sources. A portion comes from Bureau of Indian Affairs funds based on the number of enrolled Native students attending each college. While both Wisconsin tribal colleges enroll non-Native in-state students, they received no State support for operations comparable to the BIA funding. The three-year effort led by Dr. Fowler was successfully completed in the last State biennial budget process with approval of a formula by which the State is now contributing annually to the tribal colleges' operations based on the number of non-Indian Wisconsin residents enrolled respectively at each.

As a special initiative during the year, MITW provided $210,800 to CMN. The funds were for direct assistance to Menominee who had previously attended CMN but were unable to re-enroll because of outstanding balances. With MITW assistance, 99 of these individuals returned to the College to continue studies.

The MITW contribution of $198,677 to the College was dedicated to the Student Services expenses. Expenditures for the period of Oct. 1, 2015, through Sept. 30, 2016, were as follows:

Category Description	FISCAL YEAR 2016 – GENERAL FUND			
	CMN General Fund	Grant Support	Tribe Support	Total
Student Services	$ 71,438.80	$ 0	$ 30,699.05	$ 71,438.80
Financial Aid	$ 54,594.92	$ 9,325.25	$ 23,460.81	$ 63,921.17
Student Services Administration	$ 202,887.54	$ 189,785.15	$ 87,185.87	$ 392,672.69
Recruitment	$ 262.88	$ 0	$ 112.97	$ 262.88

Registrar	**$ 133,150.96**	**$ 0**	**$ 57,218.31**	**$ 133,150.96**
Total Expenses	**$ 462,336.10**	**$ 199,110.40**	**$ 198,677.00**	**$ 661,446.50**

■ Grants Total Nearly $7.8 Million

Grant support for programs and projects of the College totaled nearly $7.8 million in awards made for the 2015-2016 or for multi-year periods. Among them were:

- U.S. Department of Agriculture (USDA) grants totaling more than $1.2 million that focus on land and resources of the Menominee community and neighboring areas.
- USDA's National Institute of Food and Agriculture (NIFA) support for applied research on plant phenology as an indicator of forest resilience and adaptive capacity.
- NIFA grants for projects focused on forestry and wood product development.
- NIFA grant support for a farm-to-school project with the Menominee Indian School District.
- USDA's Natural Resources Conservation Service (NRCS) funding through the American Indian Higher Education Consortium which makes CMN a grantee in the Partnership to Support Tribal Farmers, Ranchers and Communities.

Other grantors at the Federal level include agencies of the U.S. Department of Education, U.S. Department of Health and Human Services, National Science Foundation, Nuclear Regulatory Commission, Institute of Museum and Library Services. State support is received from Bay Area Workforce Development, Wisconsin Technical College System, Department of Public Instruction, University of Wisconsin-Madison, and Wisconsin Department of Transportation.

Foundations and other entities providing grant support are the Menominee Indian Tribe of Wisconsin, Menominee County, American Indian College Fund, American Indian Higher Education Consortium, American Library Association, First Nations, Great Lakes Intertribal Consortium, Michigan State University, Pennsylvania State University, Nicolet Federated Library System and Wisconsin Arts Board.

Community Development

Crystal Chapman-Chevalier, Director

Community Development provides technical and management services to the Tribe and its members in the development of the community through infrastructure, planning, land use, and transportation structures. The Community Development Department provides community services through the management and implementation of six program areas including Geographic Information Systems, Solid Waste Management, Law Enforcement Center Facilities/Maintenance, Real Estate Services/Land Use, and Project Management/Road Maintenance. The overall goal of all these programs is to protect the resources of the Menominee Nation while simultaneously developing its lands, infrastructure, and associated processes in an effort to better serve the Menominee Community.

Geographic Information Systems The GIS Coordinator is responsible for managing and updating all GIS and Cartographic mapping and maintenance databases. This data includes both physical and locational information for roads, land use and parcels, hydrography, buildings, zoning, utilities, and roadway infrastructure. Access to the mapping database systems is provided to select tribal departments and employees who utilize the data to improve their services to tribal members.

This past fiscal year's major projects include receiving and utilizing new 6-inch aerial photography that was acquired March of 2015, editing/adjusting road centerline dataset, creation of a Road & Parcel Atlas for EMS department, supporting Historic Preservation & archaeology consultants, design of a right-of-way dataset, and design/creation of a Housing Module in Cartegraph to capture all assets (and information/attributes) for Housing properties. This was all in addition to the daily functions of map making, and real estate inquiries including marking property boundaries (locating and staking property markers utilizing GPS).

Solid Waste Management Keshena Transfer Site: The Keshena Transfer Site continues to serve Menominee Tribal members through the offerings of household solid waste disposal, and recycling services covering paper products, aluminum, plastics, batteries, appliances, electronics, and waste oil. The site is operated by one full time operator and supplemented by the labor staff allowing the Keshena Transfer Site to offer hours 6 days a week on a seasonal schedule.

West Branch Brush Pit: Community Development operates the west branch dump pit which offers an open area dumping site receiving brush, stumps, leaves, and other natural plant wastes from tribal members only.
Duquaine Gravel Pit: Community Development also operates this open area dumping site that accepts stone, gravel, brick, and concrete from tribal members only.

Harter's Waste Management Contract: Community Development facilitates the reservation wide waste management contract which includes the residential curbside pickup of waste and recyclables, commercial collection by container, Keshena Transfer Site, and the annual Spring Cleanup.

Law Enforcement Center Facilities Maintenance: The Maintenance staff at the Law Enforcement Center has been working hard to improve the facility overall with the help of contractors and Community Development Project Managers. Due to the funding sources the majority of projects were detention center improvements; this is due to the funding sources that serve the facility. The projects occurring this fiscal year include; a new roof top air handler, a new grinder septic pump was installed as an improved replacement,156 new exterior and interior LED lights were installed, new flooring was laid in all cells and the sally port, new windows for both interior and exterior were installed, 66 surveillance cameras were installed throughout detention center, new bunks, tables, and desks installed in cells, garage door repair, new mixer in kitchen, new hot water heaters for detention center, new GIF outlets for kitchen, new commercial dryer, evidence room remodel, and bathroom fixture updates. The work to improve the health and overall function of the facility will continue.

Law Enforcement Addition: This project is funded under a Department of Justice Grant that will add 2500 square feet to the detention center. This space will be used to incorporate nine additional bunks and an open area common room to be used for inmate training and educational purposes. Construction began in mid-summer and is expected to be completed in January 2017.

Real Estate Services/Land Use In accordance with the BIA self-determination contracts the Real Estate office works on all land matters within the exterior boundaries of the Reservation. The Real Estate Coordinator provides technical assistance and facilitation to tribal members, governmental entities, and departments. These services include but are not limited to lease processing, right of way and easement processing, permit and variance processing and other formal requests and document processes in accordance with the Menominee Constitution, Restoration Act, and Chapter 625 Zoning Ordinance, Ordinance 08-22 Recreational Lease Policy and Procedures, and Ordinance 83-05 Land Use Plan.

For fiscal year 2016 the following leases were acted upon by the Community Development Committee and the Menominee Tribal Legislature; 17 approved recreational leases, 19 approved residential leases, 14 cancelled recreational leases, 15 cancelled residential leases and 2 approved seasonal leases. The Menominee Nation also received 79 warranty deeds from BIA as a result of fee to trust applications.

Project Management Road Maintenance Project Management: In accordance with Chapter 98 the Community Developments manages all tribal department construction projects. These services are provided through three project managers who help plan, facilitate, and manage projects through an interdepartmental agreement that allows the managers to work under requesting projects. This past year the project managers assisted in the Woodland Bowl renovation, LaMotte Lake Landing, Middle Village plotting, and Law Enforcement renovation and addition, and all roads projects. In addition planning services were provided for the Aging and Long Term Care expansion, Neopit Precinct, and potential Family Center.

Road Maintenance: In accordance with Road Maintenance contracts the department administers all internal function of roadway maintenance through Community Development Labor staff and road maintenance contractors. Annual Road Maintenance contracts occurs with both Menominee County Highway Department (MCHD) and Menominee Tribal Enterprise (MTE) as sub-contractors to the Tribe their responsibilities include providing all

labor, services, equipment, tools, supplies, and materials to perform maintenance on roads, bridges, and appurtenances for official Indian Reservation Roads (IRR) open to public service.

Road Construction: The Road Construction program occurs across the reservation in accordance with the TTP and Road maintenance contracts. This includes but is not limited to program administration, preparation of report data, budget analysis, proposal development, Road Work group facilitation, program analysis and research, working with Real Estate Services in maintaining rights-of-way/easements, if required coordinate and review permit use requests of natural resources with other departments, and any other duties as directed by the Tribal Chairperson, Tribal Administrator, and Tribal Legislature. The large construction projects occurring this fiscal year are as flows:

Neopit/Zoar Streets Phase III: The project consisted of new street signs, cross walks, and repaving all the streets in the Zoar Community. The road improvements greatly improve the safety of the community.

Upper Fairgrounds Road: The original gravel roads were paved along with Woodland Bowl lane which will prevent annual washout along this road. The improvements will make the facility safer and allows for better utilization of both the roads, and facilities.

Keshena Head Start Parking Lot: The parking lot was paved, widened, sidewalks, and streets lights added. The improvements were needed for increased capacity and the added lighting addresses the needs of the safety of employees.

Zoar Street Resurfacing

Head Start Parking Lot and sidewalk

Woodland Bowl Renovation

Upper Fairgrounds and Woodland Bowl Road Projects

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 70,099**	**$ -**	$ 368,226	12,000	$ -	**$ 450,325**
Fringe Benefits	**30,210**		150,686	4,800		**$ 185,696**
Training	**-**		14,293			**$ 14,293**
Equipment	**6,226**		34,609	750		**$ 41,585**
Supplies	**12,206**		42,641	850		**$ 55,697**
Contractual	**33,827**		26,479	1,500		**$ 61,807**
Utilities	**41,645**		9,495	775		**$ 51,915**
Space Lease/Rental	**-**					**$ -**
Indirect Costs	**26,118**		55,410	2,124		**$ 83,652**
Postage/Advertising	**306**					**$ 306**

License and Permits	**200**					**$ 200**
Vehicle Fuel	**1,500**			251		**$ 1,751**
Equipment Lease	**450**					**$ 450**
Property/Veh. Insurance	**12,866**					**$ 12,866**
Equipment Maintenance	**6,030**					**$ 6,030**
Building Maintenance	**3,200**					**$ 3,200**
Vehicle Costs	**3,245**					**$ 3,245**
Taxes	**32,453**					**$ 32,453**
MTE Contractual			300,000			
MCHD Contractual			300,000			
Construction			610,138			
Garbage/Recycling	**259,157**					**$ 259,157**
Totals ►	**$ 539,739**	**$ -**	**$1,911,977**	**$23,050**	**$ -**	**$ 2,474,765**
Fund/Totals Ratio:	21.81%	0.00%	77.26%	0.93%	N/A	

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 FY16 the Community Resource Center operated the Income Maintenance program, Food Share Employment and Training (FSET), Child Care SHARES, Tribal Temporary Assistance for Needy Families (TANF), and Public Law 102-477 programs. Staff consisted of eighteen (18) employees. These positions included: Community Resource Director, Assistant Director, two (2) Job Counselors, three (3) TANF Case Workers, three (3) Income Maintenance Case Workers, Food Share Employment and Training Case Worker, Recruitment and Training Coordinator, three (3) Administrative Assistants, Receptionist, Maintenance/Housekeeper and one (1) Youth Supervisor.

Income Maintenance/ FSET/ Child Care SHARES: The Income Maintenance programs we currently operate are Food Share, Child Care, 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. Enrolled tribal members living in neighboring communities (Shawano, Oconto) can request for their eligibility to be issued through our office. This program is currently serving 1,055 active cases, receiving a variety of services.

We strive to provide a quick turnaround for our clients for applications, changes and renewals to their case as we understand that they 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 so they do not need to return at another time. Each IM Case Worker staffs over 351 cases each.

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. These meetings are attended by tribes from across the state as well as staff members from DHS that take our voice and concern back to the state level. As a staff we meet on a monthly basis to review changes to program and process to assure they are giving the members the correct information and benefit determination.

Collaborative efforts takes place with the Menominee Tribal Clinic, Menominee County Health and Human Services, Wolf River ADRC, Menominee Aging Department as well as local and distant medical and nursing home facilities to assure community member's eligibility needs are met for medical needs.

The Food Share Employment and Training Program (FSET) began on April 1, 2015. 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 is a great fit with our current PL 102-477 program and the Menominee Job Center located at the CTC building at CMN. This program offers an

opportunity for community members to work towards employment in order to continue to receive their Food Share benefits. The program is designed to offer the client three months of Time Limited Benefits during which time they work towards their employment goals which they have created as a part of their Employment Plan. The FSET Case Worker has been diligent about reaching out to clients to explain the benefits of the program and their need to participate in order to keep their benefits active. Despite the diligence of the Case Worker, clients are still slow to engage in participation. The Case Worker is sending meeting notices as well as making personal contact with the clients to encourage participation so benefits are not lost. We will continue to offer education about the program to assure that clients see the importance of participating in order to retain their benefits. This past fiscal year we have had 28 clients participate in orientation. Of these, twelve (12) clients completed orientation, created a work plan, attended job skills trainings, participated at the Job Center and then went on to obtain employment. Two went on to attend secondary education and continue to attend. Six (6) clients completed non-paid Work Experience placements to gain work skills needed to gain employment. Local departments were utilized for these placements. This program is a requirement for people ages 18-49 that are Able Bodied Adults without Dependents (ABAWDS).

TANF: The Tribal TANF program is designed to assist low income families work towards self-sufficiency. This program is similar to the State W2 program but is tailored specifically to meet the needs of our community members. 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 $185,605 and an additional $58,197 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. Some families were assisted with additional bus passes for their children so they could attend school in Shawano. Additional bus tickets were purchased for those clients needing to use a special route due to their location and/or work schedules. The next two most widely used supportive services are for utility bills and minor car repairs for necessary 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. Gas cards to get to work during the first few months of employment are a key support to assure clients can make it to work each day while adjusting to their new job. Clients are also assisted with work clothing, shoes, car repairs and bus passes. In the past fiscal year, 20 clients took advantage of these services and were provided with up to 12 additional months of support from their worker and supportive services.

Diversionary assistance in the amount of $65,100 was expended this year to 31 working families, an increase from the past year. This assistance is designed to help working families that are at or below the 185% of Federal Poverty Level. When working part time or at low wages, it makes it difficult to make ends meet especially when the unexpected happens such as car repairs or medical issues. This program is open for use by individuals one time in a

twelve month period and for a total of five times within (5 years). Returning clients must complete a financial budgeting class with the UW Extension office or with the Menominee Job Center. Our goal in having them complete this is to teach people to live within their means and planning for added unexpected expenses as well as possibly the need for additional income to support their family.

On the Job training is a key aspect of our TANF 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 9 clients with job experience in a paid or non-paid placement to gain the experience needed to increase their employability: Tribal Maintenance (2 placements), Historic Preservation (2 placements), Tribal Prosecutors Office (1 placement), Human Resources (1 placement) and 3 placements in our own building with the Summer Work Experience Program. Three clients have successfully been hired on part or full time after the completion of their On the Job Training period (some at the training site and others at different jobs). These departments were provided with 2,695 hours of manpower, at no expense to them, paid by our program equaling $19,544.

Monthly incentives were earned by clients completing all of their hours each month and returning all timesheets and monthly change reports timely. This is put in place to teach clients the importance of follow through on tasks given and accountability. Each month featured a different "basket" of goodies to include: cleaning materials, Thanksgiving cooking set, Christmas baking items, family dental needs, family hygiene items, laundry items, gardening, and first aid kits. Each client had the opportunity to earn this incentive monthly valued at approximately $30. Other monetary incentives are earned for completing a certificate program, earning a high school diploma or degree and/or completing 6 months of continuous employment. A small pizza/ice cream party is held each summer to celebrate students with near perfect attendance and good grades along with certificates of achievement.

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), and nutrition education as well as offsite 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 year we collaborated with Diane Hieptas from the Menominee Tribal Clinic to be able to offer Trauma Informed Care and ACES Training on a monthly basis. These trainings have been well attended with usually 14-16 participants per month. This calendar is open to all clients and the community as a whole to utilize. Participation in these activities has been really low this year (2-4 people daily) so we are looking for a better way to advertise and bring these opportunities to the community.

A few of our highlighted successes of the program year include:

- 26 clients obtained part time employment throughout the fiscal year.
- 7 client obtained full time employment throughout the fiscal year.
- 10 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 2 clients obtained a High School Diploma and an incentive.
- 1 client obtained her Bachelor's Degree and an incentive.
- 8 clients completed their initial assessment and began their AODA treatment plans.
- 2 clients completed the Home Health Aid Certificate or CNA program.
- 4 clients obtained reliable and appropriate housing.
- 10 clients obtained reliable child care so they could actively participate in the program.
- 1 TANF Case Worker successfully completed the first year of the Menominee Leadership Academy. She and Director attended the graduation ceremony in August.

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.

This fiscal year the two Job Counselors had an average of 51 clients each month. Clients meet with their Job Counselor to complete an Employability Plan, which lays 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 $27,244 was expended on supportive service requests. These requests range from bus passes, gas cards, AODA assessment, minor car repairs, tire replacement, driver's license fees, car registration, post-secondary education fees, professional license fees, minor tools/equipment and interview/work clothes and shoes. Each client is assisted with a variety of needs to assure they are work ready.

A few of our highlighted successes of the program year include:

- 1 client completed their CDL training certificate.
- 6 clients obtained their driver's license.
- 1 client obtained their high school diploma.
- 33 clients obtained part time employment.
- 16 clients obtained full time employment.
- 2 Tribal Members were assisted with the Tribal Pardon process.
- 3 clients graduated from technical programs including: Welding, Office Technician and Dental Hygiene. Each received a program incentive for completion.

Work Experience contracts for our clients have assisted them to overcome their barriers and become ready for employment. The Job Counselors work with area departments to secure job placements for hire 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. While our program pays at the rate of minimum wage for these contracts the departments are encouraged to supplement the wage to bring the client up to the given rate for the position they are filling. This past year 9 of the 15 positions were supplemented by the employers.

Many of our clients have little or no employment history and these placements give them the needed verifiable work history needed for job application requirements. 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. This past year a total of $27,864 was expended on Work Experience Contracts to clients for a total of 3843 hours of manpower.

This past year we have worked closely with many departments including: College of Menominee Nation (1 placement), Menominee Casino Resort (4 placements), Recreation (1 placement), Historic Preservation (3 placements), Transit (2 placements), Day Care (2 placements), Wolf River Development Corporation (1 placement) and Johnson O'Malley Program (1 placement).

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. In addition to the regular supportive services offered we also purchased single ride bus tickets to assist the clients whose hours did not coincide with the Transit schedule to assure they had reliable transportation to and from work.

We continue to utilize our Inter-Departmental Agreement with the Menominee Casino Resort to provide subsidized employment for newly hired employees who are clients of our program. This allows our program to pay a training wage upon hire for a short term contract to assist the casino with this expense and give our clients a head start. The casino supplements the remainder of the wage. Three (3) clients were assisted with these contracts this past year.

Collaboration continues with Deb Buckley representing the NEW Curative Rehabilitation-Senior Service Program which serves elders, over the age of 55 that are looking for employment. This program is operated under a USDOL grant in cooperation with Senior Service America, Inc. We have arranged for Deb to utilize our office building for onsite meetings with clients from our community as her office is not located here but she services our community. She has been able to assist two of our elders in securing employment and accessing services available to them.

Summer Work Experience: Summer Work Experience services are available to youth between the ages of 14 to 24 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 86 youth to participate in a 6 week Summer Work Experience Program. One Youth Supervisor was hired on a temporary basis to provide supervision to the youth, along with the Recruitment and Training Coordinator. The youth ranged in age from 14-24 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week.

We collaborated with Johnson O'Malley Program for placement of an additional 27 youth positions with their program. All youth were included in the 20 hours of training activities which included: Orientation, Healthy Choices, Cultural Awareness, Team Building and Leadership.

Staff met with Supervisors to explain the evaluation process called the Work Readiness tool that would assist the Supervisors to accurately evaluate the youths work and provide positive feedback for growth. Youth were evaluated after week one of the program and then again at week 5 to show them the growth that they have had over the session and to create discussion topics for areas of improvement needed.

At the end of our summer session there were 3 youth that continued with their employment at the request of the Menominee Tribal Clinic and Emergency Preparedness, based on their positive work ethic. Two continued on into September and the other until mid-October. The prospective departments picked up the wages for these individuals after the Summer Work Experience contract ended.

Community Engagement Committee: This past year our staff has been very active on the Community Engagement Committee. We have three staff that attend regularly and are all a part of separate 90 Day Work plans. The plans we are currently working on are: determining what to do with abandoned Tribal properties, creation of a video training series to educate employees and community about Historical Trauma, ACES, Resiliency and Trauma Informed Care, Healthy Start, CST and Prevention. These meetings allow us to get a bigger picture of what is happening in the community and where our services can assist. By working together towards a common goal while combining resources and reducing duplication we are able to make the best use of our funding dollars. These meetings also allow us to review our own program and make adjustments to how we work with clients to assure we are functioning in a Trauma Informed Way. This past year we reviewed our Mission and Vision statements as well as our packets of information we request from new clients. By revising our packets we have assisted client eligibility process to be smoother and less stressful on them. We are now working collaboratively with tribal agencies to gather some of the information needed instead of having the client gather everything.

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, Coats for Kids, Sturgeon Feast, Sobriety Pow Wow, Round House, Youth Olympics, Night Out Against Crime, Toys for Tots and the Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Enforcement & Resource Protection Committee, Community Coordinated Response Team, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Coats for Kids, Toys for Tots, and Night Out Against Crime.

We held our 5th Annual Haunted Hallway this 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 restocking the food pantries. We decided to offer the event for two evenings to increase availability for the community to participate. Admissions this year was $2 and a non-perishable food item and $1 to go through again. Over the two evenings we had 615 community members visit the event. 547 non-perishable food items were collected and we earned $1,299 to purchase food and personal items. This was an amazing turnout and was made possible due to the donations and collaboration of other programs including: Youth Development and Outreach, Youth Empowerment Program/CMN, Menominee Casino Resort, Head Start, Menominee Tribal School, Menominee Indian School District, Menominee Tribal Enterprise, Johnson O'Malley Program, Paul Mitchell, Crime Victims, Menominee County Highway Department, Community Development, Menominee Veterans, WI Film and Bag, Senzigs and Charlie's County Market.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	3047	Program Income	Federal3048	State	Other	TOTALS
Personnel Costs		$ -	$ 548,617	$ 150,839		$ 699,456
Fringe Benefits			220,634	104,171		$ 324,805
Travel						$ -
Training			30,096	3,099		$ 33,195
Equipment				2,400		$ 2,400
Supplies			5,984	1,943		$ 7,927
Contractual			8,420	3,571		$ 11,991
Utilities			13,048	1,642		$ 14,690
Space Lease/Rental				-	-	$ -
Indirect Costs			107,522	26,207		$ 133,729
Other Costs: (list below)						$ -
Postage			690	100		$ 790
Participant Incentives			7,924			$ 7,924
Property/Car Insurance			1,886			$ 1,886
Building Maintenance			21,260			$ 21,260
Vehicle Costs			7,128			$ 7,128
Program Activities			15,227			$ 15,227
Educational Stipends			12,711			$ 12,711
Supportive Services			150,541			$ 150,541
Direct Assistance			185,605			$ 185,605
						$ -
Totals ►	$ -	$ -	$ 1,337,293	$ 293,973	$ -	$ 1,631,266
Fund/Totals Ratio:	N/A	N/A	81.98%	18.02%	N/A	

Conservation

Walter Cox, Director

Staffing includes (1) Director, (1) Senior Conservation Warden, (3) Conservation Wardens, (1) CTAS Conservation Warden (Coordinated Tribal Assistance Solicitation) TFT and (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, assistance with the Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, and issuance of citations and in-service training.

Conservation Law Enforcement Statistics	F.Y. 2015	F.Y. 2016
Reportable Incidents	780	551
Citations Issued	40	45
Warnings Issued	42	10
Complaints Received	114	132
Interagency Assists	39	41
In-service Hours	353	270
Permit/ID checks	193	148
Investigations	8	104
Court Appearances	8	2
Meetings Attended	90	96
Other	165	227

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 342 deer, 10 bear, 13 turkey, 7 fisher and 5 bobcats were harvested during the 2014-2015 hunting seasons.

The Conservation Department had to bid fond farewell to two long term Conservation Wardens. We wish them well and thank them for their dedication to protection of our forests. The Department has been fortunate to be able to hire three new Conservation Wardens; one four-year graduate from UW Stevens Point, who also graduated from the Federal Law Enforcement Training Center in Artesia NM, the other is a graduate from Fox Valley Technical College. The third new Warden is a former law enforcement officer with 10 years' experience.

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

- Hunter Education Course
- ATV Safety Education Course
- Local Emergency Planning Committee.
- Enforcement & Resource Protection Committee
- Legislative Community Meeting
- Community Engagement Meetings
- Wisconsin Conservation Congress
- Great Lakes Chief Conservation Officer Meeting
- Public Outreach Events and Presentations
    - Hunter Education
    - Annual General Council
    - College of Menominee Nation Annual Transition Fair
    - Menominee Tribal School Conservation & Outdoor Safety
    - Wild Ginseng Outreach and Information

Enforcement: Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is on the protection and management of Tribal natural resources. Wardens especially enforce the protection of resources from outside encroachment. Officers also assist the Menominee Tribal Police and Menominee County Sheriffs Department when necessary.

Conservation Wardens:

- 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
- Illegal Marijuana Patrol and Surveillance
- 40 Hour Annual In-Service Training
    - Clandestine Drug Lab
    - Wild land Fire Origin & Cause determination
    - Understanding Disciplinary process
    - PL-93-638 and Contract Support
    - BIA Partners in Action
    - Nuisance Black Bear Training
    - Northeast Wisconsin Technical College Law Enforcement Academy
    - Invasive Species
    - Hazardous Materials Awareness
    - ATV Safety
    - Sturgeon Guard Patrol
    - Crime Scene Management
    - Synthetic Marijuana
    - Firearms Qualifications and Certification
    - Illegal Marijuana Grow Sites
    - First Aid & CPR
    - Timber Trespass Investigation
    - Physical Efficiency Battery Testing

- Rural Police Officer Training Program

Fish and Wildlife: This Office still assists with collecting certain data in regards to the Fish and Wildlife Department which is beneficial to both departments.

- Assist with the collection of Fish and Wildlife Population Numbers
- Assist with the White-Tailed Deer Pellet Count Survey
- Assist with managing Beaver Populations and Remove Excess Nuisance Beaver
- Assist with nuisance animal calls & complaints

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. A large effort has been put into rewriting of the Firewood code. Some other 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 2016 CONSOLIDATED Budget					
	TRIBAL	BIA	Federal	State	MTE Subsidy	TOTALS
Personnel Costs	$ 204,165	$ 114,966	$27,889	$ 6,380	$ -	$ 353,400
Fringe Benefits	70,773	48,517	10,572	817		$ 130,679
Training	7,631	1,229	5,424	3,554		$ 17,838
Equipment			50,581			$ 50,581
Supplies	34,087	3,180	28,110	4,018		$ 69,395
Contractual	11,088	288				$ 11,376
Utilities	4,230	1,168				$ 5,398
Space Lease/Rental	3,400	1,700		500		$ 5,600
Indirect Costs	37,352		15,100	1,774		$ 54,226
Other Costs: (list below)						$ -
Vehicle Costs	23,507	9,800		2,210		$ 35,517
In-kind Cost		17,245		19,746		$ 36,991
Minor Equipment			76,769			$ 76,769
Prog Act -Hunter	2,691					$ 2,691
Prog Act - Sturgeon Gd	1,424					$ 1,424
Prog Act - Beaver	3,520				3,520	$ 7,040
Prog Act – Misc.	1,491					$ 1,491
Totals ►	$ 405,359	$ 198,093	$214,445	$38,998	$ 3,520	$ 860,415
Fund/Totals Ratio:	47.11%	23.02%	24.92%	4.53%	0.41%	

Early Childhood Services

Gary Pyawasay, Director

Early Childhood Services continues to provide early education services and a host of other services to the communities' children and families. 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. Head Start/Early Head Start/Day Care does not provide these services alone and relies on community partnerships with many different agencies in efforts to give children as comprehensive an early education experience as possible.

As per Head Start Performance Standards, children enrolled in that program receive health, oral health, and nutrition services; supports for children with disabilities; and assistance in accessing family and community services to go along with the early education services. Day Care programming currently provides early education services, nutrition services and supports for children with disabilities. A benefit of the program merger is the use of the established Head Start programming, procedures and community collaborations at the Day Care program which will be discussed later in this report.

Day Care: Mission: The Menominee Early Childhood Services-Day Care mission is to help children develop positive self-images while growing physically, emotionally and intellectually in a positive direction. The purpose of Early Childhood Services-Day Care is to provide Day Care Services with preschool activities as well as a specialized program for Respite Care.

Service Area:	There is no designated service area where children and families must reside in order to receive services.
Ages Served:	Six weeks through 12 years of age.
Eligibility:	There are no specific eligibility requirements to receive services. However, in order to receive a child care subsidy there are certain eligibility requirements that must be met as determined by the funding source. The two subsidy programs available to Day Care clients are the Child Care Development Funds Grant and Wisconsin Shares Program.

FY16 Services: Day Care served a total of 82 children from 50 families in FY16. In addition to providing the day-to-day child care services, the program also holds activities in hopes of increasing parent and community involvement at the center. This year the program held the following activities: Monster Mash Halloween Party, Thanksgiving Social, Santa Visit, Valentine's Day Exchanges, Easter Egg Coloring Event, Mother's Day Social, Father's Day Social, and Grandparent's Social.

Respite Care: The Tribal Day Care has an agreement with Tribal Social Services and Maehnowesekiyah Domestic Violence Shelter to work in collaboration to provide family based child welfare services to support families who have experienced domestic violence related trauma and to prevent and treat child abuse/neglect through crisis respite child care services. This is achieved by providing education, outreach and supportive services for families who have experienced violence and trauma in their lives. Supportive services are provided through weekly meetings that parents have with the referral team. The referral team consists of the Center Director from the Day Care, Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah's Domestic Violence Program.

Health screenings: Early Childhood Services revised its agreement with the Tribal Clinic to provide health screenings for children using full-day services at the Tribal Day Care. Previously the agreement provided services to Head Start and Early Head Start children only. Day Care children will be receiving the following health screenings in the fall of 2016: height and weight, vision, hearing and dental. The program would like to thank the Tribal Clinic and its Head Start Health Advisory Committee members for being so receptive in getting these services implemented at the Tribal Day Care.

Facilities Projects: As of the date of this report two facilities improvement projects are entering the final stages of completion. The first one is the repair of centers foundation. This project involved waterproofing of the foundation and landscaping to prevent water from leaking into the basement of the center. The program is also in the final stages of upgrading the camera system in the Tribal Day Care. All new cameras are being installed in the classrooms, hallways, playground, and main entrance of the center. We would like to thank the Tribe's Information Technology Department for this camera installation upgrade. A third facilities project was also completed in FY16 and that was the upgrade of the intercom system and installation of a panic notification system in all classrooms. This system, which is connected to the COPS monitoring system, uses two panic buttons and strobes to notify staff of an emergency situation.

Menominee Language Teacher: The Menominee Tribal Legislature provided funding in the FY16 Early Childhood Services Tribal Supplement for the hire of a Menominee Language and Culture Teacher. John Teller Sr. is the individual in this position and in his time with the program has held numerous Menominee Language training sessions for teachers, developed a cultural themes calendar and visits each of the Day Care and Head Start classrooms on a weekly basis to provide direct lessons to the children.

Items for FY17

Child Care Development Fund Plan Changes: The Day Care program made a number of revisions to the Child Care Development Fund Plan which goes into effect October 1, 2016. This program is used to provide a child care subsidy for qualifying families. These revisions will be of benefit to people who need the subsidy services such as a reducing the percentage of income used to calculate co-payments, allowance for a job search period while remaining eligible for assistance, the waving of co-payment's for families at or below the poverty level and removal of paid health insurance premiums from income calculations.

Menominee Language Immersion Classroom: The program is in early discussion stages with the Language and Culture and Education Departments on the implementation of a Menominee Language Immersion Classroom at the Tribal Day Care. Initial talks have been to potentially offer this room to serve infants/toddlers using the Menominee language trainees as the teachers of the classroom. The initial goal is to have the room open in the fall of 2017 as there are teacher credentialing requirements to be met along with some minor repairs needed to the identified classroom.

Trauma Smart Training: Day Care staff will be receiving Trauma Smart training in five sessions being held throughout FY17. This training model is being brought to the program by the Menominee Indian School District and their Safe Schools/Healthy Students grant. The Trauma Smart model is used to help preschool children and the adults who care for them calmly navigate difficult life challenges. In FY16 all Head Start/Early Head Start staff and KPS 4K and 5K staff received this training and it was well received.

Early Head Start/Child Care Partnerships Grant: In FY 16 the program submitted an application for the American Indian and Alaskan Native Early Head Start Expansion and Early Head Start-Child Care Partnerships competitive funding opportunity. The program applied for $527,071 to expand Early Head Start by 16 slots and serve an additional 14 children via the Early Head Start-Child Care Partnerships model. All of these children would be served at the Tribal Day Care Center with that program serving as the child care partner for the EHS-CC partnerships portion of the grant application. This grant is an ideal fit in the program's pursuit in implementing Head Start Program Performance Standards for children that attend the Tribal Day Care Center.

Child Care Development Fund Regulations Revisions: On September 23rd the Federal Office of Child Care released the final regulations for the Child Care Development Fund program. The changes are the result of the 2014 Congressional reauthorization which called for sweeping changes to the previous law. When fully implemented the provisions in the rule will: Protect the health and safety of children in child care; Help parents make informed consumer choices and access information to support child development; Support equal access to stable, high-quality child care for low-income children; and enhance the quality of child care and the early childhood workforce. Although these regulations will take effect in 60 days from publication, the Administration for Children and Families' goal is to support successful implementation by September 30, 2019 for Tribes. In FY17 the program will work toward compliance with those revised regulations that are not already in place.

Head Start/Early Head Start:

Mission: The Menominee Nation Early Childhood Services-Head Start/Early Head Start believes that a child can benefit from a comprehensive Early Childhood program that promotes healthy development through Head Start/Early Head Start staff, parents and the community. By working together, we can develop a child's abilities to their greatest potential so that each child may show confidence in their abilities to go forward in pursuit of a full and successful life.

Service Area:	Head Start/Early Head Start 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
Eligibility:	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. Head Start/Early Head Start ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.

Funded Enrollment: 179 Head Start children (ages 3-5)
52 Early Head Start children (age six weeks to three years)
14 Pregnant Mothers (pre-natal and post-natal services for expectant mothers)

Per the Head Start Act (as amended December 12, 2007), the following is being reported for Program Year 2016-17:

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.** (This info is from the grant specific FY 16 which for some differ from the Tribal Fiscal year of October 1 to September 30).
   - Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: $1,780,824; Expended $1,774,578.49
   - Bureau of Indian Affairs Part B. Awarded: $119,637.00; Expended $119,637.00
   - Bureau of Indian Affairs Part C. Awarded: $6,104.00; Expended $6,104.00
   - 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: $292,017.87; Expended $248,797.69
   - Menominee Indian Tribe of Wisconsin. Awarded: $548,072; Expended $374,778.44
   - Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: $13,032.00 Expended: $9,786.98

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 FY17 award: $1,780,824
   - 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 FY17 award: $144,010.00
   - 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 FY17 award: $6,080.00
   - 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, transportation services and classroom supplies. Total FY17 award: $98,175.00
   - 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. This funding is shared with the Tribal Day Care. Total FY17 award (anticipated at time of submittal): $366,393.36
   - 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 FY17 award: $620,726.65
   - Wisconsin Department of Health Services Birth to Three Tribal Grant Funding: This funding is used to increase awareness, access and use of early intervention services for American Indian children with developmental delays and their families in Tribal communities. The funding will be used to purchase developmental slide charts for parents, purchase incentives for Child Find events, and salary and fringe for planning /coordination of these events. This funding is shared with the Tribal Day Care. Total FY17 award: $10,000
   - Menominee Indian School District: This funding is received for participation in the MISD Safe Schools/Healthy Students grant activities. There are no restrictions to the funding and the program plans to purchase computer upgrades for managers and office staff with this funding. The funding is shared with Day Care staff. Total FY17 Award: $10,000.00

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

Early Head Start in 2015-2016
Total number of children served: 83
Total number of pregnant women served: 25
Total number of families served: 84

Head Start in 2015-2016
Total number of children served: 190
Total number of families served: 180

Supportive services units of 581 were provided to families in the form of Goodwill clothing vouchers and referrals to outside agencies. Other services were provided directly to children and families through day-to-day programming.

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

The Office of Head Start (OHS) has revised its monitoring protocol where they have broken up their reviews into smaller reviews as opposed to the large scale on-site reviews that have occurred in the past. In FY17 the OHS came on-site to review the following areas: Environmental Health and Safety, Fiscal/ERSEA (Eligibility, Recruitment, Selection, Enrollment and Attendance), and CLASS (Classroom Assessment Scoring System). The Environmental Health and Safety review resulted in one deficiency, two non-compliances and one item noted as a concern. The deficiency was in the area of staffing and supervision, more specifically not using positive child guidance by one teacher. In June of 2015 a teacher engaged in negative methods of child guidance and the incident was not reported to the ACF-Regional Office. The two non-compliances were in the area of safe and clean environments and medication administration/storage. The safe and clean environments citing involved the following: one of the seventeen toileting areas was not kept clean, one classroom had a CD player on a folding wooden table which could have been a falling hazard, and two rooms had soft bedding materials in cribs. The medication administration/storage citing was for 4 of 17 rooms not being properly stored in the medication lock box and one over the counter medication did not have written authorization from the parent to provide to the child. The concern was a result of a seat belt cutter in one of the buses not having a label attached to it. All of the identified findings from this review have been satisfactorily corrected. The CLASS review resulted in the following measures of teacher child-interactions while in the classroom: Emotional Support: 5.2875; Classroom Organization: 5.2833; and Instructional Support: 2.0833. These scores are on a 7 point scale. At the time of receipt of these scores, the Administrator and OHS Program Specialist agreed that additional training/technical assistance was needed in this area. However, at that time the program's Education/Disabilities Manager position was vacant and both agreed it was best to wait for the position to be filled. The position was filled in mid-September of 2016 and the program is awaiting the next scheduled CLASS Observation training for her to attend. Also, our Training/Technical Assistance Early Childhood Specialist is scheduled to come on-site in November to work with the new Education/Disabilities Manager in the Early Childhood Education area. The program is pleased to report the Fiscal/ERSEA review resulted in no areas of non-compliance nor did it show our program to have any deficiencies in the reviewed areas.

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

- 100% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement included participation in Parent Committee Meetings and Policy Council Meetings. Other program activities where parents participated include the Grandparents Day Breakfast, Kiddie Krime Stoppers March, Father's Breakfast, field trips, show-shoeing, Christmas caroling community presentation 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. In-classroom family activities were also held monthly with various themes including, Fathers Activity, Grandparents Day, Aunts/Uncles Day, Dr. Seuss Week activity, Week of the Young Child activities, Mother's Day activity, make a book activity, Halloween theme, Christmas theme and Ketapanen Day.

Monthly Family Nights held at each center included several training topics including Intro to Trauma Smart, Positive Indian Parenting, nutrition presentations, Summer Safety, Healthy Food Prep, Get your child cooking as well as holiday themes and other educationally appropriate activities. Pregnant Mothers meetings were also

held monthly and included several training topics including Post-partum Depression, breastfeeding, car seat safety, safe sleeping habits, and brain development in utero, facts or myths during pregnancy, Fetal Alcohol Spectrum Disorder and tips on making your own baby food.

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

The current curriculum that is being fully implemented in its second year, Big Day for Pre-K, provides the framework and overall prekindergarten goals. The school readiness goals, which are in the development process, encompass physical development and health, approaches to learning, language and literacy, social and emotional development, and cognitive and general knowledge. The program is working to align the goals with the Head Start Early Learning Framework, Wisconsin Model Early Learning Standards, Teaching Strategies GOLD, Big Day Pre-K Curriculum and our local schools kindergarten expectations. In an effort to prepare our children for the move to kindergarten, Early Childhood Services again worked collaboratively with the Menominee Indian School District (MISD) to have the four year old classrooms visit the kindergarten rooms at Keshena Primary School. In FY 16 the Menominee Tribal School changed the kindergarten visit from a day event to an evening event that our four year old children were invited to attend.

Other program highlights include the following:

Disabilities/Early Exceptional Needs: Head Start/Early Head Start 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, Head Start/Early Head Start has enjoyed 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. Head Start/Early Head Start collaborates with the Menominee Indian and Shawano Community School Districts through Memorandum of Agreements, as well as the Menominee County Birth to Three Program through an interagency agreement between Menominee County Birth to Three, Head Start/Early Head Start, 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.

Health Screenings: 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.

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

Hearings: All hearing screens are done at the centers by the Health/Nutrition/Safety Manger using the Etymotic Research Optoacoustic Emissions Scanner (ERO-OAE-SCAN) test system. The Menominee Tribal Clinic Community Health program nurses assist with the children that fail by assessing the ear canal for wax/fluid and make a determination of referral for medical treatment. This plan was established by the Menominee Tribal Clinic and the Head Start/Early Head Start Health Advisory Committee as a result of the Clinic's IHS Audiologist retiring in the fall of 2015.

Dental: All Head Start/Early Head Children receive an oral exam and preventative care at the centers by the Tribal Clinic Dental Hygienist. The program, 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 FY16 through coordinated efforts between Head Start/Early Head Start and the Menominee Tribal Clinic's Health Advisory Committee, all children were provided a Well-Child Check at their respective center during regular

program hours. For those children who enter the program after these screenings take place, Head Start/Early Head Start 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. 100% of children enrolled in the program this program year were up-to-date on all required immunizations.

Mental Health: Head Start/Early Head Start 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 the Tribal Clinic's Behavioral Health Department. 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 FY16, 11 children were discussed with the mental health consultant however none of these children required direct services from the mental health consultant. Program staff was able to address the individual needs of these children.

Community Engagement Involvement: The program continued as a 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. The Workgroup has since become much larger and has taken up more initiatives; in FY16 program staff participated in the following workgroups: establishment of a child protection code, Menominee Wellness Initiative and Physical Activity/Recreation Center Planning and Promotion.

Early Childhood Services is also a member of the MISD Safe Schools/Healthy Student grant core management team with the program specifically working on the following workgroup teams: 1. Promoting early childhood social and emotional learning and development. 2. Connecting families, schools and communities. Under core area 1 the program assisted MISD on the implementation of the Ages and Stages: Social Emotional (ASQ: SE) screener in their 4K and 5K classrooms. As a part of this process the work group also worked on a data sharing consent agreement where the Head Start ASQ: SE results can be shared with Keshena Primary School to help children in the transition to kindergarten. Thanks to the Safe/Schools Healthy Students grant Head Start/Early Head Start program staff also received the Trauma Smart Training and is implementing the Smart Connections training for the community which is referenced later in this report.

The program continued its participation 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. As a part of this education, all Head Start/Early Head Start staff and the Day Care Center Director participated in the Trauma Smart Training Model during FY16. As stated earlier in this report all Tribal Day Care staff is receiving this training in FY17.

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 19 field trips throughout the program year to include: CMN Library, N.E.W Zoo, Appleton Children's Museum, Pumpkin Patches visits, Trick-or-Treating, Christmas Caroling, Bay Beach, and various other parks throughout the community. We had a total of 161 children who utilized transportation either on the A.M. bus routes or the P.M. routes.

Early Head Start Classroom Move: In the spring of 2016 the program moved a classroom of four Early Head Start children to an open room at the Tribal Day Care to better meet the demand on the Early Head Start waiting list. Historically the program has had issues filling these slots at the Middle Village Center and had a number of families that preferred services in the Keshena area, but took their child to the Middle Village Center as that is where the slots became available. The program still maintains flexibility of moving those children back to the Middle Village Center if demand warrants it.

Dolores K. Boyd Center Parking Lot Renovation: In August of 2016 the Dolores K. Boyd Center parking lot renovation and delivery truck area project was completed. The back staff parking lot was expanded which now

allows for more space for parent parking in the front lot as well as additional parent parking in the back for large center events. A delivery truck drop off site was also a part of this project where delivery trucks can now pull into a space just off of Our Children's Road to drop off items. This project completes the ICDBG project and was done thanks to the Community Development Department and its funding.

Items for FY17

Early Head Start Expansion Grant: As noted earlier, the program submitted an application for the American Indian and Alaskan Native Early Head Start Expansion and Early Head Start-Child Care Partnerships competitive funding opportunity. The program's applied for $527,071 to expand Early Head Start by 16 slots and serve an additional 14 children via the Early Head Start-Child Care Partnerships model. By serving an additional 16 Early Head Start children, the program would be able to cut its waiting list which is generally around 30-40 children. If this grant is funded all of these children would be served at the Tribal Day Care Center with that program serving as the child care partner for the EHS-CC partnerships portion of the grant application.

Facilities Projects: The program is planning to install camera systems in the Dolores K. Boyd and Middle Village Center's classrooms, hallways and playground areas. These much needed cameras can be a valuable resource by providing safety and security for both the children and teachers of the program. Depending on funding availability the plan is to complete these projects in the spring/summer of 2017.

Trauma Smart Training/Smart Connections: The program is continuing with the implementation of the Trauma Smart training model in FY17. All Head Start/Early Head Start staff that was not with the program in FY16 will be receiving this training along with Tribal Day Care staff and Menominee Tribal School staff. Also as a part of this training, Early Childhood Services and the Keshena Primary School are partnering to provide Smart Connections Training to the parents of the community throughout the 2016-17 program/school years. Smart Connections is the parent training component of Trauma Smart that teaches parents some of the same principles and techniques program staff receives in the training modules.

Performance Standards Revisions: On September 1, 2016 the Administration for Children and Families released the Final Rule of the Head Start Program Performance Standards; this is the first comprehensive revision of the standards since their original release date in 1975. The most important change is requiring programs to over time increase service duration hourly requirements in both Early Head Start and Head Start programs. Other major changes are in the area of parental role in their child's education which include providing more clarity on family services partnership requirements and maintaining the parent committee. The new standards are effective November 7, 2016 however the standards provide later timelines to implement for those provisions that are more significant changes over the previous standards. In FY17 the program will be revising practices and procedures to be in compliance with the updated standards. Program staff will also be attending training on these new standards to aide in implementation.

Comprehensive Budget for Head Start and Day Care

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 381,545	$ 126,744	$ 938,175	$ 141,583	$ 25,237	$ 1,613,284
Fringe Benefits	187,088	67,739	451,728	68,400	10,854	$ 785,809
Travel	868	103	1,507	449	361	$ 3,288
Training			50,593			$ 50,593
Equipment	9,785		17,949		10,401	$ 38,135
Supplies	11,849	4,012	53,838	97,586	2,557	$ 169,842
Contractual			3,480	78,194		$ 81,674
Utilities	14,625	6,971	20,605			$ 42,201
Space Lease/Rental	6,332	338	17,447			$ 24,117
Indirect Costs	88,795	21,321	154,131	31,429	5,038	$ 300,714
Other Costs: (list below)						$ -
Transportation			140,358	14,974		$ 155,332
*Cash Match-Food Prog						$ -
Building Maintenance	13,431	4,321	69,844		28	$ 87,624
Program Activities	1,470	286	1,960		200	$ 3,916
Operating Costs	4,303	1,399	7,807		232	$ 13,741
Direct Child Care Services			106,742	112		$ 106,854
Renovations	838	582	49,675			$ 51,095
Totals ►	$ 720,929	$ 233,816	$ 2,085,839	$ 432,727	$ 54,908	$ 3,528,219
Fund/Totals Ratio:	20.43%	6.63%	59.12%	12.26%	1.56%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Child Care Fees	$ -	$ 233,816	$233,816	
Head Start Sunshine Club	381	230	234	(4)
Totals	$ 381	$ 234,046	$234,050	$ (4)

Education

Shannon Chapman, Director

The Menominee Tribal Education department is one of many community resources that work together to support the vision statement of the Menominee Tribe: *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.* The Education department supports this vision statement through allocation of resources and providing on-going support to Menominee and community residents who are in need of preparation to advance in the workforce or pursue higher educational opportunities.

The Tribal Education department has undergone a change in leadership this fiscal year. Virginia Nuske retired after serving the community as the Education Director for 41 years, since the inception of the department in 1975. Shannon Chapman began as the new Tribal Education Director in June 2016. She joins Genevieve Tomow and Aurelia (Sue) White in the department. Gen has been an integral part of the Education Department, having worked there for 38 years: first as Secretary, then as Administrative Assistant and now Program Assistant. Sue has operated the GED Adult Education Program for 5 years.

The Tribal Education office administers 3 programs:

- Higher Education is for students seeking a bachelor's degree.

- Adult Vocational Training is for students seeking a 1-year certificate or 2-year associate's degree.
- Adult Education Program is for GED instruction and work-related development.

There are also limited resources through tribal supplemental funds which assist individuals who are pursuing master's degrees.

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 and federal as well as 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 students positive feedback on their accomplishments. Appreciation has been expressed to the staff 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 populations. Many are not aware of the resources available to our students as well as the different funding maximums between the Tribes.

SUCCESSFUL MENOMINEE GRADUATES (1976-2016): The following indicate the numbers of completions on record in the Education Department. These are confirmed completions; many more may have completed but have not notified our office.

- 77 Advanced Degrees
  - 10 Doctorate Degrees
  - 67 Masters Degrees
- 505 Bachelor/Associate Degrees
  - 443 Bachelor degrees
  - 62 Associate Degrees
- 423 Technical/Certificate Completions

There are numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors. The Education department developed the first higher education newsletter in October 2016 to ensure this information is disseminated to the community.

During fiscal year 2017, the Tribal Education department will be exploring other opportunities such as the expansion of the Adult Education Program and the development of a College Internship Program.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$	$	121,503.60	$		121,503.60
Fringe Benefits			47,361.93			$47,361.93
Mileage			1,059.79			1,059.79
Meeting & Related			1,811.37			1,811.37
Training & Related			1,524.15			1,524.15
Office Supplies			642.07			642.07
Program Supplies			709.39			709.39
Postage			322.63			322.63
Photocopies			10.19			10.19
Student Grants			279,877.97		106,909.59	386,787.56
Direct CSC (NON-IDC)			18,154.38			18,154.38
Direct CSC (IDC)			24,302.03			24,302.03
Indirect CSC			23,302.64		10,246.68	33,549.32
Totals ►	**$0**	**$0**	**520,582.14**	**$0**	**117,156.27**	**637,738.41**
Fund/Totals Ratio:	0%	0%	82%	0%	18%	

Election Commission

Davey Jean Peters

Per Menominee Tribal Elections Code Chapter 63-6 B, it was not necessary to hold a 2016 Primary Election

As only nine (9) tribal members were certified as legislature candidates.

January 13 & 14, 2016 Main Election for Menominee Tribal Legislature

"On Reservation" certified legislature candidates:

Llewellyn "Lew" Boyd

Crystal Chapman Chevalier

Douglas G Cox

Pershing "Sport" Frechette

Randolph "Randy" Reiter

Paula Jo Waukau

Mary C Wayka

"Off Reservation" certified legislature candidate:

Randal Chevalier

Dion Madosh Sr

Voting results absentee and at the polls:

Absentee	173
Neopit Fire Station	250
Keshena Tribal Courts Building	507
Total	**930**

Top three Main Legislature vote getters:

Pershing "Sport" Frechette	400
Douglas G Cox	357
Crystal Chapman Chevalier	331

FY2016 Budget was $79,673

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget - Election Commission					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Salaries	$ 32,164	$ -	$ -	$ -	$ -	$ 32,164
Fringe Benefits	12,439					$ 12,439
Mileage	1,200		-			$ 1,200
Meeting & Related	4,181					$ 4,181
Office Supplies	7,635		-			$ 7,635
Postage	8,000					$ 8,000
Telephone	750					$ 750
Contractual Services	5,962					$ 5,962

Indirect Cost	**7,342**		-			**$ 7,342**
Totals ►	**$ 79,673**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 79,673**
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	

Emergency Management

Ben Warrington, Emergency Management Coordinator

Mission - The mission of MITW Emergency Management is to Prepare, Respond, Recover 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. In the event of an emergency or disaster, Menominee Emergency Management works cooperatively with many Tribal Departments in responding to the needs of the communities affected. 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. The department is comprised of the Emergency Management Coordinator.

Emergency Management participated in a mock accident with MTE in fall 2015. The mock scenario tested the capabilities of local response agencies in the event of a logging employee being injured in the Menominee Forest. MTE also tested their response plans during this scenario. One issue that was discovered during the scenario was the failure of communications systems between response agencies. An after action review indicated that a 180 foot communications tower would improve communications for MTE as well as MITW EMS and Law Enforcement. MTE secured one time funding from the BIA to construct the 180 foot tower at the South Branch Fire Station. The project was completed in late August 2016.

On July 11th & 12th Northern Wisconsin received a large amount of rainfall which caused major flooding in several areas. The Bad River Tribe was severely affected by these floods and a call was received for Menominee Tribe to assist Bad River. A delegation comprised of Law Enforcement, Tribal Administration, Intergovernmental Affairs, Environmental Services and Emergency Management from the Menominee Tribe responded to assist the Bad River community with response operations. In late July the President issued a Disaster Declaration for Northern Wisconsin including the Bad River Reservation.

The Menominee Tribe began a Leadership Academy in 2016. The Emergency Management Coordinator applied to participate in the first Leadership Academy. The academy was comprised of 12 sessions running one full day each month and each session focused on a different topic. Participants were introduced to a variety of speakers from private business, local governments as well as education facilities. The Menominee Nation Mission, Vision, Values Statements were a central part of each session. The 2016 Leadership academy participants also completed community service work during the year.

The Emergency Management Office was relocated to the former Tribal Utilities Building located at N849 Hwy 47 in Keshena. The facility was structurally in great shape but in need of maintenance. The Emergency Management Coordinator secured grant funding to complete repairs to the facility. Repairs consisted of drywall replacement, new interior doors, flooring, lighting and painting.

A flood control structure has been placed in Keshena Creek at the intersection of State Highway 47 and County VV in Keshena. In addition to this structure, an earth berm is planned for the area. The earth berm would be constructed from the current flood control structure to the south approximately 400 feet long. This project will assist in responding to flooding events such as the December 2014 Frazil Ice event.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	SB Tower	TOTALS
Personnel Costs	$ 25,498		$ 17,286	$ 15,246	$ -	$ 58,030
Fringe Benefits	7,613		5,493	4,714		$ 17,820
Travel	431					$ 431
Training	1,861		971			$ 2,832
Equipment	9,463		6,486			$ 15,949
Supplies	1,140		1,139			$ 2,279
Contractual	5,833		39,600		38,250	$ 83,683
Utilities	812		495			$ 1,307
Equipment Maintenance	842		9,294			$ 10,136
Equipment					31,524	$ 31,524
Indirect Costs	5,152		7,877	2,025		$ 15,054
Vehicle Costs	6,724					$ 6,724
Totals ►	$ 65,369	$ -	$ 88,641	$ 21,985	$ 69,774	$ 245,769
Fund/Totals Ratio:	26.60%	0.00%	36.07%	8.95%	28.39%	

Enrollment

Yvette Ducane, Director

The Department of Enrollment provides a wide variety of management services for the Tribal Staff as well as administering several programs request for verification on per capita, certificate of Indian blood, and statistical information. In addition to the above we assist the public with genealogical research requests through the Enrollment Department to document the ancestry link to their ancestors with the Menominee Indian Tribe of Wisconsin. Enrollment to tribal members and descendants is a very powerful means pertaining to our Sovereign Nation, it gives our tribal members and descendants their belonging to the land, water, culture, traditions, language, clans and benefits i.e., hunting, fishing, gathering, housing, IHS services, employment, burial, education, leasing of land and much, much more...

Enrollment Department has updated the database out with the old and in with the new highbred software that has been customized to the department needs. Since this new software has been installed it has been a pretty smooth transition, however, we do find some areas that need improvement and these areas are reported to IT, in turn, there is an annual meeting scheduled to inform the designer of all the necessary updates for the database.

Enrollment has participated in the Directors Retreat in December of 2015 which was the first ever that I have attended; we learned about the color Personality Assessment to increase our ability to communicate with others, also revisited our Mission, Vision, and Value of the Menominee Indian Tribe. I felt this was valuable to the Directors and enhanced communication within the departments so we are all on the same page. Attended all the Community Engagement sessions worked on 90 day plans with Grandparents Rights that established an Ordinance, worked with Recreation to establish 24/7 key access for healthy lifestyle, continuing with South Branch Center and their needs.

Enrollment has moved to the Gordon Dickie Building in the basement, this has been a very long overdue move, that has turned into the best location, for space, disability access, and having both licensing and permit and enrollment on the same level, we currently receipt our own customers, which is even better for the process of convenience for the public!

DEPARTMENT INFORMATION
Yvette M. Ducane, Enrollment Director

COMMITTEE INFORMATION
Dorian Latender-Lyons, Chairwoman

Romona L. Webster, Administrative Assistant
Jody R. Boivin, Research Technician

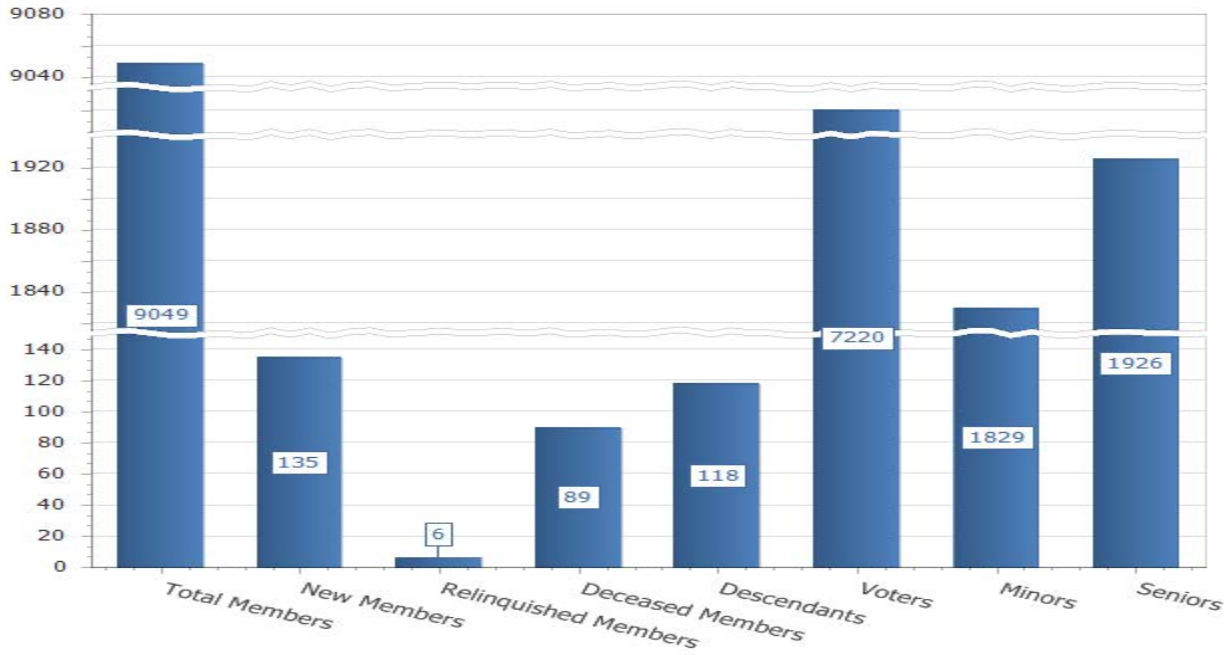
Lynn Skenadore, Vice Chairwoman
Gena Kakkak, Secretary
Elizabeth Arnold, Member
Eva Johnson, Member

Enrollment Department

The following report will contain information and data compiled within our department for the months of October 2015 through September 2016.

Living Enrolled Members - 9049

Activity:
Approved 135 applicant(s) for Tribal Membership
6 Tribal member(s) relinquished
89 Tribal member(s) passed on
Approved 118 applicant(s) for descendant register
7220 of our Tribal members are eligible voters
1829 are minor enrolled members
1926 members are over the age of 55



Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	IDC	Federal	Per Capita	MTL/MTE Distribution	TOTALS
Personnel Costs	**32,239. 00**	**32,239.00**				**64,478.00**
Fringe Benefits	**27,163.00**	**27,163.00**				**54,326.00**
Travel & Training	**250.00**	**250.00**				**500.00**
Supplies	**2,085.00**	**2,085.00**				**4,170.00**
Other	**6,720.00**	**6,720.00**				**13,440.00**
Indirect Costs	**6,982.00**	**-0-**				**6,982.00**
Contractual	**334.00**	**334.00**				**668.00**
Other Costs: (list below)				(14,390.70)	459,650.00	**445,260.00**
Totals ►	**75,774.00**	**68,791.00**	**-0-**	**(14,390.70)**	**459,650.00**	**589,824.30**
Fund/Totals Ratio:	50%	50%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Enrollment Revenue	$ 5,359	$ 5,359	$ -	$ 5,359
Totals	**$ 5,359**	**$ 5,359**		**$ 5.359**

Environmental Services

Jeremy Pyatskowit, Director

Managing the natural resources continues to be the top priority for the Environmental Services Department (ESD). Monitoring efforts range from water quality testing throughout the reservation to white-tail deer population surveys. The ESD continues to be a resource to other tribal departments and outside agencies whenever information relating to the Tribe's resources is needed. Examples of outreach efforts include presenting at culture camp, working with the schools, and other community presentations. We have also continued providing information through the addition of a web page and a Facebook page to allow the ESD another avenue of outreach to tribal members.

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. A limited number of aquatic acres were treated using only manual/mechanical methods. We also continued our educational efforts to include; presenting material at the annual general council, presentations to all the area lake groups, and participation in the College of Menominee Nation Bio Blitz.

The ESD continued monitoring aquatic vegetation of reservation lakes to their list of activities in 2016. Utilizing the latest in aquatic mapping technologies the ESD is mapping the aquatic vegetation on lakes and has also continued doing point intercept surveys to verify the information the mapping is providing. These two activities in conjunction with one another will allow the rapid control response if aquatic invasive species are detected in reservation waters.

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 Interns were successful in management of several invasive species.

These activities are consistent with the Natural Resources Goals within the Menominee Strategic Plan 2007.

Restoration Projects: The ESD successfully completed several restoration projects on the reservation in FY16. The rafting launch on Highway 55 was upgraded to control erosion that was depositing sediment into the Wolf River and improved access to the river. The big project completed was the restoration of the West Branch of the Wolf River by removing Basswood and Lake Dams. Both dams were stone dams leftover from the river drive logging era. The ESD was able to restore the stream by removing the stone dams. The successful outcome of the project will allow brook trout and other species to move up and downstream throughout the river above the Neopit Mill Pond. The restoration projects the ESD completes are all consistent with the Natural Resources goals in the Menominee Strategic Plan 2007.

Mercury Sampling in Fish: One of the Environmental Services 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. In 2016, the five lakes that were sampled were Hazel, Crowell, Upper and Lower Bass and Millpond.

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

- The methylmercury 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 methylmercury. Fish absorb the methylmercury

as they feed in these waters. Methylmercury 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 and that mercury is in the form of methylmercury.

At this time the Environmental Services Department is working with U.S. EPA to see if a fish consumption advisory is needed for the reservation. Tribal members should take note that the larger the fish the more mercury will be present. Also to note is just because a 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 with larger fish, 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.

Water Resources: The ESD continues to monitor water quality on the reservation waters as part of their annual workload. We are happy to report that our continual sampling has not shown any issues with water quality. The ESD will continue to monitor reservation waters to ensure tribal members can use the resources available. The ESD also continues to assist tribal members with residential well tests. It is recommended homeowners with a private well get their water tested on an annual basis. ESD continues to work on completion of Treatment as a State submittal to EPA for the Tribes water quality regulations.

Lake Sturgeon: The ESD has been very active in the Lake Sturgeon Management on the reservation. With assistance with the WDNR the ESD successfully transferred 100 adult lake sturgeon to the Wolf River below Keshena Falls. Lake Sturgeon once again successfully spawned again at Keshena Falls last spring. The upcoming activities include sonic tagging more lake sturgeon to help determine their movements within the reservation waters so the reintroduction strategies can be tailored to provide the most benefit to the sturgeon and the Tribe.

Balsam Row Dam: ESD and other tribal staff are in the process of coordinating the design of a fishway at the Balsam Row Dam as part of a settlement agreement with the licensee. The goal of the fishway is to provide native species including lake sturgeon to move upstream past the dam. The design was completed during the summer through a continued multi-agency and licensee approach. The ESD was successful in securing funding to support the development of the fishway design, which was cost shared with the licensee. Final funding for construction will need to be secured within the next two years. The ESD is working diligently to try and adhere to the deadline and is working with all of the involved parties to try and make this happen.

Brownfields: The department held two training courses for tribal staff. A Hazardous Materials Awareness course gave participants the skills to assess what chemicals they are using or may encounter for the hazard and allow them to take the necessary steps to protect themselves and others. A Clandestine Drug Lab Awareness course gave participants the skills to recognize the signs of illicit drug manufacture and the hazards associated with chemicals used in manufacture and how to notify the appropriate officials for investigation and cleanup.

Fish and Wildlife: The ESD has started the task of completing a comprehensive wildlife management plan for the reservation. This is expected to be completed in FY16 and will allow the ESD and Tribe to better manage the wildlife resources. The ESD did complete a nuisance wildlife plan which allows the ESD to employ various strategies when dealing with nuisance species. Considerable time was spent clearing geese out of the park downtown and the ESD was successful in keeping the park useable by tribal members this year. The total nuisance complaints registered were thirty–six Canada geese, 4 nuisance Black bear, 26 Raccoon, 2 Woodchucks, 2 Skunks and 2 Rabbits. The biggest issue with bears was garbage related. We recommend keeping garbage inaccessible to bears. The ESD meets with homeowners and helps educate them on keeping the bears away from their homes.

The ESD completed a piping replacement project at the walleye ponds that replaced the existing water line with a larger water line that was buried from the pump house to the ponds. The outlet pipe was also being replaced and allows for more efficient operation of the ponds. Elbows were added to direct water efficiently into the ponds. Upcoming work involves adding liners to the pond to prevent leakage through the existing clay liner. When completed the ponds should be more efficient resulting in more walleyes being produced. The ESD continues to use the Natural Resources, Goals, and Objectives from the Menominee Strategic Plan 2007 whenever possible to guide department activities.

The ESD continues to monitor the Timber Wolf Population, Bald Eagle Population, Research Black Bears, Survey all animal species, and start to search for the endangered Pine Marten. Menominee Wildlife Survey Reports are intended to provide current wildlife survey information, harvest data, which will be used to make educated management decisions. Thus, the reports provide current data with interpretation to understand the results. Through completing all these surveys, the ESD obtains a large amount of information on each species, provide and

harvest data, survey data, and review to the Menominee Conservation Commission. If there is any regulation changes needed, the ESD will provide a recommendation.

FUND		FISCAL YTD				
#	TITLE	09.30.16	FEDERAL	WISCONS	TRIBAL	OTHER
1114	ENVIRONMENTAL SERVICES - SUPP.	**66,646.63**			66,646.63	
2109	LEGEND LAKE-WOLF RIVER 2015	**55,905.36**	55,905.36			
2129	DALLES CREEK-WOLF RIVER	**581.25**	581.25			
2212	WATER RESOURCES	**3,844.76**	3,844.76			
2219	CONSERVATION RIGHTS PROTECTION	**199,507.74**	163,153.74			
2220	WATER RESOURCE	**10,030.00**	10,030.00			
2223	DAMAGE ASSESSMENT	**(28.80)**	(28.80)			
2237	CONSERVATION RIGHTS PROTECTION	**38,587.56**	38,587.56			
2239	CONSERVATION RIGHTS PROTECTION	**19,015.54**	19,015.54			
2241	WATER RESOURCES	**785.28**	785.28			
2249	WATER RESOURCES FY'14-17	**49,627.08**	49,627.08			
2407	AQUATIC INVASIVE SPECIES	**16,458.44**	16,458.44			
2505	TR BROWNFIELD DEVELOPMENT	**45,865.72**	45,865.72			
2511	INDIAN ENVIRONMENTAL GEN ASSIT	**162,617.87**	157,739.33		4,878.54	
2512	CLEAN WATER ACT 106	**81,327.09**	77,260.74		4,066.35	
2513	INDIAN ENVIRONMENTAL GEN AST	**64,170.26**	64,170.26			
6201	SOIL WATER RESOURCE MANAGEMEN	**1,710.23**	-			1,710.23
6204	SOIL WATER RESOURCE MANAGEMEN	**4,764.12**	-			4,764.12
6832	INVASIVE SPECIES	**(970.14)**	-			(970.14)
		820,445.99	**702,996.26**	**-**	**75,591.52**	**5,504.21**

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 69,444**	**$ 21,844**	$335,455	$ 6,600	$ -	**$ 433,343**
Fringe Benefits	**38,436**		137,605	1,400		**$ 177,441**
Travel	**1,000**		18,799			**$ 19,799**
Supplies	**2,000**		12,667			**$ 14,667**
Contractual	**12,572**		37,525			**$ 50,097**
Space Lease/Rental			11,895			**$ 11,895**
Indirect Costs	**15,164**		32,891			**$ 48,055**
Other Costs: (list below)			56,719			**$ 56,719**
Grant Match	**9,736**					**$ 9,736**
Postage	**150**					**$ 150**
Program Activities	**9,981**					**$ 9,981**
Vehicle Costs	**1,656**		15,940			**$ 17,596**
Equipment Maintenance	**1,500**		2,485			**$ 3,985**
Property Insurance	**520**					**$ 520**
Vehicle Insurance	**1,800**		1,230			**$ 3,030**
Telephone	**600**					**$ 600**
Totals ►	**$ 164,559**	**$ 21,844**	**$663,211**	**$ 8,000**	**$ -**	**$ 857,614**
Fund/Totals Ratio:	19.19%	2.55%	77.33%	0.93%	N/A	

Food Distribution

Patricia Roberts, Director

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

In 2016 we distributed 16,182 cases of food to 6,704 participants of Food Distribution, that's a significant increase compared to last year.This includes a 1,195 increase in cases distributed and 669 increase in participants. We distributed 24,353 pounds of TEFAP, and 277,937 pounds of donated food to 9,934 TEFAP Pantry participants. We have other pantries we collaborate with to receive more foods for our pantry.

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 Little Chute with funds received from Menominee County. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores, we tally up the pounds and report them to Feeding America and then are able to distribute to our food pantry participants. We also receive food items from Ruby's Pantry in Waupaca and sometimes SAFPARC of Shawano donates food items when they have excess products.

Included in the food package for 2016 were Bison, Whole wheat Tortillas, clementine's, and fresh cranberries. Regional traditional food items like wild rice and fresh frozen salmon may be available in a couple of months, but up for consideration in the near future are frozen fruit, vegetables, and fresh eggs. We requested USDA to include wild rice as this is a cultural food for the Midwest Region.

Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2016 is for the months starting June 1, 2016 through June 30, 2017. Each year we have a later start date and trouble keeping good garden assistants to assist with the program gardening needs. Thus far, this Grant year we served 77 clients with their gardening needs; building 34 raised beds, assisted 43 clients with other gardening tasks such as; rototilling, assisting with planting, assisting with harvesting, and adding necessary amendments to their garden soil. The nutrition educator along with UW-Extension Agriculture Agent held five gardening classes on various gardening topics. She also offered semi-monthly healthy cooking classes for our FDPIR clients as well as 5 additional healthy cooking classes for TANIF clients; she was able to offer 8 food preservation classes on the correct procedure of food preservation, with one more preserving class to be held this fall on venison canning, the Nutrition Educator was able to travel to Red Cliff Food Distribution to teach their clients how to can strawberry jam, tomatoes and salsa. We offer monthly taste testing and displays targeting various health issues and various activities for youth and adults in collaboration with UW-Extension, we offered two healthy cooking classes in collaboration with Menominee Tribal Clinic nutrition department and collaborated with one of the teachers from Keshena Elementary school to be able to offer 6 healthy cooking classes with the students, each class consisted of a nutrition education lesson and a hands-on cooking experience. The nutrition educator with the help of the Tribal Clinic Dietitian/WIC Director, his staff, and UWEX nutrition education staff assist with developing semi-monthly healthy cooking classes, and LWYW (Learn While You Wait) displays, as well as the nutrition classes for participants, summer youth workers, and community members. We also collaborated with the nutrition/physical education department of the Menominee Tribal clinic, by collaborating in three family walks to promote physical activity to our clients and families.

This will be the second year we agreed to manage the Midwest/Northeast Region Nutrition Advisory Grant. The Midwest/Northeast Nutrition Advisory Committee meets twice a year to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are designed and disseminated to all participating households. Other nutrition items such as garden seeds, cookbooks, garden tools, and nutrition incentives that promote healthy eating and physical activity are also ordered and given out to all participating households each year. This grant pays for all the items ordered, plus reimburses committee members travel to some of the meetings. We include the two Northeast Region tribes with our Midwest Region Meetings and also include their households in all purchases.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota, Wisconsin, and the United States Department of Agriculture (USDA) office in Chicago, Illinois. There are 23 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet with them at our Midwest Region and the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conferences.

Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	TEFAP	In-Kind	TOTALS
Personnel Costs	$ 55,239	$ -	$161,205	$ 672		$ 217,116
Community Service/Vol.					$ 16,288	16,288
Fringe Benefits	33,507		78,698	391		$ 112,596
Travel			7 00			$ 700
Training			13,900	126		$ 14,026
Equipment	18,937		19,213			$ 38,150
Supplies			23,417	172		$ 23,589
Utilities			21,174			$ 21,174
Building Depreciation					4,657	$ 4,657
Indirect Costs	9,070		32,015	139		$ 41,224
Other Costs: (list below)						$ -
Telephone			1,500			$ 1,500
Dues & Membership			425			$ 425
Property Insurance			1,900			$ 1,900
Vehicle Insurance			2,400			$ 2,400
Building Maintenance			3,300			$ 3,300
Equipment Maintenance			3,500			$ 3,500
Vehicle Repair			1,900			$ 1,900
Maintenance Agree.			1,300			$ 1,300
Program Activities	600					$ 600
Totals ►	**$ 117,353**	**$ -**	**$366,547**	**$ 1,500**	**$ 20,945**	**$ 506,345**
Fund/Totals Ratio:	22.41%	0.00%	73.80%	0.23%	3.55%	

Gaming Commission

Lynnette Miller, Executive Director

Mission Statement: The Menominee Tribal Gaming Commission (Commission) shall act to promote and ensure integrity, security, honesty and fairness of the gaming operation.

Commissioners: The following are the Gaming Commissioners and their terms:

Susan Waukau	Chairperson	July, 2015 – July 2018
Leah Pamonicutt	Vice Chairperson	July 2015 – July 2018
Nicole Fish	Secretary	August 2015 – August 2019
Richard Plass	Commissioner	August 2013 – August 2019
Menomin Hawpetoss	Commissioner	August 2014 – August 2017

Commission Staff:

Lynnette Miller	Executive Director	December 1993 – present	23 years
Lisa Gast	Internal Auditor	July 1996 – present	20 years
Patricia Hesse	Sr. Background Inv.	February 1996 – present	20 years
Darrell O'Katchicum	Compliance Officer	February 1997 – present	19 years
Rose Ponfil	Background Inv. Spec.	July 2002 – present	14 years
James Cox	Compliance Officer	May 2009 – present	7 years

Wade Waupekenay	Staff Auditor	March 2015 – present	1 ½ years
Teanna Davis	Sr. Compliance Officer	September 6, 2016 – present	1 ½ months

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 24 years. The Gaming Commission started out at the Neopit Fire Station, then we moved a total of five times after that; to the old Boivin home on the side of the Tribal Offices, then we were moved and split up; some of us were in the upstairs of the Casino and some of us were behind the old Crystal Palace building in a trailer, then we were all moved to the old Crystal Palace building, January 2015 we were moved to the first floor of the Gordon Dickie center and currently we are located in the old Loan Fund area in the Tribal Office building.

Responsibility: The Menominee Tribal Gaming Commission was established pursuant to the Menominee Tribe's Chapter 347, Article III - Gaming Code to perform regulatory oversight and to monitor compliance with tribal, federal, and applicable state regulations and the Gaming Compact. Included with these oversight duties. The Gaming Commission also serves as the licensing authority for individuals employed in the gaming operation and who work in the gaming areas.We monitor compliance with the tribal internal control standards for the gaming operation in tracking revenues, promulgate regulations, and we investigate any suspicious wrongdoing associated with any gaming activities.

In alignment with the Tribe's mission statement, the Gaming Commission practices responsible leadership to ensure the integrity of the Menominee Casino Resort (MCR) is intact so we can assist in promoting, protecting, reserving our rights, resources, and culture. This is accomplished by ensuring the MCR is regulated in a manner that adequately protects the revenue flowing through the gaming areas and as a result, the transfers are sent to the Tribe and utilized as the Indian Gaming Regulatory Act intended them to be, which is:

- To fund tribal government operations or programs;
- To provide for the general welfare of the Indian tribe and its member;
- To promote tribal economic development;
- To donate to charitable organizations;
- To help fund operations of local government agencies.

Services: The following are some of the services we provide on behalf of the Tribe and for the Tribe and we ensure they are adhered to:

- An annual independent audit of the gaming operation;
- Class II and class III gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment, public health, and safety;
- MCR and Thunderbird facilities are properly licensed;
- All mandatory audits and follow up audits are conducted in a timely manner;
- Due diligence is completed on all key employees and primary management officials by conducting an investigation sufficient to make a licensing determination;
- Tribal property and gaming assets are properly segregated, safeguarded and the property and assets are not used for unauthorized activities and;
- Waste, fraud, abuse, and corruption are disclosed to appropriate authorities.

Success: In the Menominee Tribal Gaming Commission's efforts to keep the criminal element out of the Menominee Casino Resort and to ensure that the integrity, security, honesty, and fairness remain intact, the following are some of our successes for this past fiscal year:

- 107 gaming licenses issued
- 92 renewed gaming licenses issued
- 2 gaming licenses revoked
- No material audit findings
- Self-regulation continues to be maintained for 15 years
- 12 mandatory internal audits completed
- 12 mandatory follow up audits completed
- 5 staff and 2 Commissioners received up to date training for gaming regulators.

These services and the successes align with the Vision of the Tribe to ensure we are a strong, healthy and proud nation living in accordance with our culture and beliefs, and we possess the resources to be successful in achieving our goals.

I would like to say **Thank You** to the Commissioners and to the staff of the Gaming Commission for a job well done this past year.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 349,789	$	$	$	$	$ 349,789
Fringe Benefits	153,089					$ 153,089
Training	10,500					$ 10,500
Equipment	1,756					$ 1,756
Supplies	4,000					$ 4,000
Space Lease/Rental	17,846					$ 17,846
Indirect Costs	55,399					$ 55,399
Other Costs: (list below)	8,850					$ 8,850
Totals ►	$ 601,229	$	$	$	$	$ 601,229
Fund/Totals Ratio:	100%	N/A	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Vendor and employee licensing fees	$19,020	$ -	$ -	
Totals	**19,020**			

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)

MENOMINEE YOUTH CULTURE CAMPS (2) Once again this year the department coordinated two Menominee Youth Culture Camps for the reservation youth. The camps were held on July 17-22 and August 14-19, 2016 at Wayka Falls. The two camps were coordinated at the request of the Menominee Tribal Legislature and the Community Engagement Initiative. The purpose of having two camps was to help combat the alcohol and drug problem on the reservation. The funding for the camps came from the Menominee Tribe and from several tribal departments and other entities on the reservation. A 90-day Implementation plan was created by the culture focus workgroup and presented to the Community Engagement Workgroup. Fifty-two Menominee youth participated in both camps and were immersed in Menominee language instruction, cultural presentations by tribal elders, Menominee traditional games and creating traditional Menominee arts and crafts. The Menominee Language Immersion trainees taught Menominee language to the youth on several occasions during camp. The youth also heard an AODA prevention presentation from the staff of Maehnowesekiyah and an Anti-Gang and Bullying presentation from the Tribal Police Department. The goal of the camps is to help teach the youth their identities of being Menominee through cultural immersion. A highlight of the camp was the youth playing the Traditional Healing games of Lacrosse and Shinney at Keshena Park. Several community members watched the games and at the end of the games the youth said out loud "we did this (played) for the community (healing)" and presented the audience gifts of calico.

BACK FORTY AQUILA MINE The department continues to be involved and in opposition to the proposed Back Forty Mine that is being planned in Menominee County, Michigan. With no "federal involvement", the department and Tribe cannot be properly "consulted" as would be the case if this were a "federal undertaking", however, the director continues to participate in meetings, conference calls, and other activities in opposition to the mine. At stake are "historic properties" and sacred sites in the form of mounds, individual burials, raised prehistoric garden beds, storage pits, and traditional cultural properties. These historic properties will be desecrated and destroyed if the mine is approved. In August, department participated in the Water Walk and the Remembering Our Ancestors Gathering at the proposed mine site in opposition to the mine. Their director also gave testimony at the Public Hearing in opposition to the mine in Stephenson, Michigan on October 6th.

REPATRIATION/CULTURAL AFFILIATION CLAIM The department continues the Native American Graves Protection and Repatriation Act (NAGPRA) consultation with the University of Michigan at Ann Arbor. The University of Michigan has 49 Menominee human remains and associated funerary objects in their possession. The tribe submitted a "Cultural Affiliation" claim for the remains and associated funerary objects with the help of archaeologist Dr. David Overstreet. The document will help prove the "preponderance of evidence" that the remains and associated funerary objects definitely belong to the Menominee tribe. The remains at the University of Michigan date back to 800 AD and come from (near) the mouth of the Menominee River and near the proposed Back Forty mine site.

SECTION 106 of the NATIONAL HISTORIC PRESERVATION ACT The department continues to monitor "federal undertakings" in compliance with Section 106 of the National Historic Preservation Act. Section 106 of the NHPA mandates "consultation" with the Tribal Historic Preservation Officer to assess historic properties in the "area of potential effect" of the proposed project or federal undertaking and if the project is funded by federal funds, is on trust land or needs a federal permit. For the most part, an archaeological survey is needed to help assess historic properties and the project either receives clearance or there are stipulations placed on the project for monitoring by the archaeologist. Currently, the department works with several federal regulatory agencies including: Federal Communications Commission, Federal Energy Regulatory Commission, Army Corp of Engineers, Federal Highway Commission, Indian Health Service, and Department of Interior/Bureau of Indian Affairs.

STURGEON FEAST AND CELEBRATION POW-WOW The department coordinated the 23rd Annual Sturgeon Feast and Celebration Pow-wow that was held at the Menominee Indian High School on April 16th. Fifteen sturgeons were provided for the feast by the Wisconsin Department of Natural Resources and were smoked by Doug Cox, Jr. for the feast. We had nine drum groups and two-hundred dancers performing at the event that included several Menominee traditional dances that included: feather dance, snake dance, swan dance, and two-step. The Annual Water Walk Ceremony was held at Keshena Falls prior to the pow-wow and the walkers walked from Keshena Falls to the Menominee Indian High School. Guy Reiter, who is the organizer of the grass roots movement in opposition to the proposed Back Forty Mine, was the honored guest who spoke on this issue and later an honor song was sung. Several hundred people attended this event and enjoyed the traditional sturgeon feast. The traditional Menominee Fish Dance was performed prior to the feast to honor the return of the sturgeon to the reservation. Menominee Veteran, Dennis Kenote carried the spirit plate of food to the river where it was offered before the feast.

STATE LEGISLATIVE STUDY COMMITTEE ON THE STATE BURIAL SITES PRESERVATION LAW The director was appointed to the State Legislative Study Committee on the State Burial Sites Preservation Law. The Study Committee is directed to review s.157.70 to determine whether the statute adequately balances the interests of scientists, landowners, developers, Native People, and others with an interest in a burial site area, including those with a kinship interest and those with a general cultural, tribal or religious affiliation with the burial site. The Study Committee is also asked to consider whether modifications of these procedures are necessary to protect all interests related to any human burial site encountered during archaeological excavations, mining activity, construction, agricultural activity, environmental assessments, and/ or other ground disturbing activities without causing avoidable or undue delay or hardship to any person who has an interest in using the land which the burial site is located. The committee's recommendations will be sent the state legislature for their review and approval and will create a revised Burial Sites Preservation Law.

PETERSBURG, VIRGINIA CIVIL WAR NATIONAL BATTLEFIELD CEMETERY On July 13th, the director and Dennis Kenote from the Veterans of the Menominee Nation traveled to Petersburg, Virginia to conduct a ceremony for the Menominee Civil War Veterans buried in the cemetery. At a previous meeting of the Menominee Tribal Legislature voted to send the director and Mr. Kenote to conduct a traditional Menominee "send-off" ceremony for the Menominee Civil War veterans buried at the cemetery. The director is a direct descendant of one of the Menominee Civil War Veterans who was killed in action at the Battle of the Crater and his name was Joseph Nahwahquaw. The director also noted the trip as a Native American Graves Protection and Repatriation Act "consultation" meeting discussing the replacement of graves stones at the cemetery. Several Menominee were killed in action at the Battle of the Crater and are buried in the Petersburg Civil War National Battlefield Cemetery.

MENIKANI HARBOR-WILD RICE PLANTING The department participated in the planting of wild rice in the Menikani (the first village) harbor located at the mouth of the Menominee River. A ceremony was held before the planting of the rice where the director said prayers in the Menominee language for a successful planting. Several tribal members attended the event that was organized by Guy Reiter. It was good to see the wild rice stalks come into fruition this fall and it was the first time in many years that wild rice once again was visible at the mouth where it once flourished in historic times at the birth place of the "People of the Wild Rice".

MENOMINEE CULTURAL MUSEUM The Menominee Cultural Museum is working with the Wisconsin State Historical Society Museum in reference to a loan of Menominee artifacts. Some of the artifacts we will be receiving and putting on exhibit in our museum exhibit gallery are a historic Menominee saddle with horse head horn, historic Menominee made German silver jewelry, snow snake, Menominee bow and arrow, thunderbird fiber bags, ceremonial pipe with quill-work stem, beaded sashes and other artifacts. We are continuing our effort to display different artifacts in the museum that were made by Menominee artisans. The department is looking into grants that will help fund a Master Plan for the museum and by having this plan, it will enable us to better tell the story of the Menominee people through exhibition and story timelines.

MENOMINEE LOGGING MUSEUM The logging museum received new medal roofs and other improvements have been made to the buildings. Several trees and brush were removed from around the buildings and some large white pines were removed for safety reasons. We had group tours at the museum and hosted meetings in the bunkhouse. We also hosted a Sustainability conference dinner and traditional dance night in collaboration with the College of Menominee Nations Sustainability Department.

ANNUAL LUMBERJACK BREAKFAST AND CULTURAL HERITAGE DAY on October 1st we had our traditional Lumberjack Breakfast/Cultural Heritage day at the Logging museum. We had several volunteers that helped cook, serve and clean up after the breakfast and we say Maec Waewaenen to all who helped. Our Heritage day workshops included Wild Rice processing with Jonesy Miller and Dale Kakkak, Richie Plass and his Indian mascot display, and musician Skip Jones and friend playing folk music. Several pies were auctioned off with the help of auctioneer Bruce Wilber, Jr. Raffles tickets were sold (several for donated items), and a big thanks goes out to those who donated items for the raffles.

ANNUAL ARTS AND CRAFTS FAIR The department hosted the annual Menominee crafts fair here in the cultural museum. The purpose of the event is to invite Menominee artists and crafts people to come in and set up their booths and sell their arts, crafts, and paintings. Some of the items that were on sale were: beadwork, paintings, earrings, woodcarvings/baskets, beaded dream catchers, moccasins/mittens, doll cloths, scarfs, and dance regalia/quilts. Several community members attend the annual arts and crafts fair each year. This is a good event to start off the holiday season and to purchase items for Christmas giving.

WOLF RIVER DEVELOPMENT PLAN The department is continuing to follow and participate in the Wolf River Development Plan in reference to the Balsam Row Dam. The plan calls for a fish by-pass or fish way around the Balsam Row dam. The tribe is working with the Department of Natural resources on the fish way around the dam that would enable sturgeon and other fish to swim up to the Menominee reservation. Public hearings were held in regards to the plan. There was heavy opposition to the plan and fish way from the public at the meetings. The director spoke in favor of the fish way because it would allow sturgeon to swim freely to the Menominee Reservation because of the tribe's cultural and spiritual connection to the sturgeon.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 99,028**	**$ -**	$ -	$ -	$ -	**$ 99,028**
Fringe Benefits	**57,961**					**$ 57,961**
Travel	**1,089**					**$ 1,089**
Supplies	**5,754**					**$ 5,754**
Contractual	**25,062**					**$ 25,062**
Utilities	**14,240**					**$ 14,240**
Indirect Costs	**23,411**					**$ 23,411**
Other Costs: (list below)	**18,955**					**$ 18,955**
Logging Museum Tours		**2,613**				**$ 2,613**
Cultural Museum Tours		**2,181**				**$ 2,181**
Museum Fundraising		**26,577**				**$ 26,577**
Cell Tower Review Fees		**113,000**				**$ 113,000**
Totals ►	**$245,500**	**$ 144,371**	**$ -**	**$ -**	**$ -**	**$ 389,871**
Fund/Totals Ratio:	62.97%	37.03%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Cultural Museum Tours	$ 2,601	$ 2,184	$ -	$ 2,184
Logging Museum Tours	1,504	2,613		2,613
Fundraising-Cultural Museum	20,951	26,577	22,011	4,566
Sturgeon Feast	4,777	7,510	8,370	(860)
Lumberjack Breakfast	3,525	2,673	1,183	1,490
Culture Camp	3,818	26,900	20,860	6,040
Cell Tower Review Fees	558	113,400	30,056	83,344
Totals	**$37,734**	**$181,857**	**$ 82,480**	**$ 99,377**

Housing

Wayne Wilber, Director

Summary of Services: Housing's primary responsibility is to provide safe and healthy housing to Tribal members living within the exterior boundaries of the Reservation. The goal is to do this in a professional and courteous manner, keeping the needs of the community and the Tribal organization prominent in the decision-making process.

Department staff includes 45 Team Members- Director, Maintenance Manager, Accounting Supervisor, Eagle's Nest Manager, Planner/Grant Writer, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, three (3) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, three (3) Cleaning Team Members, two (2) Elderly/Disabled Team Members, 16 Maintenance Team Members, and six (6) Eagle's Nest Program Assistants.

Our department provides housing services to Tribal members on a multitude of levels; we have eight (8) different tax credit projects consisting of 179 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 1 mutual help units, and we assist Tribal members with Rental Assistance in surrounding communities. We also offer temporary homeless services through the Eagle's Nest, as well as two (2) transitional units for assisting with moving eligible applicants towards more permanent housing solutions.

We have rental units in the communities of Zoar, South Branch, Middle Village, Neopit and Keshena. MTHD offers a variety of programs ranging from rental units to assistance with home repairs. Below is a list of the programs we currently offer and the requirements for each. Applications for the programs are available on-line through the Tribe's website, at the Housing offices or you can contact Housing and we can have one mailed or emailed to you.

MTHD Programs Offered:

202/Elderly: This rental program provides one or two bedroom apartments for qualified elderly or disabled applicants who meet the requirements. The program requires an application; has minimum age requirement of at least 62 years or proof of disability; a background check; source of income and a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

515 Apartment Program: This is a rental assistance program for low/very low income families, including the elderly. These are two bedroom units located in Middle Village. Each of the three buildings contains four apartment units. Qualified applicants pay a reduced rent rate based on their adjusted income. There are three handicap accessible apartments and preference for these units will be given to applicants who can demonstrate the need from these modifications. The program requires an application; a background check; source of income and a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Elderly/Disabled Assistance: The Elderly Assistance and Disabled Assistance Programs offer assistance to help fund home improvements and repairs for enrolled members age 55 and above who reside in Menominee, Shawano, Oconto or Langlade counties and would not otherwise be able to afford them on their own. The program offers

assistance with one repair/service item up to $7,500; has an application; income guidelines; and program requirements.

Elderly Home Preservation Program: The program provides enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs, the help they need to ensure their homes are safe and healthy. The program offers assistance with one repair/service item up to $15,000. The program requires an application; and has guidelines for approval based on income, family size and type of improvement requested.

Housing Improvement Program (HIP): Home Improvement Program for enrolled Menominee members who reside within the Menominee Reservation service area. The program offers assistance for home repairs or in some cases a new home. The program requires an application; has income guidelines; land ownership/lease requirements and no other resources for housing assistance for approval.

Home Repair Loan Program: Home Repair Loan program offers assistance with home repair projects located within Menominee, Langlade, Oconto and Shawano Counties. The loans are available to enrolled members who own their own homes and have the ability to repay the loan over a period of time. Loans are available up to $7,500. The program requires an application, pre-approval of the project and a wage assignment, except for those on social security, as part of the repayment.

Indian Health Services (IHS): This program offers assistance with sewer & water infrastructure including well, water hook-ups, septic/drain field or septic/mound system. The program requires an application; has guidelines for approval, including proof of enrollment, must live in the home you are requesting service and no mobile homes older than five (5) years. Completed applications are forwarded to the IHS office in Rhinelander for further processing and approval. The process can be a lengthy one, so please plan accordingly.

Rental Assistance: Provides low income families with an opportunity to find housing in units not managed by MTHD. Vouchers from this program can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. A "Shared Rent" arrangement is established (based on income) for 12 months where MTHD helps qualified applicants meet rent expenses. The program requires an application and income verifications.

Security Deposit Assistance: Provides assistance to low income families with either a Security Deposit or first month's rent in units not managed by MTHD. The assistance can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. The program requires an application and income verifications.

Single Family/ Low Rent/ Tax Credit: Provides low income families with affordable rental housing. This program offers a wide variety of single family detached homes with 2, 3, 4 or 5 bedrooms and 1 bedroom apartments (only located in Neopit) to lease on a month to month basis to qualified applicants. The program requires an application; a background check; source of income and a review of any debt owed to Tribal Departments (i.e. Housing, Courts, Loan Fund, etc.). A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Market Based Rentals: The program provides opportunities for Tribal members to rent at a market rate. The rental units are available for Tribal members whose household income is above the program limits of the NAHASDA programs. Currently, MTHD has purchased/acquired nine (9) rental units for use in the program. MTHD has remodeled four (4) of the units, are renting those out and should have three (3) others in service as soon as purchase details are completed. The program requires an application, background check and proof of income for the program. MTHD is accepting applications; has waiting lists and a process in place for awarding the units when they are ready for occupancy. MTHD will continue the program with more units in the future as funding and opportunities become available.

Eagle's Nest – Emergency Shelter The Eagle's Nest Emergency Shelter was successful in serving Residents this past year – some were able to move on and find a permanent place to stay, while others were not able to and continue to work with programs they were referred to. From October 1, 2015 to September 30, 2016, the Eagle's Nest Emergency Shelter served 191 families comprised of 92 children and 99 adults.

While at the Eagle's Nest, Residents are provided many resources to assist them with finding permanent housing, securing food services and employment. For example, they are provided referrals to TANF, W-2, Food Share, JTP, Vocational Rehab Program, and UMOS; transportation for job interviews and to look at apartments/housing; a monthly Transit Card for utilizing DOTS; assistance with fees for background checks or other documents. These resources assist the Resident with moving toward a more independent life and finding permanent housing.

Each Resident's case is assigned to the House Manager and a Program Assistant who they meet with weekly to address their needs. Many improvements are made at the Shelter based on the needs of the Resident. The ultimate goal is to assist them while at the Shelter with finding permanent housing solutions, budgeting, and securing employment/income.

We work with the following programs to assist residents with finding the resources necessary to move into a home or apartment:

New Cap, Inc. - they assist with housing counseling services, rental assistance, shelter programming, loans for homebuyers and vehicles among their tenant based programming;

Forward Services, Inc. - they will pay for an apartment for up to one year's time, providing the person has an income;

Rural Housing, Inc. - will assist residents with Security Deposits or 1st month's rent, providing the person has an income;

Menominee Tribal Housing Department's Rental Assistance Program.

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. Community members are welcome to go through the clothing donations as needed. We also receive monetary donations to assist residents with no income with obtaining birth certificates or criminal background checks in order to apply for Housing.

The Eagle's Nest Manager and Housing Director hear the complaints and concerns regarding the Eagle's Nest and they investigate and take corrective action when necessary. Complaints usually are centered on the duration of stay at the Shelter. In the rare event residents cannot find more permanent housing within the 45 day time limit of their stay, they may apply for an extension of 30 days.

We have two (2) transitional units for providing families with temporary housing. The maximum length of stay is six (6) months; Residents are required to actively seek a more permanent housing solution while in the units. Tenants in these units are required to pay the utility costs to Alliant Energy and Menominee Tribal Utility; rent, which is one flat rate, not including heat and are required to save $100 per month while in the Transitional Unit. In addition, they must continue to meet with the EN Manager on a weekly basis for any assistance required and direction to other programs the family may qualify for.

Future plans include, continuing to develop forms to assist Residents with completing their requirements while in the Shelter and working with the IT Department to develop a Program to assist with being able to track homelessness in one central database.

Department Future Plans: Below is a list of future plans MTHD will searching for solutions to our Tribe's need for housing.

Market Based Rentals: The program is maturing and MTHD will continue to search for purchasing opportunities on homes within the Reservation boundaries. The program offers a unique niche to Tribal members who are searching for rental options. MTHD hopes to obtain 10 more units this year, as options for Tribal members to utilize.

Home Ownership: MTHD had discussion plans with Rural Development and Bay Bank on loan programs to assist Tribal members with home ownership options in the programs they have available.
MTHD received information from the U.S. Department of Veterans Services on a specific home loan programs for Veterans on trust land. The information was shared with the Veteran's Service Office as well in hopes of promoting this program for the many Veterans we have in our community.

Final Thoughts: Overall, the mission for the department will remain the same; we need to continue offering safe and healthy housing opportunities to Tribal members. Within this mission, we will be looking at various improvements to increase efficiency and effectiveness in our delivery of services to Tribal members. Yearly, our residential staff assists hundreds of tenants in their daily activities and will look at how we can move toward improving relationships with tenants and relating in a trauma informed care approach; some things will remain the same, our maintenance staff will continue to complete thousands of maintenance repair/work orders from tenants, our maintenance staff is very busy and we are looking at improving our training program to increase their performance and efficiency to better handle the workload required.

In programming, MTHD will continue to look at better ways to serve Tribal members through departmental policy changes which makes sense for both the department and the tenant. The staff will continue to look at ways to balance the requirements from funding sources with the needs of Tribal members. Our service delivery will continue to evolve as we continue to learn and utilize trauma informed care in our programs.

Being accountable to both the Tribe and Tribal members is a goal of the department, we must continue with making strides to operate efficiently and effectively for the betterment of the Department and the Tribe.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 75,559	$ -	$1,413,978	$ -	$ 15,880	$ 1,505,417
Fringe Benefits	29,113		626,703		12,117	$ 667,933
Training	1,388		5,894			$ 7,282
Equipment	83,069		13,222			$ 96,291
Supplies	26,433		132,837		2,792	$ 162,062
Contractual	92,450		58,648			$ 151,098
Utilities	11,137		121,633		29,485	$ 162,255
Program Activities	3,570				4,255	$ 7,825
Indirect Costs	25,503		261,519		4,617	$ 291,639
Other Costs: (list below)						$ -
Building Maintenance	1,867		22,092		13,205	$ 37,164
Construction Grants	4,499		57,979			$ 62,478
Insurance			27,739		3,241	$ 30,980
Vehicle Cost			51,342			$ 51,342
Rental Assistance			20,445			$ 20,445
Garbage/Recycling			14,433		3,307	$ 17,740
Subsidy	25,235		316,125		30,344	$ 371,704
Land Acquisitions	73,778					$ 73,778
Construction/Renovation	93,851					$ 93,851
Donations	5,292					$ 5,292
Totals ►	$ 552,744	$ -	$3,144,589	$ -	$ 119,243	$ 3,816,576
Fund/Totals Ratio:	14.48%	0.00%	82.39%	N/A	3.12%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
HUD/NAHASDA	$ (78,174)	$2,998,055	$3,154,523	$ (156,468)
515 Apartments	(21,659)	59,956	56,408	3,548
202 Apartments	36,853	103,479	82,810	20,669
Non-Program Income	193,684	552,762	277,173	275,589
Totals	$ 130,704	$3,714,252	$3,570,914	$ 143,338

Human Resources

Bernard Kaquatosh, Manager

Our mission statement 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 Bowman, Randy Chevalier and Ben Kaquatosh.

The following graph depicts the gross annual salary for FY 16 ending September 30, 2016 and to include the previous two years as well, which shall give you an estimate as to how the gross payroll has grown and/or stabilized through the last couple years. It also reflects the total employee count as of the end of each fiscal year, September 30th. This data is calculated at of the end of September 30, 2016, it does not mean we had started with 1109 employees at the start of the fiscal year. In summary, at year ending September 30, 2016, we had 520 Menominee employees and 38 Menominee descendants.

Fiscal Year	**10-01-15 to 9-30-16**	**10-01-14 to 9-30-15**	**10-01-13 to 9-3-14**
Payroll	31,124,573.08	29,729,040.50	28,738,077.18
Employee Count	1109	1151	1129

In the next graph, we are showing you the results of our drug/alcohol testing for the current year ending of September 30, 2016 along with test results for the previous years. Our department utilizes two different sites for urinalysis collections; one is the Tribal Clinic, and the other is Maehnowesekiyah. All of these tests have to be confirmed by Norchem Sentry, which is a large firm that confirms the test results of each and every test which is a requirement of the law. We would also use Marshfield Clinic for any hair follicle testing that can be used in conjunction with our exclusive urinalysis testing. We use a ten panel testing process which includes drugs such as opiates, phencyclidine, amphetamines, cocaine, and marijuana. It is fair to say we are testing for opiates, depressants, stimulants, and hallucinogens because if the drug is depicted in the urinalysis process, the person must produce a statement from the physician that they are on a drug that would cause a positive test. We are now going into the second year for drug testing of synthetic drugs as well. This graph represents the number of positive tests we had for the current year ending September 30 as well as previous years.

Positives	**10-01-15 to 9-30-16**	**10-01-14 to 9-30-15**	**10-01-13 to 9-3-14**
Cocaine	7	3	7
Marijuana	8	7	0
Synthetic	0	0	0
Alcohol	4	5	3
Total	19	15	10

The next graph represents a comparison of the current year ending September 30, 2016 through the year ending September 30, 2014 regarding job openings, interviews, resignations, discharges, and layoffs.

	10-01-15 to 9-30-16	**10-01-14 to 9-30-15**	**10-01-13 to 9-3-14**
Job Openings	216	165	151
Applicants	1373	1290	1137
Interviews	840	786	602
Resignations	125	93	67
Discharges	59	64	88
Layoff/Leaves	37	42	55

The next graph represents the total number of hearings that were conducted by HR during the year ending September 30, 2016. 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 and if it reaches that stage in the process. Of the 15 hearings, 10 were resolved in favor of Management and 5 in favor of the employee.

Conflict Disputes	10-01-15 to 9-30-16	10-01-14 to 9-30-15	10-01-13 to 9-3-14
Step 2 Hearings	15	15	18

The next graph presents our Employee Assistance referrals for the past three years. These 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	10-01-15 to 9-30-16	10-01-14 to 9-30-15	10-01-13 to 9-3-14
Mandated	7	2	4
Self-Referral	12	10	11

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. The graph represents the total number of checks that were conducted through September 30, 2016.

Background Checks	10-01-15 to 9-30-16	10-01-14 to 9-30-15	10-01-13 to 9-3-14
Local	411	435	431
State	596	592	682
Federal	233	225	237
Motor Vehicle	122	22	16
Sexual Offender	289	389	299

The Human Resource Department conducted a number of short training programs throughout the year, which include the following list:

HR Trainings	Employees Trained	HR Trainings	Employees Trained
Sexual Harassment	142	Stress Management	4
Customer Service	12	Employee Evaluations	7
EAP Program	4	Trauma Informed Care	9
Smoking Cessation	11	Understanding Discipline	18
HIPPA	19	MITW Hiring Practices	131
Front Desk Security	24	How to Supervise	10
Employee Advocate	10	Employee Absenteeism	7
Early Menominee History	14	Good Work Ethics	126
FMLA/ADA	6	Understanding Evaluations	7

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 314,716	$ -	$ -	$ -	$ -	$ 314,716
Fringe Benefits	119,313					$ 119,313
Travel	300					$ 300
Training	3,000					$ 3,000
Supplies	10,800					$ 10,800
Contractual	47,500					$ 47,500
Other Costs: (list below)	39,078					$ 39,078

Totals ►	$ 534,707	$ -	$ -	$ -	$ -	$ 534,707
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 14 full time professionals, the department consists of 2 logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of one Helpdesk Specialist, two Desktop Specialists, two Network Specialists, one Network Administrator, one Network Engineer and a Service Manager. Application Development/Software Support has three Developers, one Multimedia Specialist, and one Software Application Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches), and software (Word, Excel, email, applications, databases, web sites, digital signage, surveillance cameras, and proximity access) that the organization uses across 26 different sites.

Personnel Changes to Meet the Organization's Needs:
In order to better meet our customer department needs IT made one staffing change reinstituting the full time help desk position to better respond to calls for assistance. The position of Software Application Specialist was placed into the 2017 budget and is filled at that time. Technical support needs eliminated the Administrative Assistant position and those required duties were divided up between the Service Manager and the IT Director.

Year in Review:
The past year was one of upgrades and project completions

- New servers, storage, and switches were installed to replace equipment that had reached the end of its life in production (day to day use). The replaced equipment was slid down to the stand by data center and the equipment there which has reached the end of its full useful life was retired.
- The digital signage project finished with additional units going in at such places as the Casino, MISD, County, CMN, and Save-A-Lot. Partnering with these entities allows us to bring the current events, news, meeting notices, and job opportunities throughout the community and not only at government facilities.
- IT continued to bring value to the departments it supports in the security area with major camera replacements at MLCC, Recreation, Tribal Jail, and Daycare.
- IT received and responded to over 6,300 requests for support which is up 28% from the previous year.

Year Ahead:
The year ahead will be one of change.

- Several major software systems require upgrading including the email system, server software, and instant messaging.
- Hardware systems for uninterrupted power at the data centers and improved wireless connectivity will be coming.
- Windows 10 is now ready for the enterprise and Office 2016 will start to make its way into everyday use.
- We are planning to bring more programming to the Public Access Channel as we work with departments to use this medium to get their message out into the community.
- IT has opened discussions with Charter about a possible phase 2 buildout into additional areas on the Reservation.

It is not always easy to see the impact of an indirect cost department on the organization or community it serves. IT works largely in the background, upgrading, monitoring, and repairing those computer systems that are vital to the departments, and those who directly affect the lives of the community. When those departments can do their jobs, faster, better, more accurately through technology, and then we have done our job.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ -	$ -	$ -	$ -	$ 639,223	$ 639,223
Fringe Benefits					261,989	$ 261,989
Travel					1,000	$ 1,000
Training					10,000	$ 10,000
Equipment						$ -
Supplies					5,000	$ 5,000
Contractual					281,600	$ 281,600
Utilities						$ -
Space Lease/Rental					34,323	$ 34,323
Indirect Costs						$ -
Other Costs: (list below)						$ -
Vehicle Costs					8,500	$ 8,500
Postage & Copies					200	$ 200
Computer Upgrading					110,000	$ 110,000
Totals ►	$ -	$ -	$ -	$ -	$ 1,351,835	$ 1,351,835
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	100.00%	

Insurance

Rosemary Simon-Kazik, Director

General Overview

The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Casino Resort 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 burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; the Employee Morale Program and provides various trainings for employees. It also oversees the Tribal Approved Drivers List. 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.

In addition, Insurance Staff works with Tribal members to obtain property insurance through Amerind Risk and health insurance through the Health Insurance Marketplace.

Staffing: The Insurance Department consists of six staff members: Insurance Director (Rosemary Simon Kazik), two Benefit Specialists (Sue Blaha and Colette White), a Property and Casualty Specialist (Michelle Corn) an Occupational Health, Wellness & Safety Specialist (Lucas Behm) and a Benefits Technician (Leah Pamonicutt).

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 FY2016, the Tribe's healthcare plan covered 804 employees with a total of 2072 lives. Annual premiums collected totaled $14,979,990.07 while medical and prescription drug claim payments equaled $13,867,578.42.

The Nurses' Hotline which is open to both employees and Tribal members received 1161 calls in FY2016.

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 $1000 per child. FY2016 cost of this benefit was $189,864.00. 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 $5000 per child. In FY2016, 482 employees were covered by voluntary life insurance. 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. In FY2016, 345 employees were covered by voluntary Long Term Disability. During FY2016, 63 employees received short term disability benefits.

Dental: Employees are provided dental insurance from Delta Dental with an annual maximum of $1200 and no deductible. In FY2016, 774 employees were provided with dental insurance and paid claims amounted to $573,548.32.

401k Retirement Plan: MITW maintains a 401k retirement plan for employees with Alerus Retirement Solutions providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2016 were $32,476,990.73 representing 989 accounts, 173 of which were new accounts for FY2016. Employees are allowed to begin 401(k) contributions at the time of their employment with no waiting period. Matching contributions are made by the employer after one year of service. 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. Alerus Retirement Solutions mails quarterly participant statements directly to employees and information can be accessed through Alerus Retirement Solutions' secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site biannually during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2016, 132 loans were processed, 13 hardship withdrawals and 237 distributions made.

Workers Compensation Plan: MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2016, 68 workers compensation claims were reported which resulted with $165,658.46 paid for medical; $5824.10 paid for indemnity; and $2,543.20 paid for expenses. Claims reserves for medical are $58,599.94; indemnity $22,967.82; and expense $5,269.84 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 5 participants at a cost of $13,183.75.

Burial Benefit: The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a $3000 burial assistance benefit and $175 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2016, 87 burial assistance payments totaling $229,500.60 and wake assistance payments of $12,425.00 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

Property & Liability Insurance Coverage: Tribal First provides property and liability insurance coverage for the Tribe, Casino and CMN. In FY2016, the property coverage premium was $402,182 and provided $273,088,826 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $297,941. Insurance provides coverage through Amerind Insurance for all rental units and Housing buildings at an annual cost of $130,765.00.

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. As of 11-1-2015 Human Resources conducted the MVR checks for potential new hires. The Insurance Department maintains the approved drivers' list for all current employees and randomly audits each department. In FY2016, 345 inquiries were received for review for possible addition to the ADL.

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 FY2016, the program provided 97 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 FY2016, employees contributed $39,905.43 to Medical/Dental Expense Flex Plans and $6533.28 to Dependent Care Expense Flex Plans.

Employee Wellness Benefits: ***Journey…***is a volunteer wellness program available to all employees of the Menominee Indian Tribe of Wisconsin, Menominee Casino Resort, and College of Menominee Nation administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease. ***Journey…***addresses not only the physical well-being of employees, but also embraces the financial, cultural, educational, psychological, emotional, family, and community aspects of wellness. A ***Journey…*** website, Facebook page, and email address were created to keep employees informed of available wellness opportunities. Employees' wellness activities will be tracked throughout the year and incentives provided for various levels of participation.

The 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 FY2016, 91 employees took advantage of the Healthy Lifestyle Benefit.

Employee Trainings: Insurance Department personnel conducted various employee trainings in FY2016 including 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. In FY2016, Insurance began providing over 800 On Demand Training videos available to all departments and employees. Trainings include Communication, Human Resources, Management & Supervision Skills, Marketing & Sales, Personal Development, Technology, Accounting & Finance and Operations.

In addition to Safety Trainings, the Insurance Department assists departments in obtaining safety equipment such as vests for the Police Department, replacement pads for AEDs, mold testing equipment, safety vests, safety shoes, respirators, radios, boots, and safety glasses.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**279,690.89**					279,690.89
Fringe Benefits	**108,240.34**					108,240.34
Travel	**604.95**					604.95
Training	**6635.60**					6635.60
Equipment Maintenance	**1058.10**					1058.10
Supplies	**12,750.17**					12,750.17
Equipment Lease	**2522.59**					2522.59
Space Lease/Rental	**16,442.64**					16,442.64

Other Costs: (list below)						
Employee Recognition	**22,394.45**					22,394.45
Liability Insurance	**82,596.00**					82,596.00
Meeting & Related	**6000.00**					6000.00
Totals ►	**538,935.73**					**538,935.72**

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 processes and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

Fiscal Year 2016 Highlights

During Fiscal Year 2016, Internal Audit completed the following assignments:

- ✓ Two program audits (operational, compliance, and financial)
- ✓ Two process audits
- ✓ Three follow-up audits
- ✓ Six consultations, recommendations, and reviews of departmental and process policies
- ✓ Three internal investigative engagements
- ✓ Tracking, review, and resolution of 14 improper activity reports
- ✓ Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start along with training webinars on program requirements
- ✓ Preparation of packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Compilation of the Chair's Office Annual Expenditure and Variance Report
- ✓ Reconciliation of Pow Wow income and expenditures
- ✓ Assistance to WRDC on their external audits as well as reconciliation of accounts receivable and bank account balances
- ✓ Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- ✓ Invitation for Proposals, review of proposals, and participation in the selection process of the external audit form for fiscal years 2016-2018

- ✓ BIA Training on PL 93-638
- ✓ Participation in the process of converting to a new accounting software package for the Tribe. This has meant formation of an implementation team, identification and training of trainers for the new system, development of step by step instruction manuals for employees and supervisors, and assistance to departments and individuals on the use of the new system.

Single Audit FY2015

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, RSM US LLC, on the completion of the Fiscal Year 2015 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for 33Type B Tribal programs to help identify programs which may need to be audited
- Federal and State expense variance analysis
- Internal control worksheets for 18 internal functions such as budgeting, payroll, and financial reporting
- Updates to the Management Discussion and Analysis for the full financial statements
- Review of other external audits completed for chartered entities and programs of the Tribe

Highlights of the 2015 single audit included:

- ✓ A timely submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status

- ✓ For the third time in the last four years, no audit findings. To our funding agencies, this verifies the effective and efficient management of Federal and State monies received by the Tribe and helps to secure future funding.

Internal Audit FY2016 Budget Summary

Description	IDC TOTAL
Personnel Costs	$164,491
Fringe Benefits	$81,163
Travel	$500
Training	$10,000
Supplies	$4,000
Contractual (external audit)	$161,000
Space Rent	$11,822
Dues and Memberships	$850
Postage and Photocopies	$225
TOTALS	$433,643

Internal Audit Observation and Highlight:

- ❖ We have had the opportunity to work with several departments on training for the new software system. This has been a highlight for us. Any time we are able to assist with review of procedures, development of policies, reconciliation of accounts, as well as other forms of consultation engagements, we are always happy to help. Internal Audit wants all of the departments to know that we are available and will gladly provide training or consulting activities.

Johnson O'Malley

Patricia Tourtillott, Director

The Johnson O'Malley Program is designed to meet the specialized and unique educational needs of Indian students attending public schools on or near the Menominee Indian Reservation, who are three (3) years of age through grade 12

and one-quarter (1/4) or more Indian blood. The schools JOM serve are: Menominee Tribal Day Care & Head start, Menominee Tribal School, Menominee Indian School District include Keshena Primary, Menominee Middle School, Menominee High School, Shawano School District includes: Shawano Community Middle School, Shawano Community High School, Olga Brenner, Hillcrest Elementary School, Gresham School District and Suring School District. The JOM program is comprised by 1 full time Director, 1 part time Secretary, and 5 Committee Members.

In 2016 we surpassed our projection of services by 903 from 10,380 to 11,021 in cumulative services. We achieved our service projections by collaboration with many departments and agencies within our Communities, and sponsor/co-sponsor events to share the costs of events, we are able to provide more services to our students and community members. In 2016 our department staff had Trauma Informed training to recognize the effects it has on our community members. The Community Engagement 90 day plans director worked on School Readiness for youth age 3 to grade 12, Recreation 90 day plan to have access cards to the fitness center 24/7, and 90 day plan to recognize buildings on the Reservation that are not in use. The Community Engagement 90 day plans were successful in 2016. The Director's working retreat was to revive the Mission, Vision and Values statements of the Tribe. The statements were placed in the JOM office and in the Hallway in the Recreation Center. They are practices Menominee people strive to live by.

The following is a list of our present programs that have been developed from our needs assessment. Parental Cost program is to promote and increase student's interest and participation in curricular and extra-curricular activities. This helps defray the costs of obtaining a quality education by providing 180 financial service units yearly. By providing additional financial assistance for those students in need of the Parental Cost program, it allows these same students the opportunity to participate in the total school program as other students do. The number of students served 125 service units in the areas of: athletic shoe reimbursements (up to $40), special school supplies, cap & gown fees, ACT testing fees, academic/athletic camps such as: Basketball camps and other extra-curricular needs. Academic/athletic camps are partial payments with the parent understanding they will need to pay the balance of camps. With our current economy, students and parents will not be able to pay for their extra-curricular needs, thereby the need for BIA funding on our reservation is great.

Career Exploration was the highlight of the 2016 Program To expose Native American Middle School and High School students to opportunities and expectations in the world of careers and work. To increase the knowledge of students in what the educational expectations are by industries, professions and post- secondary education institutions. JOM provided an ongoing work experience program during a six-week summer program for 20 Indian students in 2016. Our youth provided resumes along with an application, went through Interview Training, an actual interview, and Orientation. Our trainings consisted of; What are Good Work Ethics & Professionalism, Social Media and the Workplace, Financial Literacy, Health Fair/Fun Day, First Aid. The Six Week Summer Work program was very successful. The 39th Annual Senior Recognition Banquet was held with 68 out of 92 Menominee Seniors graduating that were in attendance and 237 family, friends, community members and invited guests in attendance. The Banquet was another highlight in the JOM program.

Community Activity Centers were previously maintained in three communities on the Menominee Reservation, in F.Y. 16 the Zoar site was open for after school summer program for six weeks. All centers participate with a safe place to go in the summer and afterschool hour activities include: treats/snacks, arts and crafts, science projects, Nutrition Program, 4-H skirt making, and holiday events for the family units. Parents expressed the need for more activities to do with their children. In F.Y. '16 our service units were 3,591.

Positive Youth Development objectives can be met by providing 4800 service units through the continuation and operation of community coordination programs and assisting the Children at Risk programs. The community coordination will provide programs jointly, that will provide presentations and workshops, work cooperatively with all agencies that work with school children in reallocating resources to coordinate preventative type programs in the Menominee Community. We also provided school trips and activities for school age children. Activities provided in 2016 are Halloween activities, Breakfast with Santa, 3 on 3 Basketball Tournament, Easter Egg Hunts, Night Out Against Crime, Coats for Kids, Youth Olympics, End of Summer Family Activity, Sobriety Pow wow, Haunted Hallway, assisted the sewing regalia program and Helping our People. In F.Y. 16 a total of 6,339 service units were provided.

Menominee JOM Education Committee To participate fully in the planning, developing, budgeting and evaluations that will service 1,146 students under the JOM Contract. To provide monthly invitations to meetings, develop a nucleus of at least 5 people in the Menominee Community to provide needed support of Indian students in the school system. We continue to work on improving the delivery of services to all our youth in the JOM program. All complaints regarding JOM are handled through the JOM program and JOM Education Committee.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 25,701		$ 71,978	$ -	$ -	$ 97,679
Fringe Benefits	8,123		16,575			$ 24,698
Travel			6,602			$ 6,602
Training			5,823			$ 5,823
Supplies			2,040			$ 2,040
Space Lease/Rental	1,550					$ 1,550
Indirect Costs	3,591		10,311			$ 13,902
Other Costs: (list below)						$ -
Food Supplies			2,438			$ 2,438
Direct Assistance			4,385			$ 4,385
Program Activity			2,051			$ 2,051
Totals ►	**$ 38,965**	**$ -**	**$122,203**	**$ -**	**$ -**	**$ 161,168**
Fund/Totals Ratio:	24.18%	0.00%	75.82%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Donations/Fundraising	$ 352	$ 9,586	$ 7,821	$ 1,765
Coats for Kids	-		350	(350)
Totals	**$ 352**	**$ 9,586**	**$ 8,171**	**$ 1,415**

Judiciary

Stephan Grochowski, Chief Justice

Posoh Mawanew Weyak!

Since our report last year, the Tribal Judiciary has a new deputy clerk, Luane Barrios, a new office manager, Dolores Martin, a new bailiff, Jeff Wilber and a new lower court judge, Bridget Long. Further, Justice Kittecon was recently re-appointed as an associate justice for our supreme court for a four (4) year term.

Judicare attorney Seth Bichler helped the court by providing juvenile defense services in delinquency cases. He also provided representation to other tribal members who qualified for their services. Sadly he left Judicare to work on the elections. Howard Bichler, Indian Law Manager at Judicare, is attempting to fill the opening while at the same time provide us with services. Unfortunately, he is only able to take a limited number of cases.

This past year, two of our grants ended. Those grants were the records project and an enhancement grant for our drug court, Menīpaniw. The goal of the records project was to enter in all prior case information into our court records management system, JustWare. Unfortunately, we remain very much a paper system. There are years and years of cases the court staff does not have enough time to devote to entering past years information into the system. This is particular true when the court system must focus on getting current cases entered into the system.

The Tribal Judiciary still operates a drug court as a diversionary program. It is called Menīpaniw and we are still the beneficiary of a grant. Our current grant is a joint drug court grant because it is funded by two different sources, SAMHSA and BJA. This new grant is a three (3) year grant. Not only does it pay for the salary of our wellness court coordinator, the grant also covers drug screening, AODA assessments and MRT sessions. A lot of the funding goes to Maehnowesekiyah to cover the costs of these services. What's new is the funding and implementation of a wraparound facilitator who will aid in dealing with the effects of trauma for those Menīpaniw participants who are found to be in need.

This year, the Tribal Judiciary hosted the Wisconsin Tribal Judges Association (WTJA). The Judiciary was able to host this meeting due to available grants funds received from the SSHS (Safe Schools, Healthy Students). This event was held at the Menominee Convention Center on April 14-15, 2016. The WTJA is a local association of Wisconsin Tribal Court Judges. The purpose of this association is to provide training and camaraderie amongst the judges. This year, Wisconsin Supreme Court Justice Gableman attended the meeting. His purpose for being present was to explain the state perspective on discretionary transfer and find out what the tribal prospective was. Some of the Wisconsin Supreme Court Justices are not in favor of having state court judges transfer cases to tribal courts. They are worried about the due process rights of the litigants.

Justice Gableman also paid us a site visit on June 7, 2016. He was accompanied by Professor Nesper of UW Madison and Chief Judge White-Fish from Forest County Potawatomi. Justice Gableman visited all tribal courts in Wisconsin except for one.

Menīpaniw and other affiliated members attended the National Drug Court Conference in Anaheim, California this year. The Chief Justice also attended the 9th Annual American Indian Justice Conference held in Tucson Arizona in June 2016. Furthermore, the Tribal Judiciary was able to send both Lower Court Judges to the National Judicial College in Reno for training. Our bailiff was sent to Fox Valley for defensive tactics training and last, two of our deputy clerks went to Arizona and Nevada for clerk training. One of the deputy clerk's received advanced training and the other received basic clerk's training.

On the issue of trauma and trauma informed care, Diane Hietpas was at the Wilmer J. Peters Judicial Center on December 11, 2015. She held three sessions on Informed Trauma care for those of us who work in this complex. Over the course of this past year, we have received various trainings on trauma and trauma informed care. What is happy to note is that Menīpaniw has been practicing trauma informed care since its beginning.

TECHNOLOGY UPDATES BY JON ASKENETTE, JUSTWARE COORDINATOR This year we replaced our outdated and failing Polycom Video Conferencing Unit (VCU). It was originally purchased in 2006. A bidding process was done for the replacement and Heartland Business Systems of Little Chute, WI was chosen to purchase, upgrade and install the new unit. The new unit is from Cisco Systems and is not as proprietary as the Polycom unit. This allows us more flexibility and ability to control the VCU based on our needs as well as in servicing the unit by using more readily available peripherals and cables.
During Heartland's assessment, it was determined that we would be able to get more usage out of a new unit. Along with it being aged and wear starting to show with parts beginning to burn out, it was also not up to modern technological standards and in need of replacement to continue to function.

An additional point that was considered in thinking about replacing our Polycom unit was the Victim Rights code that was passed on February 4, 2016 by the Menominee Tribal Legislature. In the code it states in section 535-5(b)(3) "To have the prosecutor, in the case of minors and/or vulnerable victims, move to have closed-circuit testimony or close the courtroom to the general public." In order for Menominee Tribal Courts to be able to offer closed-circuit testimony as described in the Victim Rights code, the outdated Polycom would need to be replaced.

On September 22, 2016, Heartland Business Systems completed the installation and training on the new Cisco VCU. The first calls were completed on September 23, 2016 and were successful.

Menominee Tribal Courts is also in the process of determining other technological tools that will need to be upgraded in order to keep up with modern requirements while maintaining fiscal responsibility and balancing the need to function versus immediate cost. For example, the Judges have had iPads assigned to them since approximately 2011. The iPads that were assigned are second and third generation. These iPads are used as reference and resource tools which allow the judges to have the entire tribal code as well as other important documents available to them at any time. Current iPads available are on their 7th generation. This means the iPads assigned are outdated and are no longer supported by Apple for operating system upgrades. The end of operating system support causes the inability to also update apps once the app developers stop supporting updates for devices running an operating system that has been deemed too old.

The courts are currently assessing computer replacements as well. Over the past 8 years the majority of computer replacements were purchased with one time funding moneys secured from the Office of Justice Services. Unfortunately, this puts the courts in the position of trying to avoid doing bulk computer replacements all at once as when purchasing using outside funds as those purchases were done in bulk to maximize each outside dollar. Over the past years, our tribal IT department has initiated a computer replacement schedule which we are currently reviewing and attempting to identify computers to replace in smaller batches in the event that we do not receive any additional funds from outside sources. The goal of this project is to attempt to spread out the cost of replacement over many years instead of having one or two years absorbing the brunt of the cost from tribal dollars.

Menīpaniw Major Accomplishments by John "Jack" Krebs, Drug Court Coordinator Beginning in 2016, through a new intensive SAMHSA /BJA Adult Drug Court Enhancement Grant, Menīpaniw is now formally collaborating with Maehnowesekiyah. The main treatment directive of this newly received grant initiative is to provide solid and thorough wrap around care for each Menīpaniw participant through the position of a wraparound facilitator. It is believed that by adapting and incorporating a wraparound facilitator into the grant-funded activities, the program will further evolve and increase the program's capacity. Menīpaniw will then further utilize the methods of trauma informed care for its participants' benefit. Menīpaniw is still using frequent random drug testing for synthetic THC. This testing is administered more frequently to each participant within a weekly schedule. In late 2016, this initial push for randomization of Drug screens / PBT's, which started in early FY 14, will include weekend and holiday hours to further fill in the gap and avoid possible rebound of addictive behaviors triggered by Holiday "free time".

Menīpaniw once again proudly participated at the Annual Menominee Pow Wow in August. Menīpaniw was also at the annual Night Out Against Crime event by hosting a face painting booth. At the annual Menominee Tribal Employee Benefits Fair, Menīpaniw's mission and vision, purpose and facts about prescription drug use / abuse were displayed. During that two day event, 20 individual questions were fielded and resourcing was presented to further assist those issues. The Team, as part of their continuing education mandates and grant stipulations, attended the National Association of Drug Court Professionals Conference in Anaheim CA, in May. During the opening ceremony Menīpaniw's location and its very own Coordinator was spotlighted as a Point of Light and hope provider through NADCP. Across the United States, examples and locations of Drug Courts were pinpointed and recognized on a National map scale. This NADCP training coincided with a mandatory training provided by SAMHSA, and was attended by select grant leadership personnel. Menīpaniw hosted a grant site visit from a representative of SAMHSA. The purpose of the visit was to make sure everything was going along smoothly and help promote ways to offer increase participation. To that end, Menīpaniw has been invited back to a Community Leadership group in November to openly present our mission and discuss furthering the vision of Menīpaniw outside the reservation borders by encouraging the offer of Menīpaniw to Menominee tribal members within the Shawano County court system.

Highlights: In FY 2016, Menīpaniw held 47 court sessions with 18 people who were accepted into this diversionary program and they completed over 100 hours of hands-on community service at community events.

CASE FILING STATISTICS – FY 2016

	Filed	Hearings
Motor Vehicle	835	1,013
Curfew, Underage Drinking and Truancy	252	1,010
Conservation, Dog and other Adult Ordinances	83	87
Appeals	2	n/a
Restraining Orders	47	51
Adult Criminal	363	3,166

Civil*	264	279
Juvenile/JIPS	32	183
CHIPS	39	125
Adoptions/TPR's	4	10
Child Support/Paternity	86	403
Private Custody	33	86
Extraditions	46	50
Concealed Weapon	07	n/a
TOTALS	**2093**	**6,463**

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

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	BJA/SAMHSA	TOTALS
Personnel Costs	**$ 136,713**	**$ -**	$352,980	$ -	$ 126,483	**$ 616,176**
Fringe Benefits	**65,131**		82,740		113,906	**$ 261,777**
Travel	**330**		552		1,090	**$ 1,972**
Training	**1,000**		6,000		58,542	**$ 65,542**
Equipment	**48,000**		-		4,202	**$ 52,202**
Supplies	**1,000**		7,364		16,402	**$ 24,766**
Contractual	**1,969**		25,291		144,230	**$ 171,490**
Indirect Costs	**26,831**		-		50,717	**$ 77,548**
Other Costs*	**10,200**		5,554			**$ 15,754**
Participant Incentives					8,100	**$ 8,100**
Direct Services					8,000	**$ 8,000**
Client Services					3,600	**$ 3,600**
Program Activities					13,700	**$ 13,700**
Postage					1,440	**$ 1,440**
In-Kind Monies					100,000	**$ 100,000**
Totals ►	**$ 291,174**	**$ -**	**$480,481**	**$ -**	**$ 650,412**	**$ 1,422,067**
Fund/Totals Ratio:	20.48%	0.00%	33.79%	N/A	45.74%	

Language and Culture

Joseph Pakāhcekaew Awonohopay, Director

In fiscal year 2016 we continue to assess our goals every 90 days and again, we examined the way we have prepared, are preparing, and the way we want to prepare our Teachers for the classroom and the proper Professional Development to make them classroom ready now, and in the future. We also spent some time restructuring the testing process so the material is a reflection to the Menominee Language & Culture Code Chapter 395.

This new testing procedure gives the learner the opportunity to showcase their strengths, but yet pin point their weakness for better and more effective development. We at the Menominee Language & Culture Commission (MLCC) have certified and recertified 9 Tribal members with an Annual Menominee Language & Culture Teacher License and one 1 Year Provisional Language 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 and pride.

Once again we at MLCC have challenged ourselves and how we provide services to our Tribal membership. Our main focus is to promote, preserve, and protect to revitalize our beautiful God given Native Language & Culture for future generations. In doing so, we took into serious account what our Teachers need, what our Tribal members are asking for, and what will help pave the road for successful Language development and community classes by finding and strengthening our many weaknesses. Again we took a good hard look at our previous efforts and realize we need to continue our work to strengthen our program and Teachers to continue to provide meaningful and enriching professional development. Our Menominee children deserve the best and we should work tirelessly to ensure they get the best from all Menominee Language Teachers licensed through this department. In the fall of 2015 our Tribal Legislature approved the first Menominee Language Immersion Training Program. Initially, we had focused efforts to start an Immersion Charter School in conjunction with CMN, which had been authorized by the State to be the license holder. Due to unforeseen circumstances we've shifted our planning to start with our Tribal Day Care or Head start. We are still in the discussion stage and no formal plans have been made, but there are positive and encouraging conversations happening.

The Tribe approved us to implement the Menominee Language Immersion Trainee program which started on January 4th 2016 with 10 trainees. These trainees will be instrumental in implementing and being the Teachers in our Tribes first Immersion program which could potentially start as early as fall of 2017. The program continues to change and evolve as we have reached a point where our lead Instructor is teaching Language Arts to the Trainees all in full Menominee Language to help them understand the complex grammatical structure. Throughout this past year the Trainees have had various Native American and Indigenous Workshops on language, history and culture, and also trainings to help them understand how beneficial it is for brain development for our children to speak and know two languages, we took them to the State Historical Society in Madison, the Menominee Clans exhibit at UW Stevens Point, to Waadookodaading Immersion School in Lac Courte Oreilles, and many other trainings to prepare them for their role in the classroom.

As we reached summers end in FY 2016 we had narrowed the Immersion program down to 5 full time trainees by means of various assessments and tests to track their progress and retention. It is our hope that these 5 Immersion Trainees will be the inaugural group of Teachers to kickoff the very first Menominee Immersion Program in the fall of 2017. On the Commission level we had a good grasp of implemented changes, goals, 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 elder persons (elders knowledgeable in Language, Culture, Traditions, History & 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 just over nine thousand (9,000) Tribal members. Of that 9,000+ person membership **only 0.001% are first language fluent speakers**. We have many Tribal members that know a few usable words, to Tribal members that know many words and some phrases and a very limited few that are close semi functional, one semi-fluent and 4 to 5 first language fluent speakers which gives us the 0.001% figure you see above. Every Wednesday we hold "Keckīwak Maāwacēsenok" (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/community members and Language curriculum accuracy with the elders. The Keckīwak elders strongly encourage younger tribal members to attend! MLCC also holds an 8 week free Menominee Language class and a shorter 6 week class during the summer each calendar year. We must establish an Immersion School if we are to seriously have a chance at saving our language. First and foremost, we must continue to develop, teach, mentor and train Tribal members to be competent, reliable, dedicated, and functional speaking Teachers for this Immersion School and also to fill existing Bilingual programs in our schools.

Dictionaries & Books for purchase-
Berry Picking Story- $10
Beginners Dictionary &15
Intermediate Dictionary- $20

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 240,016	$ -	$ -	$ -	$ -	$ 240,016
Fringe Benefits	118,031					$ 118,031
Travel	6,500					$ 6,500
Training						$ -
Equipment	-					$ -
Supplies	670					$ 670
Contractual	700					$ 700
Utilities	-					$ -
Space Lease/Rental	23,171					$ 23,171
Indirect Costs	40,271					$ 40,271
Totals ►	$ 429,359	$ -	$ -	$ -	$ -	$ 429,359
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Law Enforcement

Mark K. Waukau, Sr., Chief of Police

Throughout the 2016 fiscal year the Menominee Tribal Police Department continued to work diligently by remaining committed in engaging with the communities we serve throughout the Menominee Tribe. During this period of time the department focused on being proactive in our own efforts as well as by collaborating with the various programs, schools and service providers. Throughout our involvement in many initiatives we were able to promote public safety, education, and awareness on the important issues that impact the daily lives of the people we have a responsibility to serve and protect.

This year brought about an increase in officers out in the field to include the hiring of four community members with aspirations to become officers, who successfully completed the Basic Recruit Training Program at the new Fox Valley Criminal Justice Training Center in Appleton, WI. These officers are currently on duty and serving the public following the completion of a newly revised Field Training Officer (FTO) program that prepares them to respond to calls for service, allowing them to utilize and implement the training received out into our communities. In addition, we were able to hire two more community members who will also attend training for officer certification at the Federal Law Enforcement Training Center (FLETC) U.S. Indian Police Academy in Artesia, New Mexico in January 2017. They will subsequently be prepared to report for duty during the summer months also.

Because of the continuing problem of synthetic marijuana being prevalent in our communities, several tribal members are to be commended for their efforts as they were instrumental in formulating a grass roots initiative in Neopit, Wisconsin where they began meeting and bringing their concerns and ideas on how to address the problem. As the initiative grew stronger, walks and marches were done as awareness to the problem throughout our communities. Several service providers came on board, and education was provided in our schools and communities with the support of our police department. This subsequently led to a Synthetic Drug Task Force to be developed by the Menominee Tribal Legislature. The NADGI Task Force (Native American Drug and Gang Initiative) comprised of Tribal Police Officers, FBI and DCI (Division of Criminal Investigation of Wisconsin), have been working diligently to combat this problem from a law enforcement perspective. As a result, several individuals were served with Target Letters, informing them they will be indicted to Federal Court in Green Bay. It has been determined that we cannot arrest our way out of this problem however, with the help of our own community members, to include programs such as Maehnowesekiyah Treatment Center, Tribal Clinic, Menominee Indian School District, Tribal School, to name a few, we can begin to address the situation.

As we explore ideas on how to improve services and streamline cases to the Tribal Prosecutor and U.S. Attorney Offices, the Tribal Police Department began to restructure our entire Evidence Room Process, this initiative resulted

in major changes on how evidence is processed and secured. With the assistance of the Tribal Administration Department, we were able to bring forward a consultant firm who were very instrumental in overseeing the entire project. This also called for the development of new policies and procedures, which are essential to providing guidance and direction in order to enhance the new process.

The Tribal Police Department continued to participate with the Tribal Legislature by attending the quarterly meetings in the respective communities we serve, to listen and address the concerns that were brought forward by tribal members. Through our efforts, and as we continued to coordinate and share ideas with many other programs, with great work from Tribal Administration and Community Development, we were able to propose and seek approval by the Tribal Legislature for the development of a police precinct in the community of Neopit. This will allow for the delivery of services that many other programs can offer to that community. With their support the precinct will become a reality in the fall of 2017.

The Menominee Tribal Police Department's primary source of funding continues to be thru the Bureau of Indian Affairs and the Menominee Tribe. The FY2016 budget for your law enforcement services program consisted of funds received thru a BIA 638 program budget in the amount of $979,200 and the MITW budget was a total of $1,165,672. In addition $87,000 direct contractual services were awarded from the BIA which was allocated to the LES program.

Additional funding sources that were available to the department through various grant awards consisted of:

- **MITW Emergency Transport Budget in the amount of $14,683**
- **BIA Indian Highway Safety Grant in the amount of $126,546**
- **Bullet Proof Vest Replacement Grant in the amount of $6,161**
- **Tribal Law Enforcement Grant in the amount of $72,379**
- **MISD Safe Schools Project Award in the amount of $5,000**
- **County/Tribal Law Enforcement Grant in the amount of $34,362**
- **VOCA Grant (Crime Victims) in the amount of $000000**
- **SORNA (Sex Offender Registration Notification) in the amount of $279,872**
- **COPS Hiring Grant in the amount of $677,283**
- **COPS Equipment/Training Grant in the amount of $108,791**

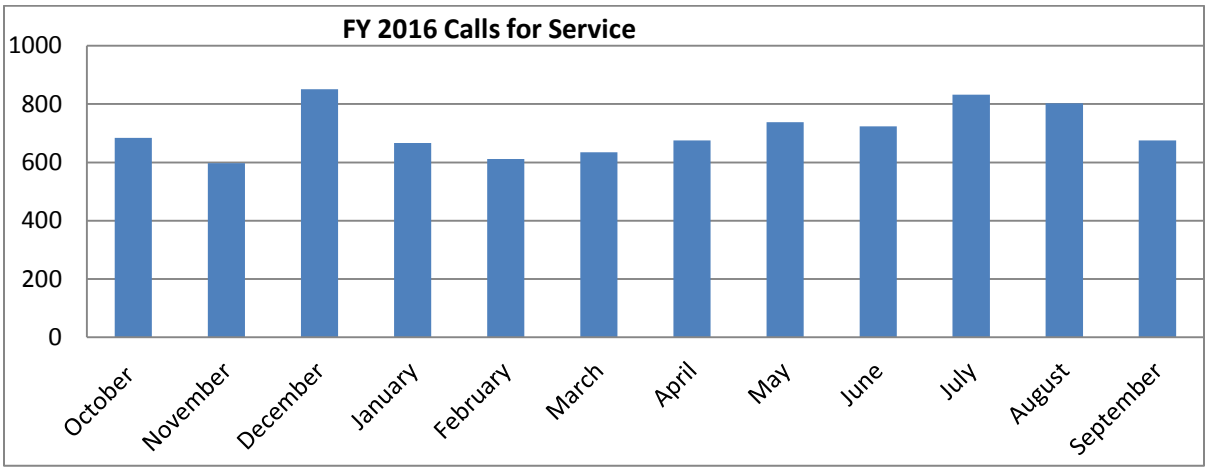
Law Enforcement Activities: During Fiscal Year 2016 the Menominee Tribal Police Department, thru contacts to our Tribal Chairwoman's Office from the Bad River Tribe, we responded to an Emergency Response Situation along with several of our tribal programs to assist the Bad River Tribe of northern Wisconsin. They were left with devastation caused by a tornado, resulting in the flooding and damage to their infrastructure, environment and homes to several families of their tribe. Many other tribes throughout the region came to their aide by providing much needed support in their time of need.

Other LES Activities consisted of:

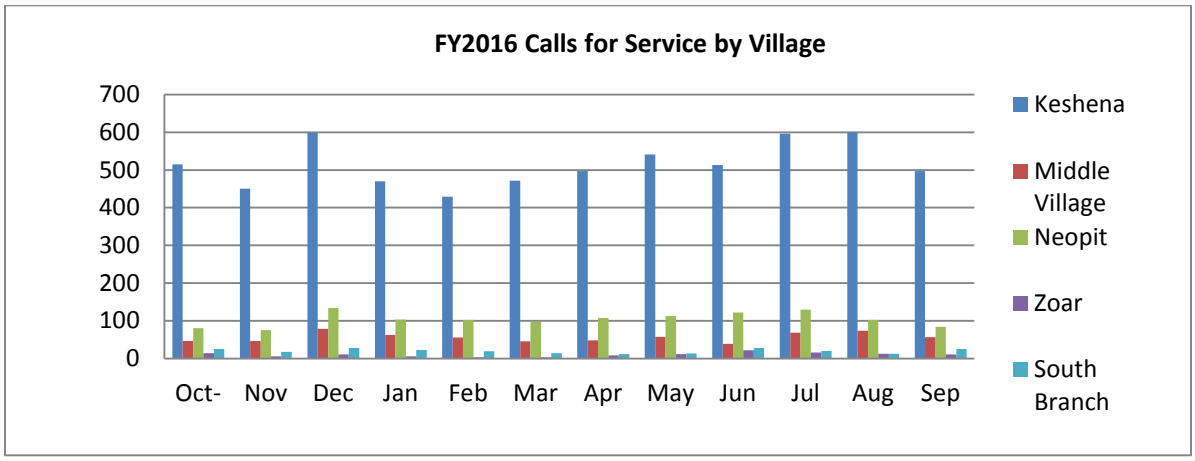
- Annual National Night Out Against Crime-MISD Keshena
- Annual Culture Camp at Wayka Falls-Two events this year
- 19th Annual Menominee Youth Basketball Tournament
- 27th Annual Summer Youth Olympics
- 5th Annual Badges for Baseball
- Annual Shop with A Cop Program
- Kiddie Krime Stoppers March
- Grassroots Community Events
- Provided Honor Guard
- Lumberjack Breakfast
- MTPD Fundraisers to assist other programs

Tribal Police Department: The Tribal Police Department consists of 31 employees, 24 sworn officers, 1 Budget Analyst, 4 Crime Victims Program staff, 2 Sex Offender Registry and Notification Program staff.
During the fiscal year 2016 the number of calls for service generated by the Menominee Tribal Police Department totaled 8,492. There was an increase of 236 incidents from FY2015. There were a total of 1,482 cases referred to the Tribal Prosecutor's Office.

The first graph (listed below) illustrates the number of calls for service responded to by each month for FY2016.



The second graph (listed above) illustrates the calls for service in each community. This graph also organizes the calls for service by each month throughout FY2016.

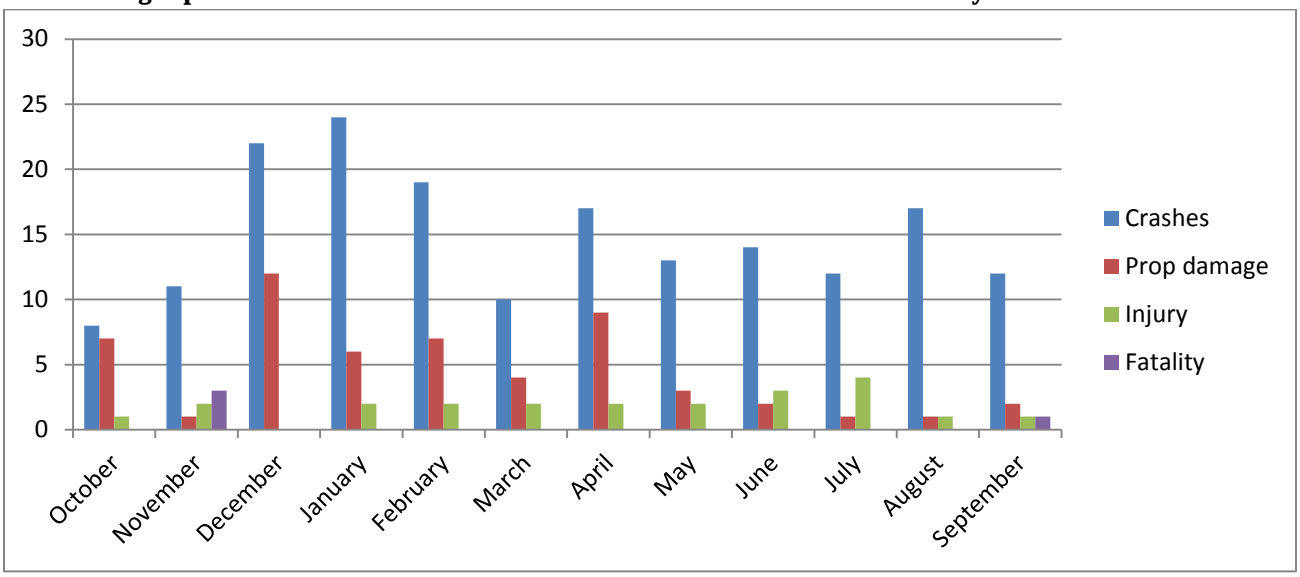


The Menominee Tribal Police Department continues to enjoy great relations and work diligently with the FBI Office from Green Bay and Madison. They were instrumental in providing information to the ERP Committee and Legislature pertaining to a Title 21 application process, which allows for our officers to conduct drug investigations along with them to target drug sources outside the jurisdiction of our tribe. In FY2016, there were 36 cases that were opened which consisted of, 4 Death Investigations, 4 Drug Investigations, 9 Sexual Abuse of a Minor, 11 DV/Physical Assault, 3 Rape, 3 Burglary/Theft, 1 Physical Abuse of a Child, 1 Financial Crimes.

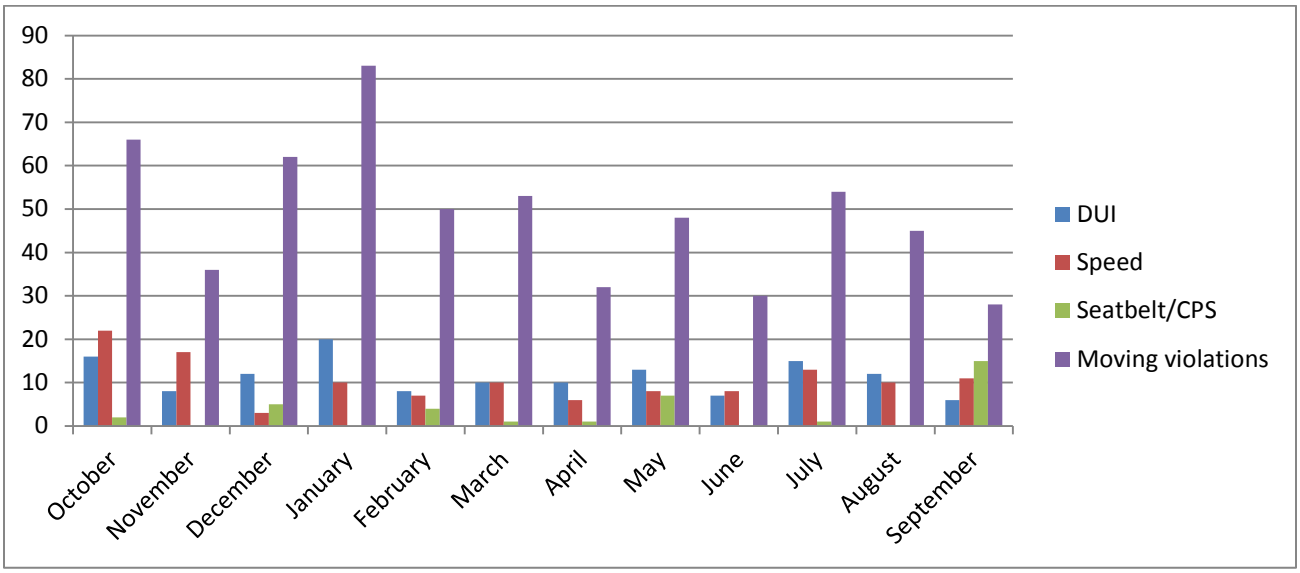
Indian Highway Safety Program: The Menominee Tribal Police Department continued to participate in a Police Traffic Services Grant in conjunction with funds provided from the National Highway Traffic Safety Administration (NHTSA) thru the BIA Indian Highway Safety Program. The program reports there were 4 motor vehicle fatalities during FY2016. The project goal continues to focus on the reduction of number of motor vehicle crash injuries and fatalities attributed to OWI (Operating While under the Influence and moving violations on the Menominee Reservation. With extended efforts, we were able to seek additional grant funds from the BIA to provide more Mobilization initiatives and resources within the roadways of our communities. We were able to bring back

two Highway Safety Checkpoints, one during the 2016 Christmas Holiday Season, and the other during the 2016 Annual Menominee Nation Pow Wow.

This graph indicates the number of traffic crashes that occurred by month in FY2016



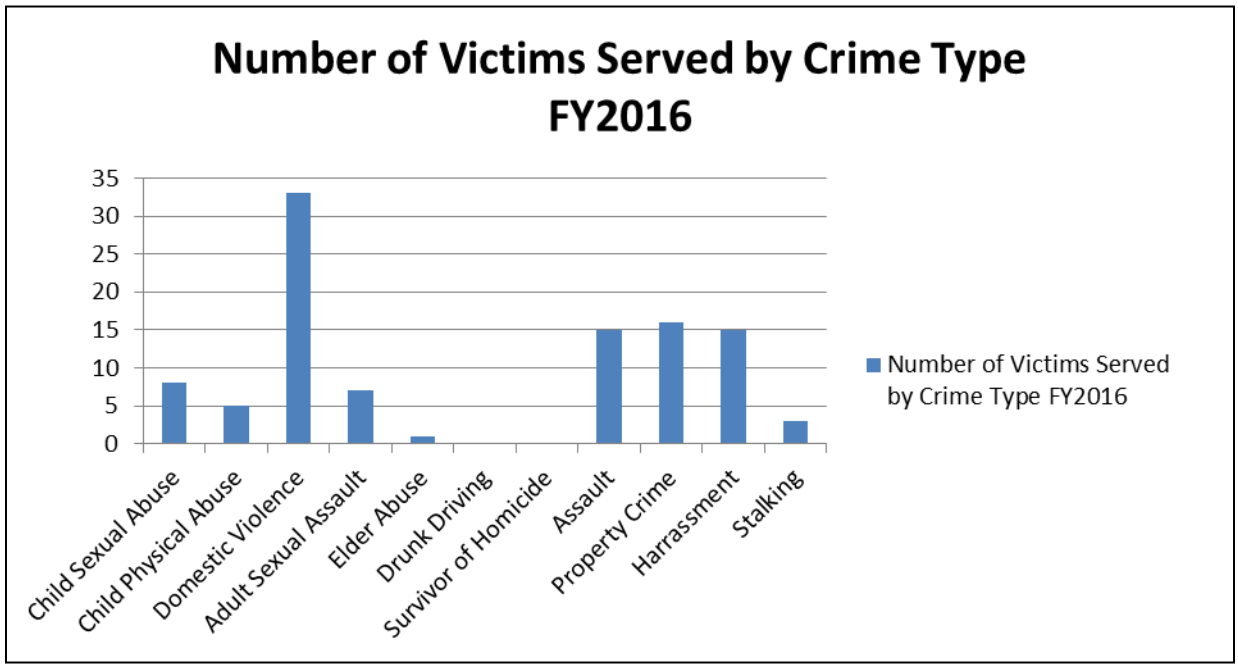
The following graph indicates the number of traffic citations that were issued in FY16



CRIME VICTIMS PROGRAM: The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. Their staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, DUI fatalities, assaults, domestic violence, sexual assaults and survivors of homicide. The program assisted ninety-two new clients during fiscal year 2016. The majority of services we provided include information gathering, advocacy, and crisis intervention, referrals to needed services, notifications, transportations, and criminal justice support.

This program has had an increase with new clients in the past year; the increase in new clients served is in part with the collaborative effort between law enforcement personnel and the staff in the Crime Victims Program. The effort by Program staff on getting our information out to the community has helped with the community trusting the program and reaching out for assistance.

The following graph indicates the number of Victim Services that were provided in FY16



SEX OFFENDER REGISTRY & NOTIFICATION PROGRAM: The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native registered sex offenders. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice SMART Office. The Sex Offender Registry Coordinator and Research Coordinator have federal funding (Grant # 216-AW-BX-0034) through ***September 30th, 2018.***

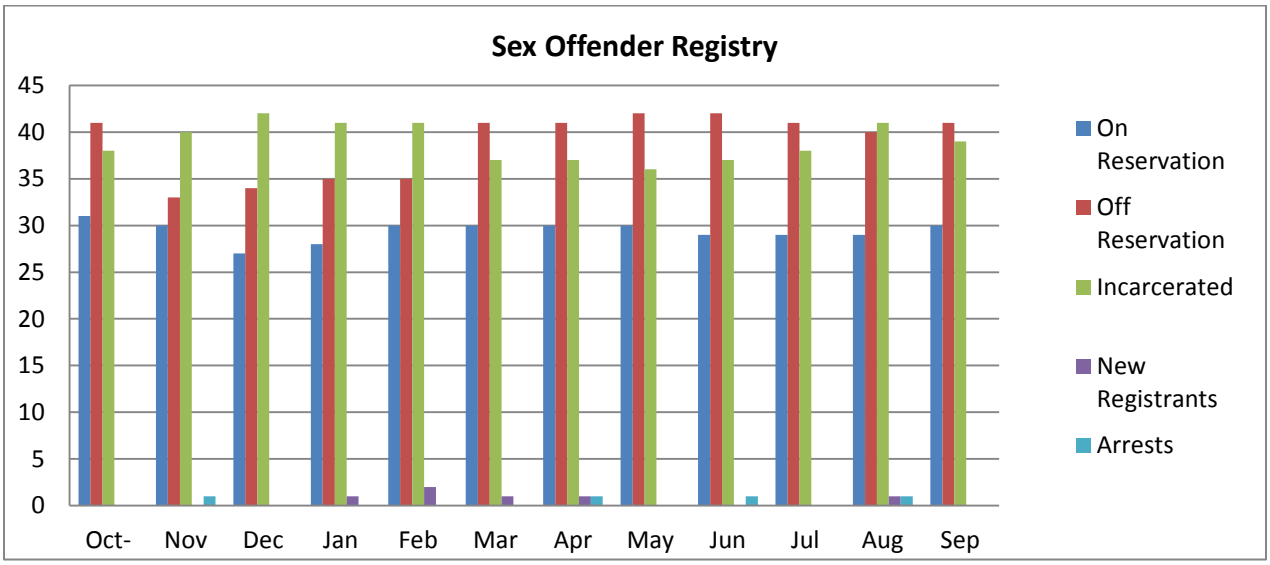
Since 2014 the Menominee Tribe has been certified by the federal Sex Offender Sentencing Management Apprehending Registering and Tracking (SMART) Office as "Substantially Implementing" the Adam Walsh Act and has recertified each year since.

This year the Menominee Tribal Police has been assisting Fox Valley Technical College and other Tribal Agencies with research and planning for the Native American Sex Offender Management (NASOM) program which is attempting to create and implement a Sex Offender Treatment program for the Menominee Tribe.

For fiscal year 2016 over 110 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 29.41 each month. There were 6 new individuals registered with the Menominee Tribal Sex Offender Registry.

The SORN staff has worked with the Tribal and Federal Prosecutors Office to charge 4 offenders with violations of Tribal, State and Federal Sex Offender Registry rules.

The following graph indicates the number of Sexual Offender statistics for FY16



Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 560,505	$ -	$ 677,597	$ 31,127	$ -	$ 1,269,229
Fringe Benefits	207,063		269,113	4,028		$ 480,203
Travel	2		398			$ 400
Training	2,860		14,143			$ 17,002
Equipment	-		6,632			$ 6,632
Supplies	5,624		10,953	16,960		$ 33,537
Contractual	224,927			4,237		$ 229,163
Utilities	149		78,047	-		$ 78,195
Indirect Costs	99,645		163,233	6,432		$ 269,311
Other Costs: (list below)	2,015		1,168			$ 3,183
Vehicle Fuel	482					$ 482
Telephone/Cellphone	1,042		1,253			$ 2,295
Equipment Maintenance	1,252		387	7,019		$ 8,657
Program Activities	500					$ 500
Medical Services	259		618			$ 877
Direct CSC			82,023			$ 82,023
Totals ►	$ 1,106,323	$ -	$1,305,562	$ 69,803	$ -	$ 2,481,688
Fund/Totals Ratio:	44.58%	0.00%	52.61%	2.81%	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
LEC Fundraising(Shop w/a Cop, & National Night Out)	$ 7	$ 3,734	$ 6,343	$ 7,391
Other Law Enforcement: Report Fees, Restitution	5,076	5,755		5,755
Totals	$ 5,083	$ 19,489	$ 6,343	$ 13,146

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; John Wilhelmi, Tribal Attorney (Gaming Emphasis); Danica Zawieja, Assistant Tribal Attorney; Starlyn Tourtillott, Assistant Tribal Attorney and Guy Keshena, Legal Assistant.

The Department of Legal Services is 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, and 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.

The Department also spends considerable time providing professional legal services to the various Tribal programs in the form of legal advice, legal research, litigation, contract assistance and other legal work.

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.

Additionally, the Department also provides representation to select chartered entities of the Tribe. Those entities include: Wolf River Development Company (WRDC), Menominee Indian Gaming Authority (MIGA), Menominee Casino Resort (MCR) and Menominee Kenosha Gaming Authority (MKGA). The Department provides legal assistance and representation to these entities to meet the specific legal needs of each entity.

In June of 2016, the Director of the Department of Legal Services took over supervision of the Child Support/Social Services Attorney for the Tribe. This has allowed the Department to get an inside look at the legal needs of both the Child Support and Social Services Departments. The Legal Department is currently working on streamlining processes and updating policies, procedures and ordinances to help make the services that both of those departments provide, to tribal members, more trauma-informed and able to best meet the needs of the Menominee Community.

Department Budget Allocation for FY2016

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 260,162**	**$ -**	$ 75,059	$ -	$ -	**$ 335,221**
Fringe Benefits	**81,468**		21,603			**$ 103,071**
Travel	**1,500**		508			**$ 2,008**
Training	**3,328**		1,000			**$ 4,328**
Supplies	**1,800**		689			**$ 2,489**
Contractual	**12,015**		5,119			**$ 17,134**
Space Lease/Rental	**13,705**		5,717			**$ 19,422**

Indirect Costs	**38,456**		-			**$ 38,456**
Other Costs: (list below)			-			**$ -**
Postage	**600**		115			**$ 715**
Equipment Maint.	**350**		74			**$ 424**
Dues and Membership	**3,635**		1,506			**$ 5,141**
Process Service	**310**					**$ 310**
Totals ►	**$ 417,329**	**$ -**	**$111,390**	**$ -**	**$ -**	**$ 528,719**
Fund/Totals Ratio:	78.93%	0.00%	21.07%	N/A	N/A	

The total budget allocation for the Department for FY2016 was $528,719.00. Of this amount, the Department spent $365,282.65 in tribal funds and $119,297.75 in federal (IDC –Indirect Cost) funds for a total of $484,580.40. This left an overall unspent amount of $44,139.60, which went back into the Tribe's general fund.

Program Income and Revenue for FY2016

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Legal Services Provided to Tribal Entities (MCR/WRDC)	$ -	$120,000	$120,000	
Totals		**$120,000**	**$120,000**	

DLS generated $120,000.00 from MIGA/MCR and WRDC for providing legal services and representation to those entities in FY2016. These monies were used by the Department for salary, fringe benefits and costs associated with providing services to these entities. However, the Department did have unspent funds from its overall budget which totaled $44,139.60. That unspent amount went back into the Tribe's general fund.

Community Engagement Efforts: In FY2016, the Department continued to lead the coordination of Community Engagement Workgroup efforts to develop a comprehensive Menominee Tribal Children's Code for adoption by the Menominee Tribal Legislature. The efforts of the Workgroup will provide the Tribe with an updated and complete child protection code that will meet the needs of the Menominee community. The Department has met with workgroup team members to identify gaps in services and processes and discussed solutions to address the concerns of the workgroup members. The Workgroup also identified items for inclusion in a tribal children's code and prioritized these items in order of importance to workgroup members, with the highest priority given to development of a Grandparent's Visitation Rights Ordinance. In FY2016, the Department drafted a Grandparent's Rights Ordinance, which was approved by the Menominee Tribal Legislature. Casey Family Programs provided assistance to the Tribe in development of the remainder of the children's code. The Workgroup has completed a draft code for both Children in Need of Protection and Supervision (CHIPS) and Juveniles in Need of Protection and Services (JIPS). The Workgroup has met with key players who will be responsible for implementing provisions under the code and has received feedback on the drafts. The Workgroup will continue to meet to develop final portions of the Code so that it can be sent to the Menominee Tribal Legislature for approval in FY 2017.

Services to be provided in FY2017: The DLS intends to continue to provide a wide variety of legal services to the Tribal Government and to tribal programs and entities. 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.

The Department is also working with the Legislature and tribal programs to strengthen existing ordinances, and develop new ordinances, regulations and procedures to affirm the sovereignty of the Menominee Indian Tribe. The Department will continue working on Community Engagement efforts and collaboration with other Departments to best serve the needs of the Menominee Community.

Services provided to the general public: The Department also provides notary services to the general public, free of charge. The 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

AnnMarie Johnson, Director

The staff of Lending and Tribal Tax delivered strong results and continue to position the department for future lending and revenue generation. We improved the overall lending by increasing personal and HUD/CDBG loan amounts to assist tribal members with personal needs and home maintenance. We have implemented a new tax platform and will continue to assist with tax preparation to benefit for our community. We have integrated a new network of computers available for tax payers who would like to prepare their own taxes with technical assistance from staff. Looking ahead, we will continue to strive for additional improvements within our department.

Department Overview: The department consists of four employees: Annmarie Johnson, Director, Michael Wescott, Assistant Loan Office, Lending/Tribal Tax Specialists, Roberta Reiter and Doris LaTender. The Lending and Tribal Tax Department is located at N559 Library Road behind the Culture Building in Keshena. The department is open 8:00 a.m. to 4:30 p.m. except for designated tribal holidays.

The Lending and Tribal Tax Department provides the following services:

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, Home Improvement, Home repayment and Business Revolving Loans as specified with authority delegated through its Plan of Operation. The department has a Loan Fund Committee that approves loans for HUD/CDBG and Revolving Business Loans. As of September 2016, the department reports to the Budget and Finance Committee.

The Tax Commission is responsible for assessing and collecting the following Tribal taxes: for the Hotel, Construction Material, Fireworks, Gas, Cigarette and Tobacco. Along with Tribal Tax Collection, the department is required to file various State and Federal refunds for cigarette and tobacco. These refunds are based on a State Agreement between the Tribe and the Department of Revenue. As per an agreement with the State of Wisconsin, the Tax Commissioner files for and receives a refund of 70% of the State Cigarette Excise Tax ($25.20/carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). These refunds are done on a bi-monthly basis.

The Director's duties include monitoring the contract/bid process to ensure Menominee Tribal business owners are receiving preference pursuant to the ordinance and enforcing the provisions of the ordinance. The contract/bid process per Tribal Code, Chapter 25: Contracts purpose is to promote business opportunities, economic development and self-sufficiency to Menominee tribal members by providing preference in contracting opportunities provided by the Tribe and its chartered entities.

The Menominee Tribe offers preference in bidding on contracts or in contracting opportunities by covered entities, when applicable with funding sources, to any Menominee Business. Menominee Business is defined as any business, entity, corporation, partnership, joint stock company, joint venture, limited liability company, limited partnership tribal instrumentality or individual or sole proprietorship which the Preference Coordinator determines to be at least 51% owned by a Menominee Tribal member or members. A Menominee Business must meet the minimum qualifications (average of 25 threshold points in predetermined categories) to be processed for award of the contract/bid. If the "Menominee Business" does not meet the minimum qualifications or there are no "Menominee Business" bids received, the evaluators proceed with evaluating the remaining bids.

Any time the Tribe or a Covered Entity enters a contract with a non-Menominee Business, the contract, if allowed by funding source, shall require the contractor to utilize 20% or greater Menominee Workforce in the performance of the contract. A written work plan is required with submitted bids.

For FY16, there were a total of four (4) requests for proposal for contracts. Two (2) of the contracts were for professional services in the audit and architectural industries in which Menominee Preference did not apply. The remaining two (2) were awarded to non-Menominee Businesses for construction in which no Menominee Business provided a bid. Within each of the awarded construction contracts, each non-Menominee Business provided a work plan. The construction projects are in compliance and there were no violations.

FINANCIAL

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget (based on ACTUAL EXPENSE)					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 97,058**	**$ -0-**	$47,326	$ -0-	$ -0-	**$ 144,384**
Fringe Benefits	**25,651**		12,459			**$ 38,110**
Travel	**2,203**					**$ 2,203**
Training	**4,168**					**$ 4,168**
Equipment	**2,624**					**$ 2,624**
Supplies	**3,159**		87			**$ 3,246**
Contractual	**1,171**					**$ 1,171**
Space Lease/Rental	**9,266**					**$ 9,266**
Indirect Costs	**14,445**		6,867			**$ 21,312**
Other Costs: (list below)						
Direct Contract Support Cost	**-**		7,901			**$ 7,901**
Meeting & Related	**113**					**$ 113**
Postage	**568**					**$ 568**
Totals ►	**$ 160,426**	**$ -0-**	**$74,639**	**$ -0-**	**$ -0-**	**$ 235,065**
Fund/Totals Ratio:	68.25%	0.00%	31.75%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	Generated		Total
Cigarette Tax Refunds		$ 991,195		$ 991,165
Tobacco Tax Refunds		$ 135,992		$ 135,992
Hotel Lodging Tax		$ 85,932		$ 85,932
Construction Material Tax		$ 1,191		$ 1,191
Federal Gas Excise		$ 35,141		$ 35,141
Fireworks Tax		$ 360		$ 360
Menominee Loan Fund	$1,401,945	$ 223,129		$ 222,129
Revolving Loan Fund	$1,005,682	$ 23,539		$ 23,539
HUD/CDBG	$ 417,419	$ 27,652		$ 27,652
Down payment Loan Fund	$ 52,019	$ 2,993		$ 2,993
Emergency Fuel Fund	$ 94,204	$ 6,486		$ 6,486
Totals	**$2,971,269**	**$1,533,610**		**$1,533,610**

Most tax revenue is received from cigarette and tobacco with 74% ($991,265) of the revenue from this current fiscal year. Cigarettes are taxed at $13.25/carton and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of the products occur twice weekly on Monday and Thursday.

The Hotel Lodging Tax which is collected monthly based on hotel occupancy. The Federal Excise Gas Tax Refund which is a tax that is included in the price per gallon on gas purchased through various department vehicles. The

Fireworks Tax is assessed on the local vendors. The Construction Tax is assessed on construction materials consumed by a commercial project.

The Menominee Loan Fund issued 1,130 loans with a cumulative total of $1,168,780.00 and refinanced 306 loans for $500,462 for the fiscal year for a combined total of $1,669,242. The maximum loan level increased this year from $1,000 to $1,500. Tribal Members must be eligible to apply.

The Revolving Loan Fund 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. Business proposals for loans are reviewed and forwarded for action by the Loan Fund Committee monthly.

The HUD/CDBG is a loan program intended for the repair, renovations or improvement of a Menominee Tribal Member's residence in which is their property. A total of 28 loans were issued for a collective amount of $167,710. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this program has increased this year from $5,000 to $7,500. The increase provides additional funds for the HUD/CDBF program that keeps up with the increase in construction materials. There has been no increase since the loan fund was set up in1978. The increase helps our tribal members with the needed maintenance repairs to their homes.

The Emergency Fuel Fund (EFF) was created with the purpose of assisting Menominee Tribal Members during the heating season from October to March. The EFF loans are available during this time or until the fund has been expended for the season. There were 162 loans issued for a total of $87,480 for this fiscal year. The maximum loan for this program is $500. Loan Fund has increased the amount allocated for Emergency Fuel Fund based on the needs of the community.
The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. Three new loans were issued for a total of $15,000 for the year. Loan fund works with the customer's bank and assists with the down payment process.

Current goals achieved from 2016 include revised policies and procedures, perform analysis for to extend credit to account holders based on credit history, implemented financial literacy component and web page development.

The Lending and Tribal Tax Department participates in the Volunteer Income Tax Assistance (VITA) program for the community. In FY15, 437 tax returns were completed by staff. This year, a VITA grant was submitted and awarded. This season, a Site Coordinator will be hired to assist with training, setting up the site, organizing volunteers and providing assistance, performing a quality review and processing tax returns. The goal is to expand services to the community by providing a self-help lab, free online tax preparation site and to provide additional financial literacy education to the community. Last year, tax preparation was completed by department staff. Volunteer tax preparers are a needed for the program.

Lending and Tax has established a computer lab of four (4) personal computers (PCs) with the tax preparation software expanding tax preparation for the community. These PCs are limited to tax preparation services. This station will be available on a reserved basis with limited tax preparation assistance from the Lending and Tribal Tax staff. Tax preparation appointments will begin scheduling January 25, 2016.

New goals for 2017 include:

- The department will further development of the department's account receivable and collection. The department currently invoices on a quarterly basis and customers who request an automated receipt can have this sent to their personal email.
- The department will continue research with the Oneida Tribe in regards to the feasibility of a bank branch or other alternative services. We have been meeting with Jeff Bowman, Bay Bank President. Preliminary plans include conducting a community survey to determine the needs of our community as well as to provide data regarding the feasibility of hosting a bank branch on the reservation.
- Research other tax revenue generating activities including state and federal tax intercepts.
- The department will design, develop and automate a new system for the Cigarette and Tobacco business flow within the department. The business process is currently paper intensive. And business process reengineering will streamline and reduce this paper intensive process as well as create reports for decision based data analysis.

Loan fund works on serving its customers to positively impacting the lives of tribal members. By focusing on customer service and collections, it can assure the lending function grows so future funds are available for lending.

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 Codes.

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 code. Licenses and permits issued by the department include: dog licenses; hunting/fishing licenses to descendants and spouses of Menominee Tribal members; ginseng licenses and bait dealer (minnowing) licenses to Tribal members, 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.

In March 2016, Menominee Tribal Legislature amended Chapter 321 "Firearms" to include a Concealed Handguns provision which allows the department to issue Concealed Carry permits. An applicant must complete an application, pass a Tribal background check and comply with the requirements of the Concealed Handguns section of Chapter 321. The department issued seven (7) permits this fiscal year.

The department issues various ID cards, such as Tribal, Descendant and Spouse IDs, Tribal Employee IDs as well as gas cards for Tribal departments. Please remember, gas cards are non-transferrable and can only be used by the person whose name appears on the card.

The department also sells Ginseng Licenses to Tribal members. We issued 122 licenses this fiscal year.

The department registers and renews vehicles for those residents 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 continues to issue Boat Landing stickers to members of the LaMotte Lake Property Owners Association. 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 the 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.

The Tribe's Government Plan was amended and Licensing and Permit will no longer report to the Enforcement & Resource Protection Committee but will now report to the Governmental Affairs Committee.

In July 2016, the department as well as the Enrollment Office was moved to the basement level of the Gordon Dickie Building. Both departments also serve as our own cashiers and collect our own money which saves customers from running to the cashier in Tribal Offices. Along with the move, the department has been learning the new financial and timecard systems that will be implemented the next fiscal year.

The department has attended several trainings that were conducted throughout the year, such as Menominee History, Menominee Language and Customer Service. The first Director's Retreat was held in December. The directors were involved in many small group and individual activities as well as presentations on the Missions, Visions and Values of the Tribe as well as a Real Colors workshop. Also, the department continues to be involved in the Community Engagement Workgroups.

The revenue generated by the department in Fiscal Year 2016 is approximately $210,857.00. The department was approximately $896.00 under our projected revenue. In the past three fiscal years, revenue has continued to decline.

The department was allocated $170,424.00 this fiscal year. Expenditures for FY16 totaled approximately $157,855.00 which is approximately $12,569.00 **under** our expense projection. The department continues to

follow the cost containment measures implemented in 2009 although we needed to upgrade one computer system which cost $732.00 and a new printer which cost $535.00.

The department spent a Saturday working at the Keshena Animal Help and Rescue Dog Clinic held at The Department of Transit Services this Spring. We licensed 120 dogs and collected $461.00 in revenue. Please remember, all dogs over three months of age kept within the exterior bounds of the reservation must be licensed.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$92,536**	**$ -**	$ -	$ -	$ -	**$92,536**
Fringe Benefits	**$35,781**					**$35,781**
Equipment	**$535**					**$535**
Supplies	**$3,159**					**$3,159**
Space Lease/Rental	**$4,985**					**$4,985**
Indirect Costs	**$14,010**					**$14,010**
Other Costs: (list below)						
Postage	**$1,120**					**$1,120**
Resale & Material	**$5,603**					**$5,603**
Mileage	**$126**					**$126**
Totals ►	**$ 157,855**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 157,855**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
		$195,594	$157,855	$ 37,739
Totals		**$195,594**	**$157,855**	**$ 37,739**

Maehnowesekiyah Wellness Center

Darla Dick, Grants & Projects Coordinator; Addie Caldwell, and Drew Labelle, Treatment Programs Coordinator

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 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 alcohol and drug related problems and deaths.

HISTORY: Recognizing the need to address the use and abuse of alcohol and drugs on the reservation, the Menominee Indian Tribe of Wisconsin opened Maehnowesekiyah Wellness Center in the year of 1986. The program served as a place where Menominee's affected with substance abuse could work on recovery and begin on a new journey of life.

In 1986, renovations of the new facility were completed. Added to the former Volland's farmhouse were additional resident rooms, rest rooms, and a large multipurpose room for group meetings and other functions. The facility was licensed as a sixteen (16) bed Community Based Residential Facility.

In 1990, the residential facility was dedicated to the memory of a community advocate for a drug-free community. A dedication service was conducted at Maehnowesekiyah in honor of Mary Jane Cox (1919-1989) citing her efforts in assisting Menominee people lead a chemical-free lifestyle.

In 1994, the construction of a new 24,000 square foot headquarters building for Maehnowesekiyah Wellness Center was completed. The building was created to house all therapy rooms needed for treatment services as well as group rooms, offices, and a main kitchen for the residential facilities and Middle Village Head Start program on the lower level. The new headquarters were dedicated in honor of Mildred Butler, the agency's first certified Menominee AODA counselor, who retired in 1994. The dedication plaque reads, "Much of our success as a treatment center is attributed to her."

CURRENT: Through 30 years of operation, Maehnowesekiyah Wellness Center has continued to uphold its original mission and vision, established so many years ago. Some years prove to be more challenging than others, but the heart of operations remain the same.

Finding a steady stride has been particularly challenging throughout the past few years, as leadership of the agency has changed quite frequently. But again the agency's mission and vision have held strong. With a constant team of dedicated employees, our programming continues to move forward and our clients remain at the forefront of all planning. This past year, Maehnowesekiyah Wellness Center underwent many program changes, evaluations, and updates. Largely, the agency made progressive efforts to become completely trauma informed in its practices and service delivery. Much of the intake and assessment process at the agency has been tailored to accommodate a wide array of environmental and social factors of a potential client. This has made it possible to meet clients where they are currently at which has made the entire entry process more client centered and allows for earlier intervention in some cases.

Below you will find a listing of current staff and individual program highlights from this year:

STAFF:

Leadership Team
Addie Mae Caldwell, Treatment Program Coordinator
Darla Ann Dick, Grants & Projects Coordinator
Drew LaBelle, Treatment Program Coordinator

Maehnowesekiyah Team
Bernadette Bear, Residential House Aide
NaTasha Tomow, Prevention Specialist
Kala Wilber, Prevention Coordinator
Brandon Waupekenay, Domestic Violence Intervention Facilitator
Deneane Caldwell, Shelter Advocate
Terri Webster, Residential House Aide
Kathleen Boyd, Shelter Advocate
Rodney Lyons, Lead Facilities Technician
Marilyn Madosh, Shelter Advocate
Jennifer Lidbury, Registered Nurse
Jamie Pendelton, Shelter Advocate
Lyle Tucker, Residential Program Manager
Terrilyn Tourtillott, Shelter Advocate
Mary Webster, Cultural & Healthy Lifestyles Coordinator
Lacy Kaquatosh, Children's Advocate
Sunday Warrington, Residential House Aide
Ronnann Guzman, Family Outreach Advocate
Jennifer Metoxen, Substance Abuse Counselor
Katherine Aschenbrener, Substance Abuse Counselor
Christopher Kuhn, Clinical Therapist
Natalie Cornelius, Substance Abuse Counselor
Tabitha Helsinger, Office Manager
Kerry Wilber, Accounts Payables/Receivables Technician
Bryan Waukau, Supportive Services Clerk
Mequon Frechette, Records Technician
Lisa Kelley, Receptionist
Karen Caldwell, Assistant Cook
Sabrina Hemken, Intern from College of Menominee Nation Public Administration Program09/30/2016

OUTPATIENT SERVICES: Maehnowesekiyah Wellness Center offers a comprehensive range of outpatient services which include, screening, intake, assessment, treatment, prevention, intervention, and support services. All of programs are certified by the State of Wisconsin, assuring quality services are delivered to our community.

These programs are structured around a combination of the traditional, cultural Native American values, and recovery lifestyles. Assessments and treatment team review are used to determine the level of services needed for each client. Individual treatment plans are designed with client input. Educational and therapeutic counseling in group or individual settings are provided by certified AODA counselors.
Our licensed Psychiatrist provides consultation for clients, pharmacological follow-up, and overall program consultation.

Throughout the year, our outpatient services have been evaluated and enhanced to meet the current needs of our clients. The development and implementation of new groups such as Dynamics of Change and Mindfulness create a richer experience and additional levels of treatment. Knowing that many of our clients enter into programming at different points in their recovery, these additional levels of care will assist in creating more individualized treatment plans.

INTENSIVE OUTPATIENT SERVICES: Programming formerly known as Primary Day Treatment was halted mid-year to undergo revisions and improvements. Some of those improvements included new and improved curriculum that supports the physical, social, emotional, and spiritual aspects of the individual's life and values. The program was shortly after relaunched, and our clients and referring agencies were excited about the improvements made.

RESIDENTIAL: The Adult Residential Treatment Program is located on the grounds of Maehnowesekiyah, and is operated out of the original facility. This year the program was updated and moved from a 30 day AODA residential program to a 45 day AODA residential program. This change was implemented in response to client need and the ability to support our clients further through their road to recovery.

Our Wisconsin State licensed Community Based Residential Facility has a maximum capacity of sixteen (16) beds, and limits residents to those fully ambulatory.

PREVENTION: Maehnowesekiyah believes that substance abuse prevention is an integral part if AODA service delivery, and strives to provide quality educational opportunities, outreach, and linkage with Menominee schools, other providers, and the community.

Near the beginning of this year we experienced some significant program turnover. As challenging as it was, it opened the door for further program evaluation and development. As a result, we were able to outline new enhanced programming that included topics of concern within the community, such as synthetic marijuana. A new team was hired and quickly began working on further developing and enhancing the prevention curriculum.

Through Community Engagement, we were able to reconnect with our collaborative partners at Menominee Tribal School and the Menominee Indian School District. We are very happy to report, that as a result, our prevention programming will once again be in selected classrooms at both schools.

Another area of enhancement to our prevention programing is the revitalization or our Ropes Course Challenge. Maehnowesekiyah's prevention team now has two certified ropes course instructors who plan to expand the Ropes Course program overall.

DOMESTIC VIOLENCE & SEXUAL ASSAULT PROGRAM: Oskēh-Wāēpeqtah, Maehnowesekiyah's Domestic Violence and Sexual Assault program, assists survivors through emergency shelter, a 24/7 crisis/hotline and on-call response, counseling, safety planning, advocacy within the court system, assisting with housing options and support groups for both adults and children. The children's advocate specializes in delivering services to any age and is also active in the local schools with educating on healthy relationships and boundaries.

Throughout this last year, we were involved in youth programming in the Menominee Tribal School, Menominee Indian Middle School and also at the Woodland Boys and Girls Club. Our program also provided assistance with restraining orders and no contact waivers. All of the services offered at Oskēh-Wāēpeqtah are holistic and trauma informed, which allows us to tailor our approach to each client in a specialized manner.

Oskēh-Wāēpeqtah also has a unique collaboration with Head Start and Social Services to offer respite services to families who are involved with our programming. Respite allows families the opportunity to enhance their self-

sufficiency and goal outcomes by providing full-time childcare for up to 6 months free of charge. During this reporting period, approximately 5 families utilized respite services.

Over the last year our shelter has gone through some extensive efforts to create better quality programming in the following areas:

- Increasing data collection
- Community outreach and youth mentoring
- Staff development and training opportunities
- Increase in SANE trained advocates
- Utilization of trauma informed practice coupled with evidence based processing options

BATTERER'S INTERVENTION PROGRAM: Our Batterer's Intervention Program operated 3 groups throughout the year; two being male groups and the other one a female. During the reporting period, approximately 76 clients went through batterer's intervention at the agency. After staff turnover and steady brainstorming with several professionals, recent changes have been made that will move the program toward obtaining Wisconsin Batterer's Treatment Certification. Along with obtaining the certification, collaboration efforts are in the works with the Tribal Justice Response Group and the Language and Culture Department to address service gaps and allow for professional input on what can be done to increase accountability, cultural relevancy and service delivery within the program.

OVERALL PROGRAM ENHANCEMENTS: One major area to highlight is the work being done to unify all programming offered at Maehnowesekiyah Wellness Center. A new leadership structure was implemented, and as a result, the program now operates under a shared Leadership Team of (2) Treatment Programs Coordinators and a Grants & Projects Coordinator. Their roles are as follows:

Treatment Programs Coordinator – Addie Mae Caldwell
This position directly oversees Maehnowesekiyah Wellness Center's 24 hour Domestic Violence and Sexual Assault Shelter Program which includes Advocacy, Respite, and SANE services. Position will also directly oversee Wraparound, Batterers, and Youth programs.

Grants & Projects Coordinator – Darla Ann Dick
This positon directly oversees Maehnowesekiyah Wellness Center's Administrative, Records, and Facilities Programs. Positions will also serve as point of contact for all financial/billing needs or requirements. Will also provide grant/budget management and oversight for the agency.

Treatment Programs Coordinator – Drew LaBelle
This position will directly oversee Maehnowesekiyah Wellness Center's Outpatient and Aftercare treatment programs. Position will also directly oversee the agency's Co-Ed Residential program, which includes nursing services.

The new Leadership Team hit the ground running in late August of 2016. They quickly laid out a new organizational structure that created increased management and oversight for all departments at the Center. The team also worked very hard at reconnecting the agency with collaborative partners and tribal committees/organizations within the community.

Another area that the team wanted to quickly move forward with, was the revitalizing of the agency's image. Finalizing updated agency brochures that create a softer more welcoming tone for potential clients, and also carrying those updates over to our residential handbook as well. These simple updates create a more professional presentation of the agency, and also allows for more information to reach community members and individuals in need of services.

The team also began connecting with local community meetings, to present new program details. Aligning with the Tribe's Synthetic Marijuana Task Force, our team is now working closer with tribal and county agencies.

COMMUNITY OUTREACH: Throughout this year Maehnowesekiyah Wellness Center participated and/or contributed to the following community outreach activities and events:

- Domestic Violence Awareness Month – Walk and candle light vigil
- Winter Round House – 8 week consecutive sessions
- Participated in the annual YDO Toys for Tots Penny War
- Held Quarterly Positive Indian Parenting Classes

- Supported Youth Development & Outreach Block Party
- Contributed over $10,000.00 to (2) Menominee Culture Camps
- Supported National Institute on Drug Abuse – Drug teen facts week
- Managed funding and oversight for the annual Sobriety Pow-wow
    - Efforts led by Menominee Indian High School Students who planned and coordinated a Sobriety Round Dance
- Prescription Drug Take Back Event
- Supported Youth Awareness Day at Menominee Indian Middle School
- Supported National Night Out Against Crime
- Attended Annual General Council Meeting
- Supported various community groups with supplies and funding/donations
- Supported Recovery on the Lake

HIGHLIGHTED STATISTICS:

- 199 total clients received services from the Oskēh-Wāēpeqtah
- 3,011 total bed nights utilized at Oskēh-Wāēpeqtah Shelter
- 1,139 informational calls were received by Oskēh-Wāēpeqtah
- 111 crisis calls were received by Oskēh-Wāēpeqtah
- 159 Batterer's Treatment groups were facilitated
- 77 Batterer's Treatment assessments were completed
- 351 clients engaged in services at Maehnowesekiyah Wellness Center
- 1,868 total bed nights utilized for residential treatment

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 142,605	$ 180,351	$ 570,516	$340,331	$ -	$ 1,233,803
Fringe Benefits	77,151	91,226	195,098	158,709		$ 522,184
Training & Related	17	49	13,189	7,524		$ 20,779
Mileage			300	3,366		$ 3,666
Program Activities		2,022	9,408	10,192		$ 21,622
Supplies		23,292	70,607	28,962		$ 122,861
Contractual		4,000	2,647			$ 6,647
Utilities		64,332				$ 64,332
Space Lease/Rental			28,400	17,837		$ 46,237
Indirect Costs	32,304	28,864	103,041	51,898		$ 216,107
Other Costs: (list below)						$ -
Building Maintenance			82,107			$ 82,107
Cash Match		31,828				$ 31,828
Vehicle Costs		100				$ 100
Other Support costs		8,810	80,277	120,510		$ 209,597
In-Kind				16,196		$ 16,196
Totals ►	**$ 252,078**	**$ 434,873**	**$1,155,589**	**$755,526**	**$ -**	**$ 2,598,067**
Fund/Totals Ratio:	9.70%	16.74%	44.48%	29.08%	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Revenue	$ 218,883	$ 719,005	$625,336	$ 93,669
Totals	**$ 218,883**	**$ 719,005**	**$625,336**	**$ 93,669**

Maintenance

James Dudek, Director

The Menominee Tribal Maintenance Department provides professional support and maintenance services to all tribal facilities. The services provided include housekeeping, grounds keeping, snow removal, carpentry, and general repair of HVAC, plumbing and electrical systems. The Maintenance Department creates and maintains clean, comfortable, safe, and functional environments for all tribal members and staff. If Tribal facilities are not adequately maintained on a regular basis, the long term viability of our tribal programs is threatened and the Menominee Indian Tribe of Wisconsin along with its tribal members will lose a valuable resource.

The Menominee Tribal Maintenance Department currently is responsible for the preservation and upkeep of Tribal Headquarters, Gordon Dickie Center (FIC), Lending and Tax Building, Menominee Language & Culture Center, Recreation Center and the former Legal Services Building. Maintenance, grounds keeping, and housekeeping staffs are provided for each facility through this department. The Maehnowesekiyah Wellness Center and Residents House along with the Domestic Violence Shelter are currently being transitioned into the Menominee Tribal Maintenance Department. This department also plows 19 parking lots and assists with plowing for Menominee Elders.

The Maintenance Department continually provides maintenance services upon request to other tribal departments including, Historic Preservation, Tribal School, Aging, Senior Centers, Head start, Early Childcare, Gaming Commission, Housing, Conservation, Environmental Services, Community Resource Center, Youth Development & Outreach, Language & Culture (Mawaceseniyah), Food Distribution, Public Transportation Center, Trust Resources, South Branch Community Center, Woodland Youth Center, and the Zoar Ceremonial Hall. In order to provide more cost effectiveness and consolidate services of the 30 plus tribal buildings the associated maintenance personnel will gradually be placed under the direction of the Tribal Maintenance Department and the Director of Tribal Facilities.

In 2017 the condition of all the tribal facilities will be assessed and a new Maintenance Software Package will be implemented. The software and detailed assessment will allow us to predict and plan for major repairs or replacement of all building systems. Funding for the Menominee Tribal Maintenance Department's budgets comes from a number of means. The Headquarters, FIC, Legal Services, Recreation, Lending & Tax and MLCC Maintenance Budgets are funded through space rent collections. Neopit Head start and the Tribal School and Court House are funded through tribal appropriation. The police/jail section of the LEC is funded through the BIA. The Maintenance Department strives to keep expenditures to a minimum.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget			
	Headquarters/ FIC	Rec/MLCC/ Lending & Tax	IDC	TOTALS
Personnel Costs	$ 135,451	$ 14,745	$203,863	$354,059
Fringe Benefits	54,171	1,863	92,627	$148,661
Mileage	-	-	224	$ 224
Training & Related	-	27	527	$ 554
Office Supplies	-	-	1,917	$ 1,917
Program Supplies	11,309	7,758	3,303	$ 22,370
Postage	-	-	22	$ 22
Minor Equipment	2,673	943	1,135	$ 4,751
Vehicle Fuel	347	-	197	$ 544
Electricity	44,819	16,475	1,023	$ 62,317
Water	2,609	1,414	-	$ 4,023
Sewer	2,628	1,118	-	$ 3,746
Telephone	3,233	1,767	575	$ 5,575
Cell phone	157	-	1,119	$ 1,276

Heating Fuel	19,047	2,535	-	$ 21,582
Space Rent	-	-	8,012	$ 8,012
Vehicle Lease	-	-	15,396	$ 15,396
Vehicle Insurance	-	-	3,069	$ 3,069
Building Maintenance	52,201	13,022	3,298	$ 68,521
Equipment Maintenance	2,749	913	1,912	$ 5,574
Vehicle Cost	-		129	$ 129
Contractual	14,985	3,436	390	$ 18,811
Garbage/Recycling	3,144	2,106	-	$ 5,250
Totals ►	**$ 349,523**	**$ 68,122**	**$338,738**	**$756,383**
Fund/Totals Ratio:	46.21%	9.01%	44.78%	**100.00%**

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts			Ending
		Generated	Expended	Balance	Fund Balance
Space Rent - Rec/MLCC/Lending & Tax	$ 143,167	$ 85,920	$ 68,122	$17,798	$ 160,965
Space Rent for Headquarters/FIC	390,007	$333,964	$349,523	(15,559)	$ 374,448
Totals	**$ 533,174**	**$419,884**	**$417,645**	**$ 2,239**	**$ 535,413**

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: The Menominee Nation News employs four (4) employees: One (1) Director/Editor, one (1) Administrative/Design Assistant, and two (2) Reporters. The lengths of employment for employees who were employed in FY'16 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Sheena Dodge, Administrative/Design Assistant, (08/29/12-present); Christopher Anderson, Reporter, (8/13/07-present); Patrick Delabrue, Reporter (4/23/12-present).

ANNUAL BUDGET: The Menominee Nation News is 100% tribally funded. The department was awarded $319,711.00 for fiscal year 2016. The departments' actual expenses for fiscal year 2016 amounted to $296,799.29. This is a total savings of $22,911.71 for the year.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$149,714**	**$-**	$-	$-	$-	**$149,714**
Fringe Benefits	**94,012**					**$94,012**
Travel	**2,700**					**$2,700**
Training	**1,500**					**$1,500**
Equipment	**5,000**					**$5,000**
Supplies	**6,601**					**$6,601**
Contractual	**13,000**					**$13,000**
Space Lease/Rental	**10,424**					**$10,424**
Indirect Costs	**29,460**					**$29,460**
Other Costs: (list below)						**$-**
Postage	**7,300**					**$7,300**
Totals ►	**$319,711**	**$-**	**$-**	**$-**	**$-**	**$319,711**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

REVENUE: 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. The annual income goal for FY 2016 was set at $50,118. The total amount generated was $55,713.15. As per an income statement dated October 13, 2016, a total of $51,564.27 was received with another $4,148.88 due.

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Subscriptions	-	$7,009	$-	$7,009
Non-Subscription Sales	-	10,816		10,816
Advertising	-	37,847		37,847
Other	-	41		41
Totals	**-**	**$55,713**		**$55,713**

Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.

SUBSCRIPTION: The annual subscription rate is $32.00 3rd class and $42.00 1st class. 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.

NON-SUBSCRIPTION SALES: As of October 2016 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. The cost for a paper is $1.00, and each distribution site gets $0.10 for each copy sold.

ADVERTISING: Display advertising is sold at $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, however individuals must pay in advance. 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. The cost is $1.00 each. The option to mail a single paper is also available for $3.00/paper. We also receive money for NSF checks that are returned.

The Menominee Nation News department operates and provides the same services continually. As a newspaper, we really have only a few focuses: provide timely and accurate information to the public, and as a department for the Menominee Indian Tribe, generate revenue. Our goals, objectives, projects and initiatives remain the same on an on-going basis.

Operation of Tribal Government

Joan Delabreau, 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.

Menominee Tribal Legislature: Early in the 2016 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 April 2, 2016 the Legislature approved the following goals with priority assignment to each Legislator:

1. Protection of Sovereignty Incorporation of Education Sessions;
2. Prepare Menominee Language Immersion School for Success;
3. Create a Program to tie Incentives into the Health Plan;
4. Work at bringing Charter Compliance;
5. Natural Resources Infrastructure;
6. New Resources for Youth (Facility); and
7. Paraprofessional Counseling Training for the synthetic marijuana problem

Throughout the course of that 2016-2017 Legislative year each individual legislature was responsible to move their goals forward in addition to the alignment of those activities with the Tribe's overall strategic plan. Due to the complexity of these individual initiatives, some goals are further along than others. However, these goals also overlap and are moved along within Community Engagement, Fostering Futures, and Trauma Informed Care Initiatives.

Community Engagement: The Community Engagement Initiative was developed as a mechanism to form a cohesive relationship between Tribal leadership, Tribal Programs, External Organizations & governments, and the Tribal Community to resolve problems facing the Menominee Community. Through the community engagement process, several 90-day plans were developed to address critical issues, of which the Legislative Goals became a part of. This process has demonstrated its success through the completion of 90-day plans and has shown success in moving forward the goals of the Legislature with community inclusion. Some examples of this progress and how they relate to the Legislative goals are listed below.

1. *Prepare Menominee Immersion School for Success*; Developed and implemented the Immersion Trainee program through the College of Menominee Nation. Immersion graduates have assisted with planning, participation, and implementation of activities concerning culture and youth activities.

2. *Create a Program to tie Incentives into the Health Plan;* Over the last year, increased collaboration between Tribal Programs, Tribal Clinic, schools, and many others haves begun rolling out many incentive programs for tribal employees and members alike. These programs aim to increase awareness, health education, and activity to encourage healthier lifestyles for our employees and members.

3. *Natural Resources Infrastructure; a* draft design has been completed and contact made with potential financing institutions.

4. *New Resources for Youth (Facility);* Coordination meetings between several stakeholders have resulted in the development of preliminary building plans for the Menominee Family Center. Additionally community meetings are planned to gain tribal input on facility designs. Work continues on this plan and will into the next Legislative year.

5. *Paraprofessional Counseling Training for the synthetic marijuana problem*. A multitude of actions have occurred utilizing the Community Engagement Initiative Platform. Four focus groups were developed early on in order to concentrate efforts on the following areas; Youth, Culture, Community Services, and Public Safety. Some highlights from these focus groups progress include; improved access to Alcohol & Drug Abuse Assessment and treatment, enhanced protection of tribal children, expanded cultural activities for youth and families, expanding youth activities available in the community, increasing Police and Program presence in Neopit.

This is a very brief description of the activities and success of the Community Engagement Initiative, but also highlights the success of this mechanism to increase results using existing resources and breaking down silos in our community.

Infrastructure Improvement: The Tribe has moved many infrastructure projects through in this last year. The following is a brief list of projects that were approved and will be in the early stages of construction during fiscal year 2016:

1. Expansion of Menominee Tribal Clinic infrastructure to meet the increasing needs for Alternatives to Pain Management;

2. Expansion of Police presence in Neopit Community; this expansion includes the construction of the Neopit Police Precinct.

3. Expansion of Department of Aging; this expansion includes the buildout of office space for the administrative division of the Department of Aging. In previous years, the staff of the Department did not have office space and were utilizing the basement of the CBRF facility.

4. Community Facilities Improvement; in previous years, each Reservation Community experienced hardship with weather events or loss of utilities. The Tribe completed the process of outfitting each Community Facility with new generators for the use of those facilities during times of emergency or crisis.

Opposition to Back Forty Mine Project: The Tribe's ancestral territory, burial sites, mounds, ceremonial dance rings and villages along the Menominee River are under threat by a proposed gold, copper and zinc open pit and underground mine near the mouth of the Menominee River. This site is critically important to the Tribe as is the threatened Menominee River and environment. The Tribe passed Resolution 15-93 on December 17, 2015, which opposed mining activity that threatens the Menominee Cultural Resources at the Tribe's place of origin and directed the Tribal Chairperson to complete certain tasks.

With regard to the Regulatory process, the Tribe began an Intertribal Taskforce that was composed of impacted or supportive Tribes located in Wisconsin and Michigan. The taskforce meet weekly to review the Mine Permit and other associated permits in preparation for the comment submission deadline. The Tribe submitted comments on the Mine Permit Application that included those addressing the Tribe's opposition due to the impacts to cultural resources and impacts to the water, environment, threatened and endangered species, and identified deficiencies with information supplied by Aquila Resources, Inc. To date, the Tribe provided comments during all necessary

comment periods on the Back Forty Mine Permit Application, National Pollutant Discharge Elimination System, and Air Permit to the Michigan Department of Environmental Quality. We also provided those comment submissions to the United States Environmental Protection Agency, United States Army Corps of Engineers, Department of the Interior- Bureau of Indian Affairs, Assistant Secretary of Indian Affairs Office, Wisconsin Department of Natural Resources, Wisconsin Intergovernmental Relations Office, our United States Senators and Congressman, and Wisconsin Senators and Assemblymen. As a result of our outreach efforts concerning the regulatory process, the U.S. Environmental Protection Agency issued a federal objection to Aquila Resources Wetlands Permit. However, the Company subsequently pulled their wetland permit with the intent to file a new wetland permit. The Tribe is currently awaiting the Company's submission of the revised wetland permit and intends to file comments on the information contained within this permit.

On the Public Relations forefront, the Tribe planned and assisted in the organization of public events designed to inform, educate, and solicit tribal member participation in the opposition of the Back Forty Mine Project. Working in collaboration with a group of Menominee Tribal Members, College of Menominee Nation, CMN Sustainability Institute, Dr. David Overstreet, the Tribal Chairperson's office, Tribal Administration, Tribal Historic Preservation, Tribal Emergency Management, Menominee Department of Transportation and many others assisted in the following public events:

- Menominee Water Walk (April 2016 & September 2016)
- Mining Forum
- Remembering our Ancestors Event
- Mining Update Forum

While the Michigan Department of Environmental Quality issued a draft Mine Permit approval in October 2016, the Tribe, Menominee grassroots initiative, and other Tribes continue to oppose the approval of this mine project.

Update on Hemp Legal Challenge: In 2015, the Menominee Indian Tribe of Wisconsin had been researching the cultivation of industrial hemp on the Reservation. Industrial hemp—which can be grown as a fiber and a seed crop—is used to produce a range of textiles, foods, papers, body care products, detergents, plastics, and building materials that are available throughout North America, the European Union, and Asia. Unlike marijuana, it has no psychoactive effect. The Tribe believed that such cultivation did not violate any federal law as it was being done in compliance with Section 7606 of the 2014 Farm Bill ("Farm Bill") which allowed the cultivation of industrial hemp under certain circumstances.

The Tribe had worked closely with the United States Attorney's Office for the Eastern District of Wisconsin regarding this issue, engaging in many face to face discussions, and written exchanges related to industrial hemp, the Cole and Wilkinson Memoranda and other related issues. The Tribe and Acting United States Attorney Greg Haanstad had agreed that the industrial hemp plants cultivated by the Tribe should be tested to ensure that their THC level met the requirements for industrial hemp under the Farm Bill.

The Tribe attempted to test the industrial hemp plants in a manner satisfactory to Drug Enforcement Agency ("DEA") officials; however, the DEA insisted that the testing be done by a facility off the Reservation. They further notified the Tribe that the samples could only be sent off the Reservation by authorized federal law enforcement officers, and the DEA refused to take the samples and send them off the Reservation. They suggested the Tribe apply to the DEA for a waiver of its regulations, which the Tribe did on October 9, 2015. No response to this requested waiver was received by the Tribe. As a result of this, although the Tribe had attempted to test these plants as early as October 2, 2015 in a manner consistent with DEA requests, as of October 16, 2015 no testing by federal officials had taken place.

On October 16, 2015 Assistant United States Attorney's Office contacted the Tribe and stated that staff from the Bureau of Indian Affairs Division of Drug Enforcement had offered that personnel from this office would be willing to take the samples and obtain testing of the THC levels of the Tribe's industrial hemp plants. This offer was accepted by the Tribe and felt the Bureau of Indian Affairs was providing a valuable service that would allow continued good faith efforts by the Tribe and the United States Attorney's Office to resolve any differences of opinion in relation to the legal status of the Tribe's industrial hemp plants. The Tribe provided written permission for Bureau of Indian Affairs officials to take samples of the plants and send them for testing. On October 19, 2015 a Bureau of Indian Affairs official came to the Reservation and took samples to be tested.

On October 23, 2015 the federal government sent over 20 armed agents to the Reservation and destroyed the Tribe's industrial hemp crop. This action came as a surprise to the Tribe as no results from the October 19, 2015 testing had been received. The Tribe ultimately filed a lawsuit for declaratory judgement on November 18, 2015 against the United States Department of Justice and Drug Enforcement Agency seeking judicial determination that the Tribe had a right to cultivate industrial hemp pursuant to the Agricultural Act of 2014 ("Farm Bill"). The Tribe filed its lawsuit in the United States District Court for the Eastern District of Wisconsin – Green Bay Division.

On May 23, 2016, the Tribe received the United States District Court for Eastern District of Wisconsin's order denying the Tribe's motion for summary judgment. Upon receipt of this disappointing decision, the Menominee Tribal Legislature reviewed its options to appeal. The Tribe reviewed the Judges determination and our options to appeal the decision. However, based on the very narrow decision (which hinged on two words), the judges record of getting appeals overturned, and broad implications across Indian country; the Tribe did not want to establish detrimental case law for all of Indian Country.

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Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 123,974**	**$ -**	$122,237	$ -	$ -	**$ 246,211**
Fringe Benefits	**60,992**		53,939			**$ 114,931**
Travel	**34,500**		15,000			**$ 49,500**
Supplies	**16,500**		10,000			**$ 26,500**
Contractual	**112,500**		2,500			**$ 115,000**
Utilities	**4,200**					**$ 4,200**
Space Lease/Rental	**20,000**		22,000			**$ 42,000**
Indirect Costs	**47,925**					**$ 47,925**
Other Costs: (list below)						**$ -**
Postage	**3,500**		4,000			**$ 7,500**
Photocopies	**1,500**		6,500			**$ 8,000**
Cell Phones	**2,000**		2,000			**$ 4,000**
MTL Meetings	**36,000**		55,000			**$ 91,000**
Committee Meetings	**18,000**		18,000			**$ 36,000**
Vehicle Costs	**4,000**					**$ 4,000**
Advertising	**11,000**					**$ 11,000**
Dues & Memberships	**22,500**					**$ 22,500**
Liability Insurance	**1,000**					**$ 1,000**
Totals ►	**$ 520,091**	**$ -**	**$311,176**	**$ -**	**$ -**	**$ 831,267**
Fund/Totals Ratio:	62.57%	0.00%	37.43%	N/A	N/A	

(**Operation Tribal Government Budget FY2016**)

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 53,989**	**$ -**	$ -	$ -	$ -	**$ 53,989**
Fringe Benefits	**29,816**					**$ 29,816**
Supplies	**1,580**					**$ 1,580**
Space Lease/Rental	**2,939**					**$ 2,939**
Indirect Costs	**9,342**					**$ 9,342**
Other Costs: (list below)						**$ -**
Meeting & Related	**1,918**					**$ 1,918**

Mileage	**1,400**					**$ 1,400**
Postage	**148**					**$ 148**
Program Supplies	**250**					**$ 250**
Totals ►	**$ 101,382**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 101,382**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

(**Intergovernmental Affairs Office Budget FY2016**)

In conclusion, the Office of the Chairperson and Tribal Legislature has continued to work for the benefit of the Menominee. 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, Brianna Ninham, Sharon Madosh and Cheyenne Wahsquonaikezhik.

Probation/Parole

William Beauprey, Director

Description: Pursuant to Menominee Tribal Code Article VI Probation and Parole (Adopted 5/6/1994 by Ordinance No. 94-01; amended in its entirety on 3/7/2008) 132-29 Title "Probation and Parole Regulations" Our duties and guidelines are outlined in each ordinance. The Department has two individual probation/parole officers who handle their own unique clientele specializing in their own area of law and age category, they also divide the Domestic Violence clientele with PO McCann supervising the clientele who are 30 years or younger and PO Beauprey supervising those clients older than thirty. PO Beauprey also supervises all the Sexual Assault clients. All of the probation officers 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, gather and provide information for monthly, annual and BIA reports; scan all paperwork for PO Beauprey' s client files, order all and track all office equipment and maintain supplies. She has helped with data entry and scanning of closed cases and present investigations with the help of summer youth workers into the JustWare program and has completed half of the downsizing and paperless project of our old records.

Services: We service all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We average around 85 Active Probation/Parole clients with overall totals of 370 clients. We meet with our entire active caseload twice a month to monitor their progress in completion of each court ordered condition. We meet with clients who are under strict supervision on a weekly basis. We refer clients to local and surrounding programs and agencies for counseling services such as AODA, Domestic Violence, Parenting and Anger Management. Additional referrals are made for Mental Health Services, Education, Financial Management, Driver's Safety, Drivers Education and Employment.

Improvements: We have a departmental vehicle which was replaced with a newer model this summer. The department vehicle is used for home visits, supervision of community service workers, transport clients to inpatient residential facilities as well as employee training opportunities and attend meetings.
When all three probation officer positions were filled, we are diligently attending all meetings required of our department. Although a directive was given that all probation officers handle all matters pertaining to their clients as to better track and supervise their clientele it was necessary for our Administrative Assistant to assist in the file maintenance of two of our probation officers and assist in the preparation and completion of monthly, annual and BIA reports.
Over the summer of 2015 with the help of two youth workers we were able to scan and update current client folders and pull and shred any files that were older than seven years. All closed files for this year were labeled and filed.

Unmet Needs: The previous Domestic Violence/Sexual Assault Probation Officer position was funded through a grant which had ended July 2015. The funding for the probation officer was not extended. The case load was then divided amongst the Probation/Parole Director and the Assistant Probation Officer. With the higher number of

clients per probation officer our department will require a high prioritization of probation officer duties with a diligent effort to attend all required meetings and court appearances as well as the monitoring of client activities and files we will work at maintaining these duties to the best of our ability keeping in mind the safety of our community and the required paperwork for revocation of clients who violate probation rules and regulations.

Although we would like to be become a near paper free department and have all old cases scanned and entered into Justware and also saved to an exterior drive for back up purposes we are currently unable to complete our filing room project due to not having a data entry clerk. Prioritization of department duties does not allow time for completion of this project at this time. Statistics and client recidivism could be closely monitored once all cases are entered into the Justware program.
We have been denied the purchase of HP Revolve notebooks for our department for several years. The HP Revolve notebooks would assist the probation officers with home visits, court hearing, meetings and jail visits being able to have the capability of updating their client files immediately and not wasting man hours by having to input information when they returned to their computer desk stations.
With overcrowding issues in our Menominee Tribal Detention Facility and the steady amount of Revocations we would be better able to assist those clients with health issues by purchasing a GPS monitoring system. There have been numerous occasions where clients were pregnant, infectious, diabetic, and also handicapped. With the purchase of a GPS monitoring system we could also allow home incarceration and be able to monitor client's medical appointments.

Community Engagement Efforts: This year our department has had our clientele participate in several community events beginning with the Haunted Hallway, New Year's Sobriety Round Dance, Round House gatherings, Recovery on the Lake, the annual Sober 49 and the Soap Box Derby. There are numerous other activities in which community service hours were required by our clientele as well as assisting our elders and handicapped members.

Strategic Planning: We have improved our service to our clientele by offering a stipulation to revocation to clients who are 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 complete 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 does not guarantee that the client will be given Huber privilege 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 built into our budget the 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 costs by the end of probation.
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 the participant in the program they will be required to call in to Maehnowesekiyah Monday-Friday between 8-10am 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 client's 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's needs. Once the individual completes the program and transitions then the drug charges are expunged from their record. The program only allows first and second time offenders.

In February 2016 Judge Martina Gauthier's term ended, Judge Mercedes Martin was then assigned to the Menipaniw Court. Later, Prosecutor Kasia Klaus resigned and Prosecutor Martina Gauthier was assigned to the Menipaniw Team as the Prosecutor. The program is under a 3 year grant that had started 2/22/16. As part of this grant we will need to acquire at least 30 referrals each fiscal year. Chris Pachenco attended a site visit 4/27/16-4/29/16 as part of the SAHMSA Grant. The team attended the Annual Nation Drug Court Conference which was held in Anaheim, CA 5/31/16-06/04/16. Our Administrative meeting was held on August 19, 2016. During this time we discussed the Dual Grant, changes, specifics, objectives, role refresher, capacity, SAHMSA building ideas to get

30 people referred per fiscal year, etc. A meeting to review HIPPA II was also held on this same date which was led by Danica Zawieja, Legal Services.

Statistical Information	P&P Dept #'s	Statistical Information	P&P Dept #'s
Total Cases at Year End	352	Arrested Clients for the Year	125
Total Clients at Year End	267	ATR's given for the year	45
Clients with Multiple Order's	56	Menipaniw Clients	27
Active Clients at Year End	58	Menipaniw Active clients at Years End	5
Absconders at Year End	138	Menipaniw Absconders	22
Clients Incarcerated at Years End	62	Menipaniw Transitions	01
Wanted Clients at Years End	6	Menipaniw Terminations –	03
Clients With Tolled Time	3	Self-Terminated	03
Released & Revoked Clients at years End	101		
Statement of Facts for the Year	25		

Fiscal YTD (October 1, 2015 thru September 30, 2016)

FUND	Description	Federal	Tribal	**Grand Total**
1129	PROBATION - SUPPLEMENT	-	102,213.02	
2206	JUDICIAL SERVICES PROBATION	126,146.86	-	
		126,146.86	**102,213.02**	**228,359.88**

Category Description	**FISCAL YEAR 2016 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$76,426.00**	**$ -**	$63,913.00	$ -	$ -	**$ 140,339**
Fringe Benefits	**$48,410.00**		$27,060.00			**$ 75,470**
Training	**$1,250.00**		$3,250.00			**$ 4,500**
Supplies	**$1,951.00**		$1,214.00			**$ 3,165**
Contractual	**$8,700.00**		$7,000.00			**$ 15,700**
Indirect Costs	**$14,300.00**		$12,462.00			**$ 26,762**
Other Costs: (list below)						**$ -**
Postage	**$150.00**		$150.00			**$ 300**
Cell Phones	**$1,000.00**		$1,499.00			**$ 2,499**
Medical Services	**$500.00**		$1,500.00			**$ 2,000**
Vehicle Costs	**$2,000.00**		$3,000.00			**$ 5,000**

Program Activities	**$500.00**					**$ 500**
Direct Costs (NON IDC)			$11,898.00			**$ 11,898**
Totals ►	**$155,187.00**	**$ -**	**$ 132,946**	**$ -**	**$ -**	**$ 288,133**
Fund/Totals Ratio:	53.86%	0.00%	46.14%	N/A	N/A	

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 presented to the Menominee Tribal Legislature.
- Use of the Tribe's credit card for hotel reservations and on-line purchasing assistance.
- Project management and account representation for LP gas services, food provisions, cellular telephone services and other centralized services as providing cost and management benefits.
- Management of Tribal central postage meter and related internal billing charge-back 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 of excess furniture and equipment and transfers between departments.
- 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 Accounting Manual – Travel Policy;

- As of July 1, 2016 the PMA Department assumed overall responsibility of the Travel Policy from previous management by Finance. Management includes coordinating hotel reservations, verifying allowable cost advance payments and reconciliation of the voucher upon return.
- The PMA Department revised both the Travel Advance and the Travel Voucher Forms in July which allow for the electronic completion, calculation and submission of the forms.
- As of the close of FY16 our review and approvals have identified corrective increase and decrease adjustment to requests at a net savings to the Tribe of $1,579.98.

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, 2016 the total active Tribal Debtor List balance as reported by all MITW programs is $3,164,293.98.

Accomplishments during Fiscal Year 2016:

- Projects conducted under the competitive bid process for FY16 were: External Audit Services for three years, Clinic Expansion Phase 2 Construction, Transportation Mobile Video Surveillance System, Design/Build of the CBRF Expansion and Design/Build for the LEC Neopit Precinct.

- The PMA Department obtained equipment under the Federal Excess Property Program with an original value of $414,160 including four dump trucks, a water pump on trailer and a front end loader.
- Revenue from the disposal sale of old vehicles, equipment and office furniture generated $10,954.00 for various programs.
- Coordination of purchasing rebate incentives generated $6,464.97 in revenue to Tribal Reserve funds.
- The Menominee Tribe's LP gas contract for Fiscal Year 2016 was awarded to Ritchie Lakeland Oil at $0.95 per gallon for programs and Tribal Members, and for FY17 has been negotiated with them at the same rate for programs and $0.899 for Tribal Members.
- Working as part of the Community Engagement Team on the Vacant Properties Workgroup to identify and access qualifying properties and seek potential utilization or clean up as applicable.

The Fiscal Year 2016 Indirect Cost budget for the PMA Department was established at $261,486 with total preliminary operating expenditures of $237,943, and Internal Services expenditures $34,362 for the postage meter operations.

Category Description	PMA FISCAL YEAR 2016 CONSOLIDATED Budget					
	IDC	Internal Services	Federal	State	Other	TOTALS
Personnel Costs	$156386	$ -	$ -	$ -	$ -	$ 156386
Fringe Benefits	69465					$ 69465
Travel	0					$ 0
Training	2000					$ 2000
Equipment	0					$ 0
Supplies	6000					$ 6000
Contractual	9600					$ 9600
Utilities	400					$ 400
Space Lease/Rental	8600					$ 8600
Postage	50	52000				$ 52050
Vehicle Fuel	3500					$ 3500
Insurance	1785					$ 1785
Advertising	3500					$ 3500
Licensing & Permits	200					$ 200
Totals ►	$ 261486	$ 52000	$ -	$ -	$ -	$ 313486
Funding Percentage	83%	17%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Internal Services postage billing	$ 8604	$ 33283	$ 34362	$ 7525
Federal Excess Property disposal (ledger closing out FY17)	$ 59620	$ 9968	$0	$ 69588
Tribal Reserve property disposal	$ 0	$ 986	$0	$ 986
Other Departmental property disposal	$ 0	$ 0	$0	$ 0
Rebate Incentives (to Tribal Reserve)	$ 0	$ 6465	$0	$ 6465
Totals	**$ 68224**	**$ 50702**	**$ 34362**	**$ 84564**

Prosecutor's Office

Scott Wilson, Prosecutor

PURPOSE: The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of Menominee Tribal law and working cooperatively with other criminal justice agencies and jurisdictions in order to protect the Menominee Indian Tribe and its members and the community.

DUTIES & RESPONSIBILITIES: The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law. Prosecutorial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims, include:

- Processing adult and juvenile criminal and civil matters through the tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Maintaining both civil and criminal files to final disposition;
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeals process;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and 24 hour consultation.

STAFFING: Current staff is: Scott D. Wilson, Tribal Prosecutor, Martina Gauthier, Assistant Tribal Prosecutor, Christopher Plaunt, Domestic Violence Prosecutor; Leslie Peters, Legal Secretary, Ashlee Thunder, Legal Secretary, and Samantha Pecore, Domestic Violence Paralegal.

ACCOMPLISHMENTS: We continue to focus on ways to improve the effectiveness and efficiency of the prosecutorial services to the tribe. This past year we accomplished this by:

- Working cooperatively with the Tribal Courts and Probation and Parole by utilizing the case management/calendaring software called JustWare, and also linking-up with the Cisco system utilized by the Police Dept.
- Working with other agencies for special needs victims and defendants.

STATISTICAL DATA: For FY 2016, the Prosecutor's Office prosecuted over 3391 charges in over 1,545 cases in the Menominee Tribal Court. The top charges prosecuted by this office were OWI, Disorderly Conduct, Operating while Revoked, and Operating While Suspended.

Type of Cases Include:

555	Prosecutor Motor Vehicle
468	Prosecutor Criminal
293	Prosecutor Ordinance
140	Prosecutor Domestic Violence
55	Prosecutor Juvenile
12	Prosecutor CHIPS
8	Prosecutor Child Sexual Assault
5	Prosecutor Concealed Carry Application
4	Prosecutor Adult Sexual Assault
2	Concealed Carry Application
2	Prosecutor JIPS
1	Parole Domestic Violence

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 80,693**		$103,955	$ -	$ -	**$ 184,648**
Fringe Benefits	**35,945**		31,234			**$ 67,179**
Training	**2,700**		4,000			**$ 6,700**
Supplies	**3,000**		3,000			**$ 6,000**
Contractual	**1,960**		2,500			**$ 4,460**
Indirect Costs	**12,804**					**$ 12,804**
Other Costs: (list below)						**$ -**
Telephone			420			**$ 420**

Postage	**200**		250			**$ 450**
Dues & Membership	**1,649**					**$ 1,649**
Advertising			250			**$ 250**
Filing Fees			300			**$ 300**
Totals ►	**$ 138,951**	**$ -**	**$145,909**	**$ -**	**$ -**	**$ 284,860**
Fund/Totals Ratio:	48.78%	0.00%	51.22%	N/A	N/A	

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, Recreation Director
Lisa Caldwell Youth Center Monitor

Youth Center Youth/Program participants 9995
Adult Fitness Room Participants 6382

Budget Allocation for F.Y. 2016
Youth Center 157,772.00

The Youth Center is open from 8 a.m. - 9 p.m. Monday – Friday, Saturdays- Menominee Women's Group 12 p.m. - 6 p.m.

YOUTH CENTER ACTIVITIES ROOM INCLUDES:

- Charter Cable TV for Youth Activity Room for movies and music,
- Fitness Rooms age 16 years and older,
- Four computer lab stations with Games and limited internet access,
- Air Hockey machine,
- 2 Pool Tables,
- 2 Foosball tables,
- Menominee High School Drum group ,
- Baking classes,
- Collaborating in-house activities with Youth Development Program ,
- Diabetes Workshops for the Elders,
- Monthly 3rd Tuesday Netaenawemakanok meetings,
- Noon hour Fitness training room Adult programs and workouts,
- Menominee Tribal Clinic Wellness Quarterly walking series throughout the year,
- Keshena Primary School K-5 grades incentive participation during the day,
- Tribal Clinic Breast feeding workshop & walk,
- Youth & Family fund raising requests for Youth Center Kitchen,
- Menominee UW Extension workshops.

PROGRAM ACTIVITIES INCLUDE:

- Collaborative Community Halloween Haunted Trail Ride,
- Community Christmas Breakfast with Santa in Keshena Neopit and South Branch Centers,
- Valentines Dance,
- Easter Egg Hunt,
- 3 on 3 Basketball tournament,

- T.C.J. Baseball for ages 14-16 years old,
- Menominee American Legion Baseball Program for ages 16-18 years old,
- Summer Youth Olympics,
- Provide Van requests for Keshena/Neopit Little league games tournaments & Milwaukee Brewers Baseball Camp,
- High School Basketball, Softball & Volleyball leagues,
- Summer Monthly Block parties with YDO,
- Indigenous games try-outs,
- Youth Basketball Camp Van requests,
- Menominee Hoops Boys and Girls Basketball tournaments,
- Coaching Menominee High School Junior Varsity Summer League,
- Wisconsin Timber Rattlers game,
- Saturday Hoops Basketball Fundamental classes,
- Toys for Tots Coats for Kids,
- Attended Quarterly Community Engagement Workshops,
- Attended Quarterly Fostering Futures Workshops.

SIGNIFICANT ACCOMPLISHMENTS:

1) The Menominee Youth Fitness Room will now have 24 hour access for individuals to work out during non-operating hours seven days a week. Policy and procedures were approved with individual signing and paying fee of $8 for a scan card to utilize the Menominee Youth Center Fitness room for early morning or late night workouts.
2) The North American Indigenous Games tryouts were held this summer with 85 Menominee athletes and 15 coaches were selected to participate in the 2017 games to be held in Toronto Ontario Canada July 16-23 2017.
3) Community Engagement and Fostering Futures concepts are required and basic training for all of all our building staff to participate with all youth in a positive environment. Our 90 day plan was successful in achieving the scan card system with policy and procedures for implementation this year.

Category Description	FISCAL YEAR 2015 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$76955.74	$ -	$ -	$ -	$ -	$76,955.74
Fringe Benefits	30372.32					30,372.32
Supplies	2374.99					2374.99
Contractual	5567.98					5567.98
Utilities	924.88					924.88
Space Lease/Rental	14570.64					14,570.64
Indirect Costs	14101.57					14,101.57
Other Costs: (list below)	.94					.94
Telephone	621.14					621.14
Cell	455.32					455.32
Vehicle Costs	2029.35					4,624
Program Activities	3977.98					3,603
Totals ►	$153033.36	$ -	$ -	$ -	$ -	$153,033.36
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Program & Indigenous Games	$	3647.01	-	$ 3647.01
Totals	$	3647.01		$ 3647.01

Social Services

Mary Husby, Director
Carol Corn, Acting Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Our Department consists of a Director, a Child Welfare Assistant, four Social Workers, and a Kinship Care Social Worker. Social Services are funded through Bureau of Indian Affairs funding, BIA child welfare funding, funding from the State of Wisconsin Department of Children and Families (Kinship Care) and all positions are supplemented with Tribal funding. We also receive Child Welfare IV-B, Subpart 1 funding from the Federal Department of Health and Human Services.

In FY 2016 Tribal Social Services provided Indian Child Welfare case management to twenty-three new families and averaged a caseload of 25 children per worker. In FY16, Tribal Social Services assisted with 31 children being successfully reunified with a parent. We had 8 children move to permanency through Guardianship and 4 children who were adopted by relatives. We had 3 children who aged out of the child protection system. Approximately 80% of the families we serve through child protection are off Reservation.

Social Services staff assists adult adoptees with accessing sealed adoption records for the purpose of enrollment in the Tribe. We also assist adult adoptees with genetic testing to prove affiliation. The clients in both situations are required to cover the costs of documents and/or genetic testing. We contract with DNA Diagnostics to receive a lower rate and assist the families with arrangements for genetic testing. This year we have assisted 7 adults enroll in the Tribe as full tribal members and one adult as a descendant. We are expanding this service to non-adopted adults that wish to pursue genetic testing for the purpose of tribal affiliation, caseloads permitting. For FY17, Menominee Tribal Child Support assisted with negotiating new contracts with DNA Diagnostics that significantly reduces the costs of genetic testing for our families.

The Child Welfare Assistant oversees the tribal trust accounts (per capita) for minors and adults who are under guardianships as well as management of the Individual Indian Money Accounts for minors and adults. She reviewed 32 IIM accounts in FY 16 and processed 8 requests. Two workers participated in IIM Account training with the BIA Area Social Worker. All IIM forms have been updated. All of the adult Guardianships have been reviewed and orders updated where needed. Four adults who are under guardianship were located having previously been listed as address unknown. The Assistant serves as a receptionist for Social Services. She manages and distributes Goodwill vouchers, processes mail and bills and completes other administrative duties. This worker collaborated with the IT Department to access File Manager. This is an electronic file system. The Assistant has worked diligently to move Social Services towards electronic case management which will assist us when moving forward with pursuit of other funding resources.

The Kinship Care Social Worker manages approximately 25 families a month who receive the Kinship Care grant. She processes new cases and reviews ongoing cases yearly. In addition to her duties with Kinship Care, she is trained in covering the Family Preservation Social Worker position. The Kinship Care worker covered this position for approximately three months when the Family Preservation worker retired. The Kinship Care Social Worker also manages 3-5 ICWA cases to assist when caseloads become overwhelming.

The Family Preservation Social Worker provides case management for families receiving respite daycare under Child Welfare IV-B funding as well as Bureau of Indian Affairs Child Welfare Assistance. New this year in our services we have a Family Preservation worker who is receiving clinical supervision for counseling children/families. In addition to the respite caseload, this worker is able to provide support services in home, school or community to a small intensive caseload. We are hoping to fill a gap in services and try to assist in maintaining and supporting our children remaining on the Reservation rather than being placed off Reservation for services.

Significant changes within the Department in FY16 include Social Services and the Child Support Department becoming separate departments. Separation will allow both departments' Directors to be able to focus their attentions on the pressing needs of their own department. Social Services had two employees retire this year. Beatrice Janz, who has been the Child Welfare Assistant since July of 2005, retired in February. Deb Martzke, who has served as Family Preservation Social Worker since May of 1994, retired in March. We wish them both the best in their retirement. In June of 2016, the supervision of the Attorney for Social Services/Child Support transitioned to the Legal Services Department. This will result in cost savings for Social Services as the salary will come from Indirect Cost. The Attorney resigned in June to take a position elsewhere. Social Services experienced a significant reduction in our expenses due to the time needed to fill these positions along with the Social Services Director remaining on continued extended medical leave throughout FY16.

Social Service employees participate on various committees and initiatives within the Tribe and with outside Agencies. The committees this year consisted of Health and Family Services, Housing, Community Engagement, Fostering Futures (Trauma Informed Care), Safe Schools and Health Students (MISD), Children's Code Committee, Coordinated Community Response Team, Multidisciplinary Team, Child Protection Team, Tribal Justice Strategic Planning Committee, Intertribal Child Welfare Committee (State), Intertribal Training Partnership Committee (State), Coordinated Services Team Advisory Committee, Tribal/County Planning Committee and participation in the Alternative Response Implementation monthly conference calls. Participation in these committees results in collaborating services, sharing in policy development and advocating for Menominee families.

Social Services have integrated trauma informed care into our social service practice. All Social Services employees have participated in training on trauma informed care this year ranging from one to five trainings each. The Kinship Care worker has agreed to gather TIC information and created folders that we can share with families to educate on the effects of trauma and share strategies for resiliency. All of the employees strive to adhere to our mission, vision and values when advocating for Menominee families.

For FY 17, we would like to increase the amount of involvement we have with cases on Reservation. We will continue to serve on the above listed committees and support a healthier community. We continue to prepare for and seek alternative funding sources such as Targeted Case Management and Title IV-E funding for the reimbursement of administrative activities.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	other	TOTALS
Personnel Costs	$ 212,601	$ -	$168,513	$ 8,145	$ -	$ 389,259
Fringe Benefits	87,018		81,796	3,003		$ 171,817
Travel	3,063		4,776		1,146	$ 8,985
Training	1,214		176		340	$ 1,730
Equipment			1,632			$ 1,632
Supplies	1,225		1,994		191	$ 3,410
Contractual	66			273		$ 339
Space Lease/Rental	2,829		10,010	1,069		$ 13,908
Indirect Costs	31,356		28,262	1,250	375	$ 61,243
Other Costs: (list below)						$ -
IDC/Kinship Care	14,576					$ 14,576
Dues/membership	256					$ 256
Telephone	160		457			$ 617
postage	500		87			$ 587
Direct Assistance	4,200		33,527	143,608	12,400	$ 193,735
Direct Costs			9,001			$ 9,001
Totals ►	$ 359,063	$ -	$340,231	$ 157,348	$ 14,452	$ 871,094
Fund/Totals Ratio:	41.22%	0.00%	39.06%	18.06%	1.66%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Criminal Background Checks	$ -	$ 188		$ 188
DNA Testing		640	546	94
Totals		$ 828	$ 546	$ 282

Town of Menominee Fire Department

Patrick Roberts, Fire Commissioner

OVERVIEW: The Town of Menominee Volunteer Fire Department provides fire protection services to the Menominee County/Reservation, which covers 360 square miles and over 4,500 residents. More specifically, the department provides:

1. Fire prevention and protection services;
2. Water rescues;
3. Hazardous materials leaks and contamination response;
4. Searches for missing persons;
5. Building inspections as it relates to fire preparedness;
6. Public education in schools; and
7. Mutual aid to other communities when requested;
8. Traffic control; and
9. Occasional tree removal.

Stations: The department operates and maintains a total of four separate stations: the main fire station in Keshena; one in Neopit, one in South Branch, and one in Middle Village.

Staffing: The department has one fire chief and a total of 36 volunteer fire fighters altogether. All of our volunteers receive a minimum of 36 hours of firefighter training required by Wisconsin Fire Administration Code, Department of Commerce, Fire Department Safety and Health and Comm. 30.

Equipment:

- Keshena- One pumper, two tankers, one mini-pumper, one brush truck, one water rescue Truck with air boat
- Neopit- One pumper/tanker, one mini-pumper, one brush truck
- Middle Village- One pumper/tanker
- South Branch- One pumper/tanker

Summary of Major Projects and Activities in 2016:

- The departments responded to 267 calls
- Purchased a used mini-pumper and installed extrication equipment for Keshena Fire
- Upgraded the mini-pumper in Neopit

2017 Goals and Objectives:

- Increase training for all departments with emphasis on rural pumping operations with limited staffing.

County/Tribal Departments we work with:

- Menominee County Highway Department – Assist with traffic control, tree removal, etc.
- Tribal Police / Menominee County Sherriff – Assist with traffic control, tree removal, etc.
- Utilities – Assisted the Tribal Utilities with cleaning fire hydrants.

Funding:

In 2016, the Fire Department has an operating budget of $183,336. Of this amount:

- The Town provides $96,226
- The Tribe provides..... $66,719
- The State provides $14,000
- The BIA provides $9,421

Transit Services

Timothy Reed, 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 121 employees which includes:
Administrative staff: (1) Director of Transit Services, (1) Transportation Coordinator, (1) Administrative Assistant, (1) Budget Analyst/Accountant, (2) Receptionist/Clerks,
IT staff: (3) Program System Analysts,
Dispatch Operations: (2) Mobility Managers, (6) Full-Time Dispatchers, (8) Part-Time Dispatchers, (5) On-Call Dispatchers,
Transportation: (1) Driver Supervisor, (26) Full-Time Drivers, (17) Part-Time Drivers, (6) On-Call Drivers, (5) Bus Monitors, (1) Transit Aid,
Lac du Flambeau: (1) Supervisor, (10) Drivers, (4) Dispatchers
Shawano: (2) Full Time Driver, (2) Part Time Drivers
Antigo: (2) Full Time Drivers, (3) Part Time Drivers, (1) Dispatcher
Mechanics: (1) Mechanic Supervisor, (5) Full-Time Mechanics,
Facility Maintenance: (1) Facility Maintenance Supervisor, (2) Part-Time Facility Maintenance Workers, and (1) Part-Time Housekeeper

September and October 2016 were my first months on the job as Director of Transit Services. I spent this time getting introduced to and acclimated with Menominee Tribal Policies and Procedures, as well as, the daily activities of the Menominee Regional Public Transit facility and operations. While not in introductory meetings and trainings I spent time familiarizing myself with the budget and accounting system. In addition, I familiarized myself with the reporting requirements, deadlines and administration of several grants that Menominee Regional Public Transit is responsible for.

Menominee Regional Public Transit has sought to reaffirm existing partnerships looking for service improvement opportunities and possible expansions; and to reestablish previous relationships in hopes of expansion of service opportunities for community members. Meetings were held with Menominee Casino and Resort and the College of Menominee Nation, two entities that had reduced or eliminated service in the past due to budgetary concerns.

2017 Goals

- Review Department of Transit Services organizational structure with regard to staffing patterns, job descriptions, and training needs. Develop a plan for implementation of various training programs and any other changes that may be deemed appropriate.
- Review community outreach program including ridership groups and advertising campaigns to determine effectiveness and plan implementation of required changes.
- Evaluate current routes and transit schedules to determine efficiency and effectiveness.
- Continue to attend meetings that allow opportunities to enhance services to the public and promote participation in services offered by other entities.

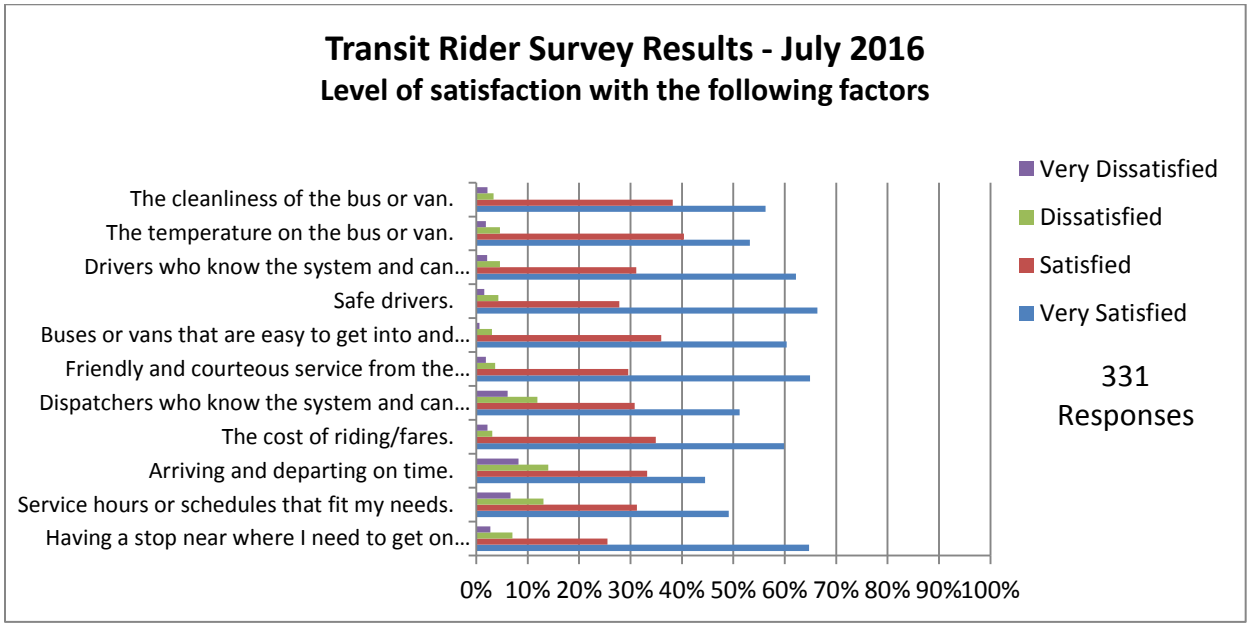
Richard Ducane - Transportation Coordinator In 2016 I spent less of my time with the daily operations and more on the management side due to the departure of the Director of Transit. This included getting more involved with budgeting' grant writing and overall operations of the Transit Department. I participated in the Community Engagement Workgroup and was part of the Recreation Team that worked on the expansion of service hours for the Recreation Center. I set up training for staff which included multiple sessions dealing with customer service and Real Colors training offered by 3E Guided Solutions.

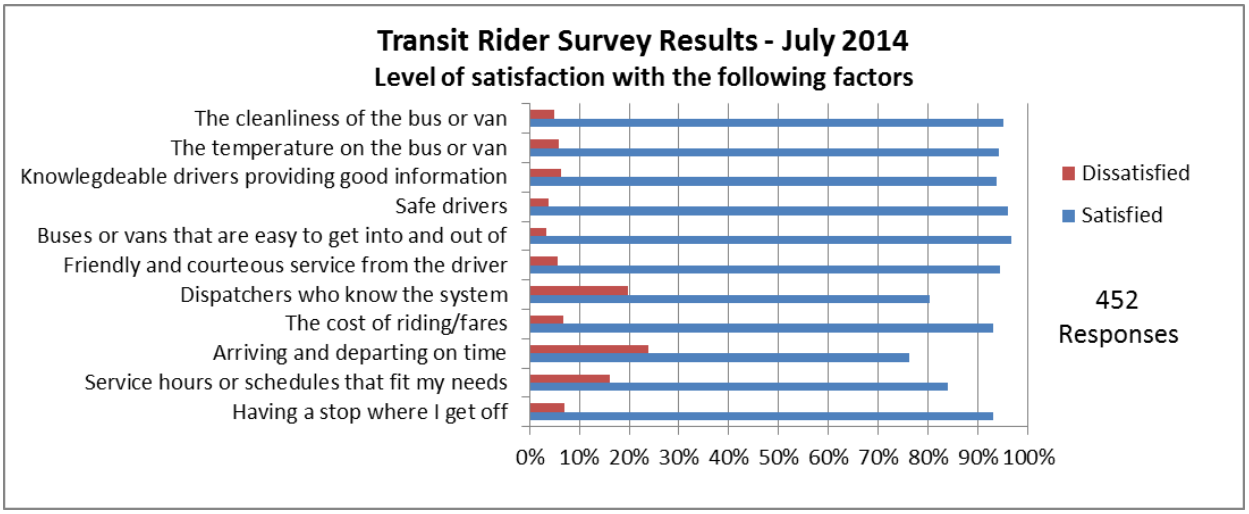
A new opportunity for 2017 that I worked on during the year is a possible partnership with Aspirus Hospital that would expand services in the Langlade County area and services going to that area from the Menominee Reservation/County.

Judy Duquain- Administrative Assistant During the 2016 fiscal year, I assisted all departments as needed and my main duties were for management. This included scanning daily reports, handling complaints, processing fuel and uniform invoices, ordering office supplies, training tracking, staff orientation, and mail log, monitoring staff operations, and working with all staff. I attended monthly Department meetings for the Transit Departments, and recorded the meeting minutes for the departments within Transit. This helped me to pass on information to other departments where concerns were noted in meetings. Monitoring of the Daily Visitor log, Driver Checkout logs, showed a decrease in entries which can be attributed to their supervisory being changed and drivers failure to fill in the checkout log for equipment taken.

Complaints were assigned to me and I followed the format to complete a \ report. The reports completed were forwarded to supervisors when it involved employees who were the Mobility Manager and the Driver Supervisor. Many complaints were resolved based on information reviewed within the department. Complaints were forwarded to the director for each complaint forwarded to supervisors to monitor the handling of the complaints.

Transit Ridership Survey Results A Ridership Survey was conducted in July 2016 to measure transit level satisfaction. The results for the 2016 survey and the 2014 survey for comparison are as follows:





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

There are three issues identified as concerns in the survey in 2014 and remain the primary concerns for respondents in the 2016 survey. These issues will be an emphasis in the 2017 reporting year. Training will continue in the dispatch area and routes will continue to be monitored and evaluated. A survey will again be conducted in 2017.

Neil Elgin – Technology Department The I.T. Department has 3 employees including a senior programmer/analyst, web applications developer, and a programmer/systems analyst. In 2016, we continued to find ways to integrated technology into our daily activities in order to enhance the services to the community. One employee participated and graduated from Menominee Leadership Academy, and is currently involved in the Community Engagement Workgroups. This year our staff completed 128 service calls for the department, both software and technical related as well as several other projects as noted below.

Service Calls	FY 2014	FY 2015	FY 2016
Applications	157	96	93
Technical Support	44	18	35
Total	201	114	128

Projects Completed:

- Enhancements and upgrades to the Transit Application – Local demand response route tracking, automated email invoicing, and various reporting options to track overtime, expenses, and performance measures.
- Time Tracking – FMLA tracking, data export for new finance system, and leave request options expanded.
- Website updates including mobile access to routes, schedules and updated maps.
- Equipment replacements/upgrades – Based on our technology plan, several computers, laptops, printers, and monitors were replaced to prevent downtime and service interruptions. A new SAN was also installed for file and data storage.
- ArcGIS Server – Installed to allow additional mapping and routing enhancements for the internal applications and website.
- Attended GIS training to gain in depth understanding of geocoding, gps, and mapping.
- Fiber line installation to increase remote office speed and connectivity.

Upcoming projects for 2017:

- Transit Application Updates – Full accounts receivable module, electronic signatures, additional mapping and routing enhancements.
- Transit Bus Video System – New camera systems for all Transit buses are currently being procured and will be installed soon to create a safer environment for both riders and employees.
- New management software to organize and document help desk issues, building maintenance requests, customer complaints, inventory, and general task management.
- Equipment replacements/upgrades due this year – Computers, laptops, printers and monitors will be replaced according to our technology plan as well as aging servers and network switches.
- Building Camera System – Installation of new cameras around the building and grounds.
- Phones system upgrades are planned to replace aging equipment, eliminate hardware, and provide backup options to prevent downtime for our customers.
- Website Updates – A new website is still planned to allow public requests for special charter trips.

Tony Wegner – Mechanic Supervisor-Vehicle Maintenance We currently have 6 full time mechanics who are ASE certified in numerous areas from automotive to medium truck and bus repair. We currently maintain our fleet of 82 vehicles, 48 transit buses, 19 school buses, 11 vans, 2 full sized coach buses, and 2 trucks, as well as maintaining and repairing other tribal department's such as the Tribal Police Department, Housing, Forestry, Tribal Maintenance, EMS, Community development, CRC, clinic, Menominee Indian School District, and other tribal departments. We offer a vast variety of services. We have towing and road side assistance available to all tribal departments during our regular hours. We are able to work on anything from lawn mower, small engine repair, motor replacements and transmission repairs, also semi and front end loader repair. We are able to arrange warranty work if your vehicle is under the factory warranty. We are an authorized service center for the GSA and provide full service on any GSA vehicle. Vehicle maintenance hours are from 4:00 AM until 10:30 PM Monday thru

Friday and we just added Saturdays from 8:00 AM until 6:00 PM. We currently have partnerships with Shawano, Antigo, and LacduFlambeau, to maintain their fleet vehicles.

Vehicles replaced or retired This past year we retired one school bus, three (3) transit buses and three (3) vans due age and mechanical defects. These were replaced by two used city buses which we purchased from Waukesha County and one (1) 15 passenger bus from a private seller. We replaced two GSA buses that LDF were leasing with used buses. We also acquired four (4) buses from the partnership with Shawano County.

Equipment purchased This year we have purchased a new air conditioning machine, updated all the mechanics drill drivers, flashlights, and updated to the latest Snap-On IQ scanner for medium and heavy truck applications.

Plans for 2017 We are looking to expand our partnerships and offer our services to tribal departments who are not currently using our services and continue our relationships with our current customers. We also need to update our aging fleet and replace worn out vehicles. We continue to find more training to keep our staff up to date with upcoming changes and new technology.

Work Orders	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
Department of Transit Services	656	1,013	1,086	1,234	1,436	1,485
Other MDOTS partnerships	66	35	149	66	93	254
*GSA Vehicles	94	94	236	363	432	444
Outside Departments		32	77	212	338	372
Total Work Orders Completed	816	1,174	1,548	1,875	2,290	2,555

*Includes other MDOTS partnerships and outside departments GSA leased vehicles

Jessie Waupoose – Facility Maintenance The maintenance and housekeeping department are responsible for maintaining the Transit Facility in a clean and safe environment for all to visit. We have a full time maintenance supervisor, 2 part time maintenance workers and 1 part time housekeeper. Staff is here Monday through Friday 5:00am to 9:00pm and on Saturday 10:00am to 2:00pm. We rotate weekly on call shifts to assist Transit staff with any problems or complaints that may arise.

Transit owns one of the highest efficient Heating and Cooling GEO Thermal Systems in the local area. We are in position to take that efficiency and make it even higher to assist the Transportation Center with even lower heating costs for the winter months. My staff has accomplished the operation values for this system.

We continue to assist the community and tribal departments, and assisted the Keshena Animal Help and Rescue staff with their spring and fall pet clinics, provided salting during the winter to Tribal entities, assisted with forest clean up, repaired tribal members property damage,

FY2016 Completed Projects Changes fluorescent lighting to LED lighting on the first and second floor, bus canopy ice issues, replaced
Pressure Relief valve replaced for Snow Melt Loop, Geo Thermal water tested for proper chemical levels, repainted first and second floors, installed Co2 and No2 sensors in the mechanic pit for detection of dangerous gases. Overhead door issues included replacing security control panel, door replacements in bus garage, Security and overhead control replaced for west side overhead doors. A digital thermostat was moved for better climate control, bus wash garage had the gantry drive gears replaced and top brush bearing block and gear box replace, top brush filaments removed and replaced 14' x 4" shaft. The Tekmar Snow Melt controller and slab temperature sensor for the front entrance sideway was replaced
The Anode feeding rod for domestic hot water was replaced and Apex Fire was in and recharged fire extinguishers and provided fire extinguisher training for all employees

FY2017 Future Projects Projects include the Geo Thermal Hydraulic Separator, Feeder and pump installment for repair, protection and raising efficiency, Converting the metal halide parking lot building lighting to LED for safer and brighter illumination of parking lot, strip and wax first floor and stairwell landings, convert three (3) boilers to assist other boilers all season long and acquire and train my staff for the Geo Thermal Boiler Operation and Safety.

Department of Transit Services – Fiscal Year 2016 – Consolidated Budget

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 302,070	$ -		$1,941,536	$ 626,090	$ 2,869,696
Fringe Benefits	81,836			594,721	200,723	$ 877,279
Training	1,919			21,583		$ 23,501
Supplies				29,755		$ 29,755
Contractual	9,293			302,711		$ 312,003
Utilities				258,333	4,193	$ 262,526
Space Lease/Rental				1,800		$ 1,800
Indirect Costs				310,560	98,347	$ 408,907
Other Costs: (list below)						$ -
License & Permits	1,205			4,556		$ 5,761
Telephone				26,714	4,219	$ 30,933
Cellphone				2,989	1,231	$ 4,220
Advertising				348		$ 348
Due & Membership	210			3,109		$ 3,319
Building Maint				20,082		$ 20,082
Equipment Maint	442			10,453		$ 10,895
Vehicle Cost	21,923			135,364	74,213	$ 231,499
Liability Insurance	26,001			57,932		$ 83,933
Vehicle Fuel	7,779			211,549	57,657	$ 276,985
Meeting & Related				2,197		$ 2,197
Vehicle Lease	295,499					$ 295,499
Totals ►	**$ 748,176**	**$ -**	**$ -**	**$3,936,291**	**$ 1,066,672**	**$ 5,751,138**
Fund/Totals Ratio:	13.01%	0.00%	N/A	68.44%	18.55%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Transit Contract	$ (71,803)	$ 910,434	$ 910,434	$ -
Bus Fares 4702/4701		170,640	$ 170,640	$ -
Rental Income		18,876	$ 18,876	$ -
Other Income		432	$ 432	$ -
Headstart Contract		194,165	$ 194,165	$ -
Tribal School Contract		332,205	$ 332,205	$ -
Work Orders		100,311	$ 100,311	$ -
Charter Services		62,927	$ 62,927	$ -
Compact Services		195,831	$ 195,831	$ -
Totals	**$ (71,803)**	**$1,985,819**	**$ 1,985,819**	$ -

Tribal Detention Center

Jerrit O'Kimosh, Jail Administrator

The Menominee Tribal Detention Facility is comprised of the Administrator, Compliance Officer, four (4) Corporals, eleven (11) Line Officers and one (1) Cook. The Menominee Tribal Detention Facility has an inmate rating capacity

of forty-five (45) inmates at the current time. The Menominee Tribal Detention Facility provides a strict guideline of rules and regulations for the inmates to teach and reinforce accountability. The Facility currently offers educational opportunities, job opportunities, and religion.

In the 2016 Annual report it was indicated that we had received a $987,000 grant to add on to the current facility. The addition to the facility is now in progress with an estimated completion date of early January 2017. The scope of the addition did not change as it will still provide an additional eight (8) beds and a much needed programming area for inmates.

Upon completion of the new addition, the Menominee Tribal Detention Facility will continue to engage in relationships with other entities within the Menominee Tribe as well as surrounding counties to assist with gaining employment or any other services that will assist inmates in their well-being. Plans are still in progress to continue to work with the Menominee Tribal Language and Culture Department to bring Cultural Teachings and Language into our facility. Maehnowesekiyah will be a great collaborative partner in their ability to provide a vast array of services in the areas of AODA and Mental Health. We are also working with the College of the Menominee Nation (CMN) to explore the possibility of inmates helping with gardening through the Nutrition Outreach Program. In collaboration with CMN we are also exploring the option of constructing raised gardens behind the facility to teach individuals how to garden and be self-sustaining with produce. We have also reached out to CMN again for their Career and Skills Building Workshops and are optimistic that we can bring in their classes such as: Resume Writing, Computing 101, Microsoft PowerPoint Basics, Typing Skills, Microsoft Word Basics, Career Cruising, Email Etiquette, and Interview Stream. We are also in the pre-planning stage with CMN to bring CPR and AED training to the inmates. CPR and AED would be a huge plus to individuals leaving our facility, not only for the safety of their families and public, but also a great addition to their resumes.

The Menominee Tribal Detention Facility continues to coordinate with Menominee Tribal Education in providing GED Classes. We currently have two (2) inmates actively participating and working towards their High School Diplomas.

The Menominee Tribal Detention Facility has also entered into a partnership with UMOS Transitional Job Program to employ inmates of the facility. This partnership has already employed one (1) inmate. There are many obstacles in securing inmates jobs while incarcerated, but through collaborative cooperation with the UMOS Transitional Job Program, Menominee Tribal Courts, Menominee Tribal Prosecutor's Office and Menominee Tribal Probation this goal is becoming a reality.

The Menominee Tribal Detention Facility has received several upgrades to the facility which is over thirty (30) years old. Some notable upgrades include new windows throughout the facility, painting of the facility is in progress, new energy efficient LED lighting is currently being installed and approximately half way complete, a new camera system with four (4) large monitors to ensure the safety of the inmates and staff, new epoxy flooring throughout the facility, new beds and mattresses, and stainless steel tables. These upgrades to the facility are essential to provide the safest and healthiest environment for the people that we serve and our staff.

The Menominee Tribal Detention facility continues working collaboratively with all entities within the Justice System but notably the Menominee Tribal Courts, Menominee Tribal Police, Menominee Tribal Prosecutor's Office and Menominee Tribal Probation to overcome the continuous obstacle of over-crowding within our facility. Through the collaborative efforts and continuous communication with the above stated entities we have been able to successfully keep the numbers of inmates well below the facilities rated capacity of forty-five (45) inmates. The ultimate goal will be to assist and educate individuals in an effort to not have them return once their sentence is completed. A major focus on this goal will be offering diversionary programs to promote education, language and culture, and employment in hopes to reduce recidivism.

In Fiscal Year 2014 the average daily population of the facility was 54 inmates, the daily average population for Fiscal Year 2015 was forty (40) inmates and the Fiscal Year 2016 had a daily average population of twenty-eight (28) inmates. That is a forty-eight (48) percent decrease in inmate population in just two (2) years. With hard work and continued support we hope to maintain this trend.

The Menominee Tribal Detention Facility will continuously strive to provide a facility founded in the Menominee Culture that embraces a trauma-informed care approach. Our staff will continue to work to learn new ways to minimize triggers, stabilize offenders, reduce critical incidents, de-escalate situations, and avoid measures that may repeat aspects of past abuse. This approach not only enhances effective behavior management but also creates a safer facility.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 334,944	$ -	$274,224	$ -	$ -	$ 609,168
Fringe Benefits	100,123		129,628			$ 229,751
Training	2,917					$ 2,917
Supplies (program/office)	5,227		4,186			$ 9,413
Indirect Costs	48,929					$ 48,929
Other Costs: (list below)						$ -
Postage	102		39			$ 141
License & Permit	39					$ 39
Food Supplies	36,901		24,204			$ 61,105
Telephone	377		392			$ 769
Equipment Lease	678		253			$ 930
Vehicle Insurance	734					$ 734
Equipment Maintenance	45					$ 45
Huber Fees		5,730				$ 5,730
Inmate Phones - GTL		2,052				$ 2,052
Housing - DOC		143				$ 143
Totals ►	$ 531,016	$ 7,926	$432,925	$ -	$ -	$ 971,867
Fund/Totals Ratio:	54.64%	0.82%	44.55%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
Huber Fees	$ -	$ 5,730	$ -	$ 5,730
Inmate Phones - Global Tel Link		2,052	-	2,052
Housing Felony Warrants - WI Dept. of Corrections		143	-	143
Totals		**$ 7,926**		**$ 7,926**

Tribal School

Lori Corn, Principal/Administrator

The Menominee Tribal School, MTS is excited to belong to the Menominee Indian Tribe and service the children of this community. The Menominee Tribal School is <u>your</u> school; together we will make learning a positive educational experience for all children attending. We are a Bureau of Indian Education School and rely on Federal dollars and we service K-8th grade. Our students pose high personal expectations and are taught to embrace their responsibilities to the Menominee Nation.. Traditional practices are instilled in students by emphasizing respectful behavior, traditional rituals, and the Seven Grandfather Teachings.

Customers and clients – how are you helping tribal members and positively impacting lives?

- Prioritizing Menominee Language, Culture and Family for students and families.

- Our Bear Trails after school program provides a structured educational environment for children to complete homework and receive enrichment activities until parents can get home from work.
- Athletic Programming provided for 3rd to 8th grade students.

A success story

- The Fall and Spring Pow-wow brings family and community together to teach traditions of song and dance.
- Parent involvement at MTS is outstanding! MTS is a school of choice well known for being community oriented and providing a traditional family approach to education.
- The Menominee Tribal School Color Run is a family centered activity offered to families on the weekend in which nearly 100% of the school staff volunteered for our children and community. The MTS staff has a high dedication and commitment to the children in the Menominee Community.

Changes in service delivery in order to respond to the effects of trauma in our community? All staff participates in Trauma Smart training. This model is grounded in the adverse child events study and allows us to shift our teaching to be prevention-oriented.

Improvements you've made during the past year to make access to services easier for Tribal members.

- Parents and community members now have the ability to electronically submit school forms directly through our school website.
- Offer a Parent Teacher Organization in efforts to hear input from community stakeholders in policy & instructional decision making.
- One family event is held in the surrounding reservation communities for parent convenience.

New programming you are considering to expand services. Chrome book instruction provides high quality education and is a cost savings due to elimination of textbook purchases and a reduction of paper copying.

Participation in Community Engagement efforts aimed at improving community health.
Active in Community Engagement Meetings, TIC, LET, YDO, Maehnowesekiyah, College of Menominee Nation Teacher Advisory Group, and the Woodland Boys & Girls Club.

How you are using the goal and objectives from the strategic plan to improve service delivery.
By implementing goals of the strategic plan as a foundation for support of school decision making efforts.

How you have responded to resolve concerns or complaints received from Tribal members.

- MTS follows a complaint policy created by our school improvement team, community stakeholders of parents, grandparents and MTS Board Members to guide toward finding a resolution. The complaint policy is located in the student-parent handbook.

Notable statistic or other data you to share with the general membership.

- Mrs. Tiffany Reiter-Media Middle School English Language Arts Teacher and Mr. Craig Corn Menominee Language and Culture Teacher will be featured nationwide on the BIE website.
- Student behavior referrals decreased: Sept-Oct.2016=74 referrals vs Sept-Oct 2015=178 referrals.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 61,861**		$1,969,951	$ 38,249	$ -	**$ 2,070,061**
Fringe Benefits	**24,842**		805,781	4,588		**$ 835,211**
Travel	**109**		1,360	260		**$ 1,729**
Training			64,131			**$ 64,131**
Supplies	**26,725**		110,686	2,247	14,000	**$ 153,658**

Contractual			434,103		6,700	**$ 440,803**
Utilities			73,373			**$ 73,373**
Indirect Costs	**12,639**		490,220	15,276		**$ 518,135**
Other Costs: (list below)						**$ -**
Equipt. Maintenance			16,420	1,844		**$ 18,264**
Food				105,766		**$ 105,766**
Program Activities			15,858			**$ 15,858**
Property Insurance			10,478			**$ 10,478**
Building Maintenance			30,176			**$ 30,176**
Vehicle Costs			4,830			**$ 4,830**
Totals ►	**$126,176**		**$4,027,367**	**$168,230**	**$ 20,700**	**$ 4,342,473**
Fund/Totals Ratio:	2.91%	0.00%	92.74%	3.87%	0.48%	

PROGRAM INCOME/REVENUE	**FY2015 Fund Balance**	**FY2016 Amounts**		
		Generated	**Expended**	**Balance**
Student Activities	$ 18,762	$ 5,174	$ 15,176	8,760
Totals	**$ 18,762**	**$ 5,174**	**$ 15,176**	**$ 8,760**

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 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 is now part of the Community Development Department. The staff consists of the Community Development Director, Utilities Supervisor, Utilities Office Administrator, (2) Utility Technicians, and a Utilities Laboratory Technician.

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 (sewer & water loans).
- Any required cash reserve account payments (Equipment replacements).
- 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. A copy is available for review at the Menominee Tribal Utility Office located at N7600 Go Around Road Keshena Wisconsin.

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
Residential Sewer and Water - 340
Commercial Sewer and Water - 62

Neopit
Residential Sewer and Water - 225
Commercial Sewer and Water - 19

Zoar
Residential Water - 27

Middle Village
Residential Sewer and Water - 72
Commercial Sewer and Water - 7
Electric - 81

Trailer Court
Residential Water - 17

Redwing
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.

2016 Budget Summary

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	Keshena Wastewater	Other Wastewater	MV Electric	Keshena Water	Other Water	TOTALS
Personnel Costs	$49,293.00	$4,0597.00	$ 10,700.00	$49,293.00	$48,637.00	$ 198.520.00
Fringe Benefits	34,275.00	28,229.00	7,440.00	34,275.00	33,820.00	$ 138,039.00
Travel & Training	1,312.50	1,080.50		1,212.50	1,194.50	$ 4,800.00
Office Supplies	1,241.50	1,022.65	269.50	1,241.50	1,225.00	$ 5,000.00
Program Supplies	9,932.00	8,180.50	2,156.00	9,932.00	9,800.00	$ 40,000.00
Postage	1,129.76	930.48	245.25	1,129.76	1,114.75	$ 4,550.00
License & Permits	78.50	64.83		78.50	77.67	$ 300.00
Minor Equipment						$ 0.00
Vehicle Fuel	2,731.30	2,249.50	592.90	2,731.30	2,695.00.	$ 11,000.00

Computer Upgrading	1,057.35	860.25	482.55	1,057.35	1,042.50	$ 4,500.00
Utilities(elect)	41,625.00	30,700.00		19,400.00	15,800.00	$ 107,525.00
Telephones	2,483.00	2,045.00	539.00	2,483.00	2,450.00	$ 9,840.00
Cellphones & Pagers	373.45	306.75	80.85	371.45	367.50	$ 1,327.00
Heating Fuel	6,000.00	3,170.50	0	6,000.00	4.170.50	$ 19,341.00
Equipment Lease/Rental	471.77	388.55	102.41	471.77	465.50	$ 1,900.00
Property Insurance	5,252.00	2,773.00	1,455.00	4,610.00	4,610.00	$ 18,700.00
Vehicle Insurance	993.20	818.00	215.60	993.20	980.00	$ 3,800.00
Building Maintenance	1,837.50	1,512.70		1,837.50	1,812.30	$ 7,000.00
Equipment Maintenance	13,805.48	11,370.20	2,996.84	13,805.48	13,622.00	$ 55,600.00
Vehicle Cost	943.54	777.10	204.82	943.54	931.00	$ 3,754.00
Contractual	12,415.00	10,225.00	2,695.00	12,415.00	12,250.00	$ 50,000.00
Purchased Power	0	0	105,452.00	0	0	$ 105,452.00
Wastewater Analysis	9,850.00	19,660.00	0	0	0	$ 29,510.00
Water Analysis	0	0	0	6,000.00	12,000.00	$ 18,000.00
Indirect Costs	18,283.74	16,946.53	13,766.21	17,283.63	17,160.12	$ 85,162.26
SUB TOTAL	217,106.86	183,907.39	149,393.93	187,565.73	186,225.34	$ 924,199.26
Interest Expense	22,756.00	32,090.00	0	34,391.00	40,498.00	$ 129,735.00
Principle Payments	9,477.40	13,590.87	0	12,917.38	16,760.35	$ 52,746.00
Reserve for Replacement	4,566.00	4,484.00	0	5,804.00	5,702.00	$ 20,556.00
Totals ►	**$ 253,906.26**	**$ 234,072.26**	**$149,393.93**	**$240,678.11**	**$249,185.69**	**$ 1,127,236..26**
Fund/Totals Ratio:	22.51%	22.96%	16.86%	17.97%	19.70%	

PROGRAM INCOME/REVENUE	FY2015 Fund Balance	FY2016 Amounts		
		Generated	Expended	Balance
	(292,370.73)			
Tribal Ordinance		111,761.04	111,761.04	
Program Income: Collections, Fees, etc.		852,689.26	781,307.63	71,381.63
Totals	**(292,370.73)**	**964,450.30**	**93,068.67**	**71,381.63**

NOTE: Per MITW 2016 Financial Service Report)

Critical Improvements

The following is a list of Critical Improvements completed by Menominee Tribal Utilities Department in 2015.

Red Wing Pump House:

- Serviced air compressor
- Serviced and cleaned the two well screens in both wells.
- Repaired a defective Chlorinator.
- Installed new well protection seal caps on both wells.

Trailer Court Pump House:

- Serviced air compressor
- Serviced and cleaned the well screen in well.
- Replaced defective pump control.
- Repaired broken water main at W1762

Keshena Pump House:

- Serviced chemical feed pumps.
- Repaired two water main breaks.
- Repaired a defective chlorine pump injector and associated lines.
- Annual emergency generator service completed.

Keshena Water System:

- Flushed water mains.
- Flushed Fire Hydrants.
- Replaced tower mixer in CMN tower.
- Overflowed the two water towers (Schoolview & CMN).
- Replaced Fire Hydrant at intersection of Old South Branch road and Rabbit Ridge Road.

Keshena Wastewater Treatment Plant (Oxidation Ditch):

- Cleaned out the WWTP garage
- Cleaned the Sludge Storage Tank/Silo
- Replaced the Office Lift Station.
- Serviced the Ultraviolet light disinfection system.
- Cleaned and serviced the Clarifier.
- Cleaned the Digester
- Repaired one sewer force main break.
- Cleaned the outfall.
- Annual emergency generator service completed.

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.
- Annual emergency generator service completed.

Middle Village Pump House:

- Serviced chemical feed pumps.
- Serviced power-take off unit.
- Replaced defective furnace controller.

Middle Village Water System:

- Flushed water mains.
- Flushed Fire Hydrants.
- Overflowed the water tower.
- Replaced defective Chlorinator head mechanism (Rebuild kit)

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.
- Replaced the Decanter Valves in tank #1
- Serviced Decanter mechanism and cleaned the Digester tank of sludge.
- Cleaned the Decanter valves
- Serviced the blower System
- Serviced the Ultraviolet light disinfection system
- Replaced the sump lift station.
- Cleaned the out fall.

Middle Village Lift Station:

- Cleaned and serviced Lift Station pumps and wet well.
- Performed calibration testing.
- Installed new Globes.
- Annual emergency generator service completed.

Middle Village Electric:

- Completed annual gas analysis on the three 34.5kv transformers at the substation.
- Installed markers on fire hydrants.
- Repaired one faulty service lateral at N1998.

Neopit Pump House:

- Serviced chemical feed pumps
- Overflowed the water tower.
- Replace three frequency drives.
- Annual emergency generator service completed.

Neopit Water System:

- Flushed water mains.
- Flushed Fire Hydrants.
- Over flowed the two water towers (Cottage Avenue & Park Avenue).
- Repaired defective electric heater in White Avenue tower.

Neopit Wastewater Treatment Plant (Aerated Lagoons):

- Cleaned treatment ponds of cattails and duckweed.
- Cleaned and serviced the blowers.
- Exercised all lagoon valves.
- Repaired emergency generator once
- Annual emergency generator service completed...

Neopit Lift Station(s):

- Cleaned and serviced Highway 47 and Riverview Lift Station pumps and wet wells.
- Performed calibration testing.
- Annual emergency generator service completed.

Zoar Pump House:

- Pumped and cleaned holding tank.
- Serviced chemical feed pumps.
- Annual emergency generator service completed.

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.
- 95 of 97 Fire Hydrants were flushed and tested in the Keshena Water System.
- 27 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 emergency maintenance projects completed with program income by the Menominee Tribal Utilities Department in 2016.

Red Wing Pump House:

- Completed well reconditioning to eliminate encrustation on well head screens on both wells.
- Installed new well cap seals on both wells.

Trailer Court Water Main Repairs:

- Completed a water main break caused by winter conditions located at W1762
- Replaced defective well controller

Keshena Water Main Repairs:

- Completed a water main break caused by winter conditions located at Fredenberg Lane.

Neopit Sewer Main Repair:

- Repaired damaged sewer main in Dog town next to County M road.

The following is a list of projects completed with EPA and IHS funding by the Menominee Tribal Utilities Department in 2016,

Neopit East Basin & Kateri's Creek Basin Sewer Main Replacements:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) has replaced deficient sewer main in Neopit's East Basin & Kateri's Creek Basin.

Future Projects

The following is a list of future improvement projects funded by EPA and IHS funds to be undertaken in 2016 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.
- Pine Meadows Lift Station Improvements to include rerouting of piping, installing trash baskets.
- Replacing two existing pumps.

Pine Meadows Lift Station Improvements:

- Improvements to include the rerouting of piping, installing a trash basket, and replacement of tow exiting pumps.

Pine Ridge Lift Station Abandonment:

- Removing the old abandoned Lift Station structure located above ground and back filling the area located below grade.

Coop Lift Station Replacement:

- Replace two lift station pumps and volutes, Install new updated code compliant controls.

Keshena Force main Replacement:

Replace existing force main from Tribal Lift Station to the Keshena Wastewater Treatment Plant.

University of Wisconsin Cooperative Extension

Jennifer K. Gauthier

The Menominee County Nation UW-Extension (Menominee UWEX) is located at the Community Technology Center on the campus of the College Menominee Nation and 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, Menominee Indian Tribe, College of Menominee Nation, and area agencies and stakeholders. For over twenty years Menominee UWEX has been providing educational programming and collaboration to Menominee County/Nation residents.

Community, Natural Resources, and Economic Development—Jennifer K. Gauthier
715-799-6226 Ext 5713 Email: jennifer.gauthier@ces.uwex.edu

Community, Natural Resources, and Economic Development (CNRED) is a program area within Cooperative Extension that provides Wisconsin citizens with access to University research and knowledge as part of the Wisconsin Idea. The flavor of CNRED varies by county and in Menominee County/Nation, programming is reflective of visioning sessions and community needs. Further, CNRED programming is mindful of the collective impact model and coordinates and collaborates with tribal and community partners to integrate local expertise and maximize resources. Programming this year focused on developing a community food system program, Menominee

language and culture, local government work. These projects are on-going and a few may be multi-year projects. This annual report will provide an overview of programming and direct education contacts.

Community Food Systems. A community food system program is taking shape with a focus on community, youth, building local capacity, and research. Local traditions, language, and culture are an important part of this growing initiative and are incorporated within all projects. Four garden workshops were held throughout the community and focused on basic gardening techniques and maintaining healthy gardens. In addition to the workshops a seed distribution and plant distribution days were held and community members were able to pick up garden supplies and receive education from UW-Extension. A Menom 4H Garden Project was initiated with 67 youth learning gardening practices in their very own 4H garden located at the College of Menominee Nation. Youth planted their own seeds and plants and were able to harvest vegetables to share with their families. A three-day long food preservation training was held where local service providers, 4H parents, and Master Gardeners learned how to preserve foods at the Oneida Nation Cannery. A research project was started with the help of community members and College of Menominee Nation interns where plants were identified, catalogued, and uses described. Information will be used for a future resource guide. Lastly, a group of community volunteers completed a 13 week training program to become Master Gardeners. The eight member group, known as the Omāēqnomenēwak Master Gardeners, helped with the 4H Youth Garden Project and a host of other garden events and to date, have logged in 179 volunteer hours. **Combined, CNRED had 393 direct educational contacts.**

Local Government. Local government work varied this year. Direct education and planning was provided to two tribal programs. CNRED facilitated a mission and vision statement process for the Omāēqnomenēwak Master Gardeners. A needs assessment survey was designed to help with a local community development project. Input was provided on the development of a local Hazardous Mitigation Plan. Listening sessions between UW-Madison and local leaders was organized through CNRED. In addition to this, outreach and education was provided to UW-Extension colleagues on tribal government.

Menominee Language and Culture. While Menominee language and culture are integrated into most CNRED projects, there was specific programming focused on this important subject. CNRED partnered with the College of Menominee Nation on two American Indian College Fund grants aimed at re-introducing traditional Menominee arts. Participants learn how material culture has changed and at the end of the 6-7 week workshops, are able to take materials with them to continue the arts at home. The two projects were leather relief carving and spoon carving; both arts historically practiced by Menominee. CNRED helped develop project ideas, provided Menominee language instruction, and completed and pre and post-tests. Youth were also a focus and as a result of a UW-Extension Menominee dance demonstration performed by high school students, a 4H Language Club has been formed. The goal of the club is to teach youth language through fun activities, build leadership, and learn about Menominee culture. **CNRED had 28 direct educational contacts this fiscal year.**

These projects do not reflect all projects and activities completed by CNRED. A sampling of other projects include work with UW-Extensions Native American Task Force, the nEXT Generation organizational restructuring project, community events like the Neopit Round Dance, and work with the Menominee Wellness Initiative. To learn more about CNRED, please contact me through the educator contact information listed above.

Family Living Educator—Dawn Doperalski
715-799-6226 Ext: 5714 Email: dawn.doperalski@ces.uwex.edu
Family Living Programs provide 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 Programs partners with the following local agencies: the Community Resource Center, the College of Menominee Nation Department of Continuing Education, the Menominee Indian School District, the Menominee Indian Tribal School, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, the Menominee Wellness Initiative, 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.

10 Menominee County/Nation residents signed up for one-on-one financial coaching. Participants learned the basics of tracking expenses and completing a spending plan/budget. Financial topics were offered as classes,

including Rent Smart, Couponing (twice), Basic Budgeting 1, How to Save a Dollar when you Don't have a Dime to Spare, and Basic Budgeting 2. 19 Menominee Nation members participated in these classes.

The Family Living Educator started a Strong Women Program, a strength training program for women 55 and older. 4 women attended the first class and another class is scheduled to begin in November. 100% of participants "very much" were satisfied with the class and indicated feeling stronger, having more energy, and feel that their health is better. The Menominee Tribal clinic provided equipment to support this initiative.

Other examples of topics that were held include Healthy Snacks, Family Resiliency and team building activities for youth, resulting in another 46 participants. Displays were set up at CMN's Earth Day event and at several different library events. The Family Living Educator has a column, "Menominee Family Corner", in each edition of the Menominee Nation News. She wrote a Fact Sheet for Middle Schoolers two years ago, which went out to all 6th grade students at the Menominee Indian Middle School and the Menominee Tribal School again this year. The educator also has a texting program for parents where parents receive a weekly text from her with a strategy they can use at home to help prepare their children for school. 3 people participated in the program.

The Family Living Educator has been active in the Community Engagement effort. She served as the chairperson of the "School Readiness" Workgroup, as a member of the "Teen Pregnancy" workgroup, a member of the "Childhood Obesity" Workgroup, as a member of the South Branch Community workgroup, and as the chair of the "Food Sovereignty" Workgroup. She is an active member of the back bone team for the Menominee Wellness Initiative.

The Family Living Educator partnered with the 4-H Youth Development Educator on the Children, Youth and Families At-Risk Grant. The grant involves three components: starting two 4-H clubs (one in Keshena and one in Neopit), holding a parent/caregiver component, and the development of family events. The goal of the grant is to improve the health and well-being of participants and of the community. Each club meeting has a nutrition mini-lesson, physical activity breaks, Menominee language and culture, and activity. Activities this year included club planning/trail mix activity, beadwork, Menominee games, decorating banks, hand games, traditional stories, bird houses and feeders, eagle feathers, snow shoeing, and others. Family events this year included a Spring Scavenger Hunt and a tour of Lambeau Field and the Packer's Hall of Fame. Between January and September of 2016, there were 55 youth members and 33 adult members in the Keshena club. The Neopit location has focused on working with the youth at the Woodland Boys and Girls Club, with parents receiving bi-weekly newsletters.

4-H Youth Development Educator— Sofie Teller
715-799-6226 Ext: 3234 Email: sofie.teller@ces.uwex.edu
Wisconsin 4-H Mission:
UW-Extension 4-H Youth Development integrates research, education, and community-based partnerships, enabling youth to learn and practice skills to be productive citizens.

4H Keshena and Neopit Woodland Boys & Girls Club Events:
April – Theme: Suniyan Month and Money Smart Week.
Games: 4H curriculum allowance game that taught the importance of money management. Traditional Menominee moccasin and dice games.
Story: Skokomish legend – "The Man Who Loved Shell Money".
Craft: Painted ceramic piggy banks that they could take home to begin saving their own money.
Guest speakers: John Teller Sr. and Junior Doud. They were brought in to teach youth how to play traditional moccasin games.
37 participants

May – Theme: Honoring Mothers and Bike Safety Month
Craft: Strawberry bouquets. Youth took home and gifted them to their Mother/Grandmother.
Story: Cherokee legend – "The First Strawberries" which included a reader's theatre performance by youth.
Guest speaker: Mary Arnold presented on bike safety discussing essential elements of proper bike riding and safety attire through her experience as the physical education teacher at MIHS. Bike safety helmets were given away as door prizes.
41 participants

June – Theme: Birds of a Feather
Guest speaker: John Teller Jr. was asked to speak to the youth about the traditional significance of eagle feathers.
Craft: Wooden bird houses and peanut butter pinecone bird feeders were created as a gift for their Father's/Grandfather's.
Story: Paul Goble – "The Love Flute" a Plains traditional story was read

Guest Performance: Youth Empowerment Program members Manny Teller and Anthony Waupoose sang on hand drums while the youth learned how to round dance. Manny Teller also gave a brief performance of the traditional flute.
54 participants

July – Theme: Family Field Trip
Description: Trip to Lambeau Field in Green Bay, WI; 46 Participants in attendance for the Keshena 4H Club, 25 participants for the Neopit 4H Club. Lambeau tour guides described educational historical lessons about past, present, and future of Lambeau field as well as history of team development.
August – Theme: End of the year celebration and back to school

Ceremony: Presented a slideshow of pictures from the year. Certificate ceremony of 1 year with 4H was awarded with back to school supplies.
Outdoor Games: Kickball and Traditional Menominee games.
Evaluations: Reflection of the past year sharing and presenting on what the youth liked the best.
Youth Presentations: Each member prepared a poster board and brought in an object from their favorite 4H event.

September – Theme: Kick-off events
Craft: Families had the opportunity to create Nature Journals and explore the outdoors on a nature walk through the CMN trail discovering wildlife, plants, and medicines. We had 30 participants for this event.
Event: Neopit WBGC 4H Round Dance. This event was an opportunity to promote 4H in the Neopit community while bringing families together.116 participants at this event.

Other Events: 4H Garden club, April-October, 2016. Ribbon skirt making workshop held June-August 2016. Powwow singing and drumming workshop, June-August 2016. Youth Empowerment Program ribbon skirt making workshop August 2016. Hand drum and rattle making workshop, August 2016.

Future Programming: Menominee 4H language club to be held at MIHS. South Branch community center 4H powwow singing & drumming/craft events. 4H club to perform reader's theatre at CBRF. 4H club living by the season's snow shoeing expedition. Art lab camp at Upham Woods in Wisconsin Dells.

Wisconsin Nutritional Education Program—Laura Robinson
715-799-6226 Ext: 65712 Email: laura.robinson@ces.uwex.edu
FoodWIse, formerly known as the Wisconsin Nutrition Education Program (WNEP), is a community nutrition education program within the Family Living Programs of the University of Wisconsin-Extension, Cooperative Extension. University of Wisconsin-Extension Family Living Programs respond to community needs with research-based education and partnerships that support Wisconsin families and communities. The FoodWIse program in Menominee County/Nation is federally funded by the Supplemental Nutrition Assistance Program-Education (SNAP-Ed).

FoodWIse empowers families to choose healthful foods and become more food secure, promotes fruits and vegetables as a key part of healthy eating, teaches how to plan and prepare healthy meals, and supports communities in making the healthy choice the easy choice where people live, learn, work and play. FoodWIse offers direct education programs to people of all ages – from Head Start children and their families to elders. In FY2016, programming was offered in collaboration with 10 partners around the community at a variety of sites such as schools, Food Distribution, Maehnowesekiyah, and Head Start. Since our new staff began work in January of 2016, FoodWIse has provided 94 program events to 771 individuals with a total of 1,809 contacts.

Being new to the community, the FoodWIse staff has spent a great deal of time meeting and listening to agency partners to hear what are the priorities of the community in order to plan our programs. Our collective impact involvement with the Menominee Wellness Initiative and the Community Engagement Workgroup has been extremely helpful in connecting with agencies and organizations and learning how best to work with them.

Conversations through the Community Engagement Work Group and the County Board Oversite Committee for the Menominee Extension office have helped identify an interest in programming in the South Branch area. FoodWIse has established a relationship with the South Branch community board and is in the process of planning programming for elders who come to the community center for the midday meal.

FoodWIse has put significant effort into learning what approaches are respectful in communicating with tribal members about healthy eating and living. From listening to tribal partners and attending a Native American Nutrition Conference, our staff has tried to incorporate what we're learning into our nutrition programs. Tribal

partners tell us that the path to health and wellness is through eating traditional foods, learning and building on the wisdom of traditional food ways, living in harmony with the environment by eating seasonal foods and sharing food resources as a community. This strength-based approach asks, "How can we learn from the knowledge and wisdom that is held in the community and what does health and wellness look like as a tribe?" Through our participation with the Menominee Wellness Initiative and in the larger Menominee Community Engagement Group, these activities have informed our efforts to offer culturally appropriate educational materials, such as incorporating more traditional Menominee foods into our programs. FoodWIse staff development has included learning more about the cultural history of the Menominee Nation, including a visit to the Cultural Museum, as well as attending community events like annual pow wows and the Traditional Menominee Theatre Pageant.

Along with efforts to learn more about native culture and food, FoodWIse has devoted staff time to become service providers trained in Trauma Informed Care. Our staff joined with Menominee Extension colleagues to participate in a workshop led by the Tribal Clinic's TIC educator. Our staff also attended an ACES workshop held in Waupaca. Applying these trainings to our educational approaches, FoodWIse staff have increased our awareness of the stress and past trauma that many program participants have experienced.

FY2016 has been a year of transition and learning for the FoodWIse program. Our goal is to continue to learn how to best serve the community. The staff is looking forward to continuing to collaborate with community partners in the work that leads to a strong and healthy future for all the people.

Category Description	UW EXTENSION FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ -**	**$ -**	$ -	$ -	$ 105,699	**$ 105,699**
Fringe Benefits					49,044	**$ 49,044**
Travel			14,176		5,237	**$ 19,413**
Training	**3,790**					**$ 3,790**
Equipment						**$ -**
Supplies	**4,246**		16,656		7,130	**$ 28,032**
Contractual	**1,156**				137,096	**$ 138,252**
Utilities						**$ -**
Space Lease/Rental						**$ -**
Indirect Costs					25,066	**$ 25,066**
Other Costs: (list below)	**1,800**		63,420		5,000	**$ 70,220**
Totals ►	**$ 10,992**	**$ -**	**$ 94,252**	**$ -**	**$ 334,272**	**$ 439,516**
Fund/Totals Ratio:	2.50%	0.00%	21.44%	N/A	76.05%	

Woodland Boys & Girls Club

Ron Corn, Executive Director

Please accept this letter as the official annual report for the Woodland Boys & Girls Club (WBGC) for FY2016. WBGC is a non-profit 501(c)(3) organization funded in great part by a MITW Grant. WBGC provides youth services, programs, activities and events out of the club in Neopit. Our mission to enable all young people especially those who need us most to reach their full potential as productive, caring and responsible citizens. With the ongoing financial support of MITW and others the club had a great year and we are looking to improve in 2017. The Clubs sources of funding include but are not limited to; grants, foundations, individual gifts, corporate gifts and fundraising activities. We utilize an incentive based approach to getting kids to participate in our mandatory programs which has been very successful for us.

The club delivers youth programs and services out of the Neopit site, however, the doors are open to all youth on the reservation. Currently WBGC is staffed with two full-time employees and six part-time employees who are trained to help kids. Volunteers are recruited and partnerships are fostered and used as much as possible. Our programs are designed to help kids to be successful academically through tutoring, reading time, homework help, an interactive computer program STRIDE designed to increase reading and math skills. The Club provides a healthy snack and nutritious meal every day and engages kids in one hour of physical activity to improve health and wellness. We offer

a variety of cultural relevant programs and activities designed to help build resiliency in the Native Youth we serve. The club was able to increase membership from 141 to 165 over the year, 100 are preteens and 65 are teens, average daily attendance is about 20. The Club has goals of increasing membership by 10% and revenue by 15% for the next year.

The club hosts a number of Community Events during the year and participates in many other Tribal programs and activities. Most notably the Annual Pow Wow, Community Feast, Easter Egg Hunt, Fireworks Display, Halloween Party, Soap Box Derby and more where the attendance can be as high as 300. We sponsor a number of fundraising activities during the year including a well sponsored golf tournament, food sales, concession's at sports games and are committed to raise money at our annual Pow Wow. We continue to campaign on individual giving through payroll deduction and have reached out to the Menominee Tribal members not residing on the reservation. We have increased our corporate donors as well as receiving some foundation funding from Walmart and the Green Bay Packers.

In summary the club provides much needed programs and services to the youth on the reservation. We provide a safe place for kids to go when school is out and help to build community. We are able to take the Tribal Grant and increase it by more than 100% which we believe is a great investment by the Tribe. We employ all Tribal members and train them as youth development professionals. We help teens with career development and expose them to opportunity beyond high school. Your continued support is needed to help build a brighter future for the great Menominee Nation.
Maec Waewaenen.

Youth Development & Outreach

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: The Youth Development & Outreach Department (YDO) is located at the Menominee Recreation Center. This is the second year that they department has been located at the Menominee Recreation Center. During FY2016 YDO was comprised of six employees: Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Restorative Justice Coordinator, and YDO Director. In addition to the staff, YDO is also a member of the Netaenowemakenak "All of my Relatives" Coalition and the Maehnow Pematesen "Living in a Good Way" Coalition. The YDO department strives to help strengthen youth and families by providing support by providing prevention & awareness activities & events. To accomplish this, all departmental & collaborative activities & events are healthy, safe, & AODA free. This allows for youth and parents to engage in activities together that promote a safe and healthy atmosphere so that families can strengthen their relationships with each other as well as themselves.

FY2016 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, ect.

FY2016 YDO Strategic Plan Areas
(1): Increase and Improve Culture and Educational Awareness
(2): Form Partnerships with Community Educational Institutions
(3): Promote and Ensure Community and Individual Responsibility

DEPARTMENT HIGHLIGHTS: For Fiscal year 2016, the YDO Department YDO programming and collaboration and helped YDO to collaborate at more youth and 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 host & collaborate in more events & activities this than the previous years. Some of the higher attended events & activities included the two Summer Block Parties (over 400 total), Family Pumpkin Carving contest (100), Toys for Tots Toys distribution (600), Daddy/Daughter Dance (90), and the Chem-Free Post Prom Party(92). More highlights that occurred during this past fiscal year included collaboration with the Menominee Indian Middle School, Menominee County Human Services Department & the Menominee Tribal Clinic to provide Prevention Circles for youth males & females. The Prevention circles helped youth understand the importance of education; help youth identify positive adult role-models, & short-term/long-

term goal planning & accomplishment. The YDO Department also provided family youth movie nights in Zoar & South Branch. Attendance at the movie nights ranged anywhere form 10 – 30 people. For the upcoming Fiscal year, YDO is planning on doing more of these kinds of activities not only for the department but other agencies & MITW Departments.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: The Youth Development & Outreach Department had a total of 11 programs to offer. Below are brief descriptions of each program.

Youth Alliance Group is comprised of middle school & high school that are interested in sponsoring and volunteering at various community activities and events. Each member is expected to be a positive role model in the community and staying alcohol & drug free. Youth Alliance members also receive incentives for their hard work throughout the year.

C.H.O.I.C.E.S., Adolescent Parent Self-Sufficiency, and Adolescent Pregnancy Prevention programs focus on youth ages 10 & older to address puberty, hygiene, self-esteem, career goals, education to all youth regarding teen parenting pregnancy, and sex education.

Badges for Baseball program is a summer program where youth ages 7-16 learn the fundamentals of baseball & softball while following the also being taught the Healthy Choices, Healthy Children curriculum to help youth use interpersonal communication and positive decision making.

Alternative Routes Program is for youth ages 11-17 and addresses underage drinking & curfew.

Advocacy Program is for youth ages 11-19. This program is one-on-one and focuses on helping the youth overcome obstacles they are faced with (i.e. habitual truancy, school attendance, low grades, and family relationships).

Truancy Reduction Program is a truancy program to help increase school attendance and academic performance for youth ages 11-17. Youth also address peer pressure and long-term & short-term goal setting.

Mentoring is for youth ages 4-17 that are in need of a positive role model in their life to help give the youth support, guidance, and to also engage them in positive and healthy activities.

Positive Indian Parenting classes are held quarterly in collaboration with the Maehnowesekiyah Wellness Center. These parenting classes go through 8 lessons & discussion that help teach parenting skills to help individuals have a healthy family.

Toys for Tots. This initiative helps provide Menominee youth and families with toys during Christmas time. Money for the Toys for Tots Initiative is raised throughout the fiscal year. This includes private donations, fundraisers, and voluntary payroll deductions for MITW employees.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 38,536**	**$ -**	$142,041	$ 73,757	$ -	**$ 254,334**
Fringe Benefits	**12,582**		81,315	20,797		**$ 114,694**
Travel	**-**		2,627	3,313		**$ 5,940**
Training	**-**		15,838	1,700		**$ 17,538**
Equipment	**-**		21,275	-		**$ 21,275**
Supplies	**8,500**		16,466	6,852		**$ 31,818**
Contractual	**600**		8,314	450		**$ 9,364**
Space Lease/Rental	**2,508**		10,897	4,007		**$ 17,412**
Indirect Costs	**10,832**		27,879	11,622		**$ 50,333**
Other Costs: (list below)				-		**$ -**

Program Activities	**8,194**		19,110	8,225		**$ 35,529**
Vehicle Cost	**154**		3,750			**$ 3,904**
Vehicle Insurance			3,600			**$ 3,600**
Supportive Services			200	2,500		**$ 2,700**
Participant Incentives			4,050	5,800		**$ 9,850**
Telephone			240	36		**$ 276**
Totals ►	**$ 81,906**	**$ -**	**$357,603**	**$139,059**	**$ -**	**$ 578,568**
Fund/Totals Ratio:	14.16%	0.00%	61.81%	24.04%	N/A	

PROGRAM INCOME/REVENUE	**FY2015 Fund Balance**	**FY2016 Amounts**		
		Generated	**Expended**	**Balance**
Menominee Toys for Tots	$ 4,274	$ 7,187	$ 10,207	$ (3,020)
Totals	**$ 4,274**	**$ 7,187**	**$ 10,207**	**$ (3,020)**

Appendix A

Financial Report

Gregory Smith, Financial Manager

The Finance Department provides the accounting functions of the Menominee Indian Tribe of Wisconsin which consist of Payroll, General Ledger, Accounts Receivable, Accounts Payable and fiscal reporting to various funding agencies. The Department assists directors and program staff with understanding the contract/grant fiscal responsibilities. As part of Indirect Cost, the department is a required support service for all departments of the Tribe.

The Department consists of a director, accounting supervisor, seven accountants, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, three accounts receivable technicians, a payroll coordinator, a payroll technician, a system support specialist and an accounting clerk/receptionist.

Significant events: The Finance Department started the process of transitioning to a new accounting system. Due to the size of the Tribe and the number of different agency funds operated by the department, this task of transitioning is very complex and time consuming. The tentative go-live date for the conversion is January 1, 2017.

Tribal Departments along with the Finance Department received excellent reviews regarding the accountability of funds through the following:

- Tribe's Single Audit conducted by RSM US LLP
- Federal Reviews:
  - Bureau of Indian Affairs (BIA) – Highway Safety and Social Services
- State Reviews:
  - Department of Health Services
  - Department of Transportation

The Finance Department does generate revenue from miscellaneous requests from individuals and employees. Revenue for FY2016 totaled $37,984.94.

The below information is the unaudited financial information for FY2016. This is a preliminary report to categorize the activity processed for FY2016. The Finance Department is still working on closing the fiscal year as of the date of this report. The Tribe is required to be financially accountable to the Federal, State and Tribal Government. Over ninety two million dollars (96,000,000.00) was expended this fiscal year and the following reports identify the amounts by each department, funding source and services provided.

The following are included:

- Balance Sheet:
  - Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).
- FY2016 Budgets by Ordinance Format
  - Tribal Budget
  - Restricted Use Budget
  - Program Restricted Budget
- Total Expenditure Report by Departments of the Tribe which include:
  - Expenditures by Service Program
  - Expenditures by Funding Source; Tribal, Federal, State and/or other.

Category Description	FISCAL YEAR 2016 CONSOLIDATED Budget	
	Indirect Cost	TOTALS
Personnel Costs	$984,076	**$984,076**
Fringe Benefits	$410,289	**$410,289**

Travel	$314	**$314**
Training	$4,407	**$4,407**
Supplies	$24,233	**$24,233**
Postage	$3,887	**$3,887**
Contractual	$22,432	**$22,432**
Space Lease/Rental	$57,215	**$57,215**
Computer Software	$79,551	**$79,551**
Totals ►	**$1,586,404**	**$1,586,404**
Fund/Totals Ratio:	100.00%	100.00%

General Funds - Balance Sheet September 30, 2016	
Assets	
Cash and Investments:	
General Checking	1,402,324
Money Market Account	1,325,179
Investments:	
Reserve Account	2,913,450
Education Judgment Funds	4,759,562
Health - Judgment Funds	2,553,743
Burial - Judgment Funds	2,359,131
Total Cash and Investments	**15,313,389**
Accounts Receivable:	
Individuals	73,686
Ramah Navajo Settlement	2,963,020
Menominee Fuel Station	17,093
Menominee Kenosha Gaming Authority	537,500
Total Accounts Receivable	**3,591,299**
Total Assets	**18,904,688**
Liabilities and Fund Balance	
Accounts Payable General Fund	2,161
Accounts Payable Judgment Funds	19,073
Total Liabilities	**21,234**
Fund Balance	
Restricted - Judgment Funds	9,653,363
Reserve	9,230,091
Fund Balance	**18,883,454**
Total Liabilities and Fund Balance	**18,904,688**

Menominee Indian Tribe of Wisconsin
FY 2016 Tribal Budget
Expenses

	September 30, 2016		
Department	**Annual Budget**	**Total Revenue**	**(Over)/Under**
AGING - CBRF	443,335.00	446,652.60	(3,317.60)
AGING PROGRAM (NON-CBRF)	141,781.00	163,915.00	(22,134.00)
COMMUNITY DEVELOPMENT	89,101.00	33,828.09	55,272.91
CONSOLIDATED GAMING & HOTEL	8,000,000.00	7,445,000.00	555,000.00
COURTS FINES/FEES	168,433.00	212,605.02	(44,172.02)
ENROLLMENT	5,065.00	5,359.00	(294.00)
ENVIRONMENTAL SERVICES	21,844.00	36,122.98	(14,278.98)
GAMING COMMISSION	22,000.00	21,670.00	330.00
INTEREST INCOME	14,000.00	17,794.26	(3,794.26)
LAW ENFORCEMENT	1,500.00	5,755.11	(4,255.11)
LAW ENFORCEMENT DETENTION	10,500.00	6,473.95	4,026.05
LEGAL SERVICES	120,000.00	120,000.00	0.00
LENDING & TAX	1,144,125.00	1,096,992.13	47,132.87
LICENSE & PERMITS	211,753.00	210,856.93	896.07
MENOMINEE NEWS	48,003.00	53,758.04	(5,755.04)
OTHER MISC REVENUE	44,638.00	50,700.33	(6,062.33)
POW-WOW	50,000.00	49,321.00	679.00
WRDC - FUEL STATION	80,000.00	0.00	80,000.00
TRANSFERS FROM RESERVES	626,596.00	0.00	626,596.00
TOTAL REVENUE	**11,242,674.00**	**9,976,804.44**	**1,265,869.56**

	September 30, 2016		
Department	**Annual Budget**	**Total Expenditures**	**Budget Balance**
ACT 161	50,000.00	50,000.00	-
AGING - CBRF	466,332.00	413,883.84	52,448.16
AGING PROGRAM SERVICES	438,183.00	434,515.53	3,667.47
BURIAL ASSISTANCE	163,367.00	146,892.40	16,474.60
CHICAGO COMMUNITY CENTER	8,075.00	-	8,075.00
CHILD SUPPORT	159,014.00	163,883.89	(4,869.89)
COLLEGE MENOMINEE NATION	198,667.00	198,667.00	-
COLLEGE MENOMIN NATION LIBRARY	155,988.00	139,061.51	16,926.49
COMMUNITY DEVELOPMENT	472,500.00	471,459.57	1,040.43
COURTHOUSE MAINTENANCE	69,117.00	64,836.30	4,280.70
COMMUNITY FUNDING REQUESTS	18,647.00	17,634.33	1,012.67
CONSERVATION	499,682.00	398,944.81	100,737.19
CONTINGENCY	12,660.00	11,744.72	915.28
COURTS PROFESSIONAL FEES	35,000.00	36,682.68	(1,682.68)
COURTS SUPPLEMENT	291,174.00	208,913.52	82,260.48
EARLY CHILDHOOD SERVICES	911,276.00	784,130.31	127,145.69

EDUCATION SUPPLEMENT	5,587.00	-	5,587.00
ELDER HOME PRESERVATION	100,000.00	45,091.47	54,908.53
ELECTION COMMISSION	79,673.00	57,257.74	22,415.26
EMERGENCY MANAGEMENT	98,799.00	66,922.87	31,876.13
ENROLLMENT	116,565.00	98,342.25	18,222.75
ENVIRONMENTAL SERVICES	128,525.00	75,591.52	52,933.48
FIRE PROTECTION	66,719.00	66,719.00	-
FOOD DISTRIBUTION	117,353.00	106,726.21	10,626.79
GAMING COMMISSION	601,229.00	592,199.44	9,029.56
GRANT MATCH	5,000.00	-	5,000.00
HISTORIC PRESERVATION	248,018.00	215,081.63	32,936.37
INSURANCE/MRBG/PROPERTY DEDUCT	19,820.00	11,325.99	8,494.01
INTER-GOVERNMENTAL AFFAIRS	101,382.00	95,582.16	5,799.84
JOHNSON O'MALLEY	38,965.00	29,589.27	9,375.73
LANGUAGE & CULTURE COMMISSION	176,448.00	172,951.46	3,496.54
LAW ENFORCEMENT	1,165,672.00	1,095,704.41	69,967.59
LAW ENFORCEMENT - DETENTION	691,632.00	530,869.20	160,762.80
LEC EMERGENCY TRANSPORTS	14,683.00	11,806.61	2,876.39
LEGAL SERVICES	417,329.00	365,282.65	52,046.35
LENDING & TRIBAL TAX	56,000.00	44,880.66	11,119.34
LICENSE & PERMITS	170,424.00	158,149.60	12,274.40
MAEHNOWESEKIYAH	274,179.00	238,092.63	36,086.37
MENOMINEE INDIAN BOXING CLUB	13,402.00	11,026.96	2,375.04
MENOMINEE NATION NEWS	319,711.00	297,431.23	22,279.77
NEOPIT COMMUNITY CENTER	8,075.00	8,075.00	-
OPERATION TRIBAL GOVERNMENT	521,290.00	516,360.99	4,929.01
POW-WOW	71,250.00	71,202.75	47.25
PROBATION SUPPLEMENT	155,187.00	103,606.30	51,580.70
PROSECUTOR SUPPLEMENT	138,951.00	125,366.55	13,584.45
RECREATION	157,772.00	153,001.52	4,770.48
SOCIAL SERVICES	445,721.00	359,016.73	86,704.27
SOUTH BRANCH COMMUNITY CENTER	8,075.00	6,699.19	1,375.81
TRIBAL SCHOOL	126,238.00	126,238.00	-
U W EXTENSION	10,992.00	8,244.00	2,748.00
TRIBAL UTILITIES	316,759.00	105,761.04	210,997.96
VETERANS POW-WOW	5,900.00	5,900.00	-
VETERANS SERVICE OFFICER	29,428.00	22,071.00	7,357.00
WOODLAND BOYS & GIRLS CLUB	98,631.00	98,631.00	-
WOODLAND BOY/GIRL - BLD REPAIR	20,000.00	13,389.00	6,611.00
WOODLAND BOY/GIRL - STAFFING	32,000.00	32,000.00	-
YOUTH DEVELOPMENT & OUTREACH	93,446.00	50,231.50	43,214.50
YOUTH DRUMMING & WRESTLNG CLUB	11,015.00	7,797.79	3,217.21
ZOAR CEREMONIAL	8,075.00	8,065.23	9.77
ZOAR COMMUNITY CENTER	7,072.00	1,949.21	5,122.79
TOTAL EXPENDITURES	**11,242,674.00**	**9,751,482.17**	**1,491,191.83**

Ordinance #15-21

MENOMINEE INDIAN TRIBE OF WISCONSIN
FY 2016 PROGRAM RESTRICTED BUDGET
REVENUE

PERIOD COVERED: Sept 2016	APPROVED BUDGET	CURRENT MONTH	YEAR TO DATE	BUDGET BALANCE (Over) Under
Aging - Long Term Care	492,508	477,303	477,303	15,205
Child Support	12,877	11,359	11,359	1,518
Early Childhood Services	381,320	238,211	238,211	143,109
Housing - Non-Program	950,000	448,944	448,944	501,056
Housing - Restricted	236,823	101,399	101,399	135,424
Lending & Tribal Tax				
Loan Fund	109,594	222,319	222,319	(112,725)
Revolving Loan Fund	25,000	73,489	73,489	(48,489)
HUD/CDBG - Home Repair	20,000	27,408	27,408	(7,408)
Down Payment Loan	750	2,993	2,993	(2,243)
Emergency Fuel Loan	5,500	6,504	6,504	(1,004)
Maehowesekiyah Wellness Center	483,000	546,967	546,967	(63,967)
Maintenance - Space Rental	471,803	419,883	419,883	51,920
Menominee Leadership Academy	12,500	14,000	14,000	(1,500)
Property Management	52,000	33,283	33,283	18,717
Transportation	1,975,086	2,234,804	2,234,804	(259,718)
Utilities	799,108	834,657	834,657	(35,549)
TOTAL REVENUE	**6,027,869**	**5,693,523**	**5,693,523**	**334,346**

MENOMINEE INDIAN TRIBE OF WISCONSIN
FY 2016 PROGRAM RESTRICTED BUDGET
EXPENSE

PERIOD COVERED: Sept 2016	APPROVED BUDGET	CURRENT MONTH	YEAR TO DATE	BUDGET BALANCE (Over) Under
Aging - Long Term Care	492,508	591,783	591,783	(99,275)
Child Support	12,877	11,359	11,359	1,518
Early Childhood Services	381,320	381,320	381,320	-
Housing - Non Program	950,000	448,944	448,944	501,056
Housing - Restricted	236,823	101,399	101,399	135,424
Lending & Tribal Tax	160,844	111,846	111,846	48,998
Maehnowesekiyah Wellness Center	483,000	433,594	433,594	49,406
Maintenance - Space Rent	471,803	423,098	423,098	48,705
Menominee Leadership Academy	12,500	12,577	12,577	(77)
Property Management	52,000	34,362	34,362	17,638
Transportation	1,975,086	1,723,940	1,723,940	251,146
Utilities	799,108	781,926	781,926	17,182
TOTAL EXPENSES	**6,027,869**	**5,056,148**	**5,056,148**	**971,721**
PROFIT/(LOSS)			**637,375**	

Ordinance #15-22

MENOMINEE INDIAN TRIBE OF WISCONSIN FY 2016 RESTRICTED BUDGET REVENUE				
PERIOD COVERED: **SEPT 2016**	**APPROVED BUDGET**	**CURRENT MONTH**	**YEAR TO DATE**	**BUDGET BALANCE Over (Under)**
Balsam Row Dam Project	15,000	-	-	15,000
Judgment Funds:				
Burial	100,993	100,993	100,993	-
Education	534,030	441,270	441,270	92,760
Health Care	105,176	105,176	105,176	-
Clinic IHS Funds (Tribal Share)	2,928,270	1,955,361	1,955,361	972,909
Aging	2,399	2,399	2,399	-
Aging (NON-CBRF)	2,059	1,637	1,637	422
Early Childhood Services	59,068	-	-	59,068
Historic Preservation/Musuem	85,998	57,425	57,425	28,573
Menominee Princess	1,041	1,040	1,040	1
WRDC	300,000	300,000	300,000	-
Compact Credits:				
County Inter-local	100,000	100,000	100,000	-
Communitywide Services (Utilities and Transportation)	200,000	200,000	200,000	-
SUB-TOTAL	**4,434,034**	**3,265,301**	**3,265,301**	**1,168,733**
Casino Found Monies	34,486	10,360	10,360	24,126
TOTAL REVENUE	**4,468,520**	**3,275,661**	**3,275,661**	**1,192,859**

MENOMINEE INDIAN TRIBE OF WISCONSIN
FY 2016 RESTRICTED BUDGET
EXPENSE

PERIOD COVERED: SEPT 2016	APPROVED BUDGET	CURRENT MONTH	YEAR TO DATE	BUDGET BALANCE (Over) Under
Act 161	100,000	100,000	100,000	-
Aging - CBRF	105,176	105,176	105,176	-
Aging - Facility	366,000	-	-	366,000
Aging - MMK	2,399	2,399	2,399	-
Aging (Non-CBRF)	2,059	1,637	1,637	422
Agriculture & Academic Research	13,870	-	-	13,870
Burial Assistance	100,993	100,993	100,993	-
College of Menominee Nation	210,800	210,800	210,800	-
CMN Immersion (IHS)	46,026	20,671	20,671	25,355
Early Child Services	168,686	109,618	109,618	59,068
Education Supplement (Grants)	213,612	120,852	120,852	92,760
Elder Activities	23,932	5,485	5,485	18,447
Emergency Management	320,375	266,894	266,894	53,481
Environmental Services	15,000	-	-	15,000
Historic Preservation	85,998	57,425	57,425	28,573
Land Acquisition	78,000	76,980	76,980	1,020
Language & Culture Commission	498,530	395,336	395,336	103,194
Law Enforcement	374,539	-	-	374,539
Menominee Princess	1,041	1,040	1,040	1
Payment to Tribal Members	455,128	906,564	906,564	(451,436)
OTG Paintings	35,450	-	-	35,450
Slot Machine Lease	990,352	990,352	990,352	-
Transportation	195,831	195,831	195,831	-
Utilities	4,169	4,169	4,169	-
Woodland Bowl Repairs	50,000	50,000	50,000	-
Youth Activities	10,554	4,875	4,875	5,679
TOTAL EXPENSES	**4,468,520**	**3,727,097**	**3,727,097**	**741,423**
PROFIT/(LOSS)	**-**		**(451,436)**	

Indirect Cost Report

Gregory Smith, Finance Manager

Indirect Cost consists of eleven (11) departments that provide services to all departments of the Tribal Government. Without these services, the Tribe would not be able to contract for funds with the Federal and State Governments.

MENOMINEE INDIAN TRIBE OF WISCONSIN
INDIRECT COST FY 2016
CONSOLIDATED BUDGET REPORT

DEPARTMENT	APPROVED BUDGET	YEAR-TO-DATE EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	805,411	750,804	54,607
Enrollment	109,894	90,755	19,139
Finance	1,642,535	1,586,404	56,131
Human Resource	534,707	482,343	52,364
(IT) Information Technology	1,351,835	1,238,583	113,252
Insurance	545,297	447,685	97,612
Internal Audit	446,510	391,207	55,303
Legal Services	111,390	119,298	(7,908)
Maintenance	390,459	338,738	51,721
Property Management & Acquisition	261,486	237,943	23,543
Tribal Government	309,264	197,587	111,677
TOTAL	**6,508,788**	**5,881,347**	**627,441**

MITW SERVICE REPORT
For Period October 1, 2015 through September 30, 2016

	FISCAL YTD				
TITLE	**09.30.16**	**FEDERAL**	**WISCONSON**	**TRIBAL**	**OTHER**
COMMUNITY DEVELOPMENT	**470,702.14**			470,702.14	
LEC COURTHOUSE MAINTENANCE	**64,784.05**			64,784.05	
BIA IRR ROAD CONST INTEREST	**9,035.81**				9,035.81
AID TO TRIBAL GOV	**235,154.81**	235,154.81			
ROAD MAINTENANCE	**409,482.20**	409,482.20			
FACILITIES MAINT & OPERATIONS	**426,144.67**	426,144.67			
REAL ESTATE FY15-16	**82,875.14**	82,875.14			
FACILITIES MANAGEMENT	**41,159.26**	41,159.26			
MULTIPLE MENOMINEE IRR PROJ:L7	**544,424.54**	544,424.54			
ARCHAEOLOGICAL & ENVIRONMENTAL	**34,266.17**	34,266.17			
IRR TRANSPORTATION	**914,307.59**	914,307.59			
M TRIBAL DETENTION RENOVATION	**19,159.94**	19,159.94			
WISCONSIN RECYCLING	**23,050.00**	-	23,050.00		
WISCONSIN RECYCLING	**5,252.20**	-	5,252.20		
COMMUNITY DEVELOPMENT	**3,279,798.52**	**2,706,974.32**	**28,302.20**	**535,486.19**	**9,035.81**
FIRE PROTECTION	**66,719.00**			66,719.00	
COMMUNITY FIRE PROTECTION	**12,846.00**	12,846.00			
FIRE PROTECTION	**79,565.00**	**12,846.00**	**-**	**66,719.00**	**-**
LENDING & TRIBAL TAX	**44,880.66**			44,880.66	
MENOMINEE LOAN FUND	**111,553.34**				111,553.34
CREDIT & FINANCE	**74,639.39**	74,639.39			
LENDING & TRIBAL TAX	**231,073.39**	**74,639.39**	**-**	**44,880.66**	**111,553.34**
POW-WOW	**127,297.75**			71,202.75	56,095.00
POW-WOW	**127,297.75**	**-**	**-**	**71,202.75**	**56,095.00**
MENOMINEE TRANSPORTATION	**737,217.45**			-	737,217.45
SPIRIT CLUB TRANSPORTATION	**4,393.36**				4,393.36
TRANSIT CONTRACT INCOME	**(459.82)**				(459.82)
TRANSIT CONTRACT INCOME	**2,743.37**				2,743.37
IRR TRANSPORTATION	**23,133.52**	23,133.52			
2015 FEDERAL OPERATING ASSIST	**780,435.58**	780,435.58			
FY 2016 OPERATING ASSISTANCE	**304,492.34**	304,492.34			
PUBLIC TRANSPORTATION	**3,095,941.25**	-	1,486,885.03		1,609,056.22
PUBLIC TRANSPORTATION	**1,026,519.36**	-	833,531.77		192,987.59
CAPITAL ASSISTANCE 2015	**139,818.93**	-	111,855.14		27,963.79
CAPITAL ASSISTANCE 2013	**87,789.33**	-	86,731.12		1,058.21

CAPITAL ASSISTANCE 2014	**27,028.28**	-	22,570.28		4,458.00
URBAN MASS TRANSIT OPERATING	**10,184.00**	-	10,184.00		
URBAN MASS TRANSIT OPERATING	**98,582.00**	-	98,582.00		
URBAN MASS TRANSIT OPERATING	**-**	-	-		
TRANSPORTATION	**6,337,818.95**	**1,108,061.44**	**2,650,339.34**	**-**	**2,579,418.17**
TRIBAL UTILITIES WASTEWATER	**382,720.42**			46,652.24	336,068.18
TRIBAL UTILITIES ELECTRIC	**113,079.87**				113,079.87
TRIBAL UTILITIES WATER	**285,507.54**			59,108.80	226,398.74
UTILITIES	**781,307.83**	**-**	**-**	**105,761.04**	**675,546.79**
COMMUNITY DEVELOPMENT	**10,836,861.44**	**3,902,521.15**	**2,678,641.54**	**824,049.64**	**3,431,649.11**
CONSERVATION-SUPPLEMENT	**392,344.14**			392,344.14	
CONSERVATION: OTHER	**3,480.00**				3,480.00
CONSERVATION RIGHTS PROTECTION CONSERVATION	**237,984.36**	237,984.36			
TRIBAL RESOURCE GRANT HIRING	**42,364.53**	42,364.53			
TRIBAL RESOURC GRT EQUIP/TRAIN	**163,303.65**	163,303.65			
SUMMER TRIBAL YOUTH	**16,821.57**	-	16,821.57		
SUMMER TRIBAL YOUTH FY 2015	**2,387.47**	-	2,387.47		
CONSERVATION	**858,685.72**	**443,652.54**	**19,209.04**	**392,344.14**	**3,480.00**
ENVIRONMENTAL SERVICES - SUPP.	**66,646.63**			66,646.63	
LEGEND LAKE-WOLF RIVER 2015	**55,905.36**	55,905.36			
DALLES CREEK-WOLF RIVER	**581.25**	581.25			
WATER RESOURCES	**3,844.76**	3,844.76			
CONSERVATION RIGHTS PROTECTION ENVIRONMENTAL	**163,153.74**	163,153.74			
WATER RESOURCE	**10,030.00**	10,030.00			
DAMAGE ASSESSMENT	**(28.80)**	(28.80)			
CONSERVATION RIGHTS PROTECTION	**38,587.56**	38,587.56			
CONSERVATION RIGHTS PROTECTION	**19,015.54**	19,015.54			
WATER RESOURCES	**785.28**	785.28			
WATER RESOURCES FY'14-17	**49,627.08**	49,627.08			
AQUATIC INVASIVE SPECIES	**16,458.44**	16,458.44			
TR BROWNFIELD DEVELOPMENT	**45,865.72**	45,865.72			
INDIAN ENVIRONMENTAL GEN ASSIT	**162,617.87**	157,739.33		4,878.54	
CLEAN WATER ACT 106	**81,327.09**	77,260.74		4,066.35	
INDIAN ENVIRONMENTAL GEN AST	**64,170.26**	64,170.26			
SOIL WATER RESOURCE MANAGEMENT	**1,710.23**	-			1,710.23
SOIL WATER RESOURCE MANAGEMENT	**4,764.12**	-			4,764.12
INVASIVE SPECIES	**(970.14)**	-			(970.14)
ENVIRONMENTAL SERVICES	**784,091.99**	**702,996.26**	**-**	**75,591.52**	**5,504.21**

GAMING COMMISSION	**592,053.66**			592,053.66	
GAMING COMMISSION	**592,053.66**	**-**	**-**	**592,053.66**	**-**
COURTS PROFESSIONAL FEES	**36,682.68**			36,682.68	
COURTS SUPPLEMENT/FINES & FEES	**207,777.89**			207,777.89	
ELECTION	**54,670.18**			54,670.18	
JUDICIAL SERVICES COURTS	**533,246.77**	533,246.77			
MEN TRIBAL COURTS RECORDS MGMT	**44,408.40**	44,408.40			
M JOINT ADULT DRUG COURT PROJ	**10,981.65**	10,981.65			
MEN HEALING WELLNESS COURT	**105,727.27**	105,727.27			
MEN JOINT DRUG COURT	**79,550.97**	79,550.97			
MISD TRIBAL COURTS	**3,077.74**	-			3,077.74
COURTS	**1,076,123.55**	**773,915.06**	**-**	**299,130.75**	**3,077.74**
LAW ENFORCEMENT	**1,108,745.28**			1,108,745.28	
LEC EMERGENCY TRANSPORT	**11,806.61**			11,806.61	
LAW ENFORCEMENT- DETENTION	**529,945.53**			529,945.53	
LAW ENFORCEMENT FUNDRAISING	**6,293.39**				6,293.39
LEC SPIRIT CLUB	**700.00**				700.00
DETENTION FUNDRAISING & MISC	**17,178.76**				17,178.76
LAW ENFORCEMENT	**1,070,680.25**	1,070,680.25			
LAW ENFORCEMENT	**598,524.98**	598,524.98			
INDIAN HIGHWAY SAFETY	**(111.13)**	(111.13)			
INDIAN HIGHWAY SAFETY	**109,830.43**	109,830.43			
BULLETPROOF VEST REPLACEMENT	**455.00**	455.00			
SEXUAL OFFENDER REGISTRATION	**150,846.04**	150,846.04			
BULLETPROOF VEST REPLACEMENT	**1,900.00**	1,900.00			
MENOMINEE TRIBAL VICTIM ASSIST	**3,072.52**	3,072.52			
YOUTH ADVOCATE CONCEPT PAPER	**31,287.30**	31,287.30			
MENOMINEE VICTIM ASSISTANCE	**129,342.02**	129,342.02			
MEN DOMESTIC VIOLENCE SUPPORT	**88,537.88**	88,537.88			
COPS TRGP - HIRING PROGRAM	**187,571.61**	187,571.61			
COPS TRGP-EQUIPMENT & TRAINING	**69,119.76**	69,119.76			
MENOMINEE CRIME VICTIMS	**36,421.06**	-	34,951.84	1,469.22	
TRIBAL LAW ENFORCEMENT	**49,378.11**	-	49,378.11		
TRIBAL LAW ENFORCEMENT	**8,710.66**	-	8,710.66		
COUNTY/TRIBAL LAW ENFORCEMENT	**7,689.69**	-			7,689.69
COUNTY/TRIBAL LAW ENFORCEMENT	**20,376.85**	-			20,376.85
MISD LAW ENFORCEMENT	**4,083.74**	-			4,083.74
LAW ENFORCEMENT	**4,242,386.34**	**2,441,056.66**	**93,040.61**	**1,651,966.64**	**56,322.43**
LICENSE & PERMIT	**157,854.82**			157,854.82	
LICENSE & PERMITS	**157,854.82**	**-**	**-**	**157,854.82**	**-**
PROBATION - SUPPLEMENT	**102,213.02**			102,213.02	

JUDICIAL SERVICES PROBATION	**126,146.86**	126,146.86			
PROBATION	**228,359.88**	**126,146.86**	**-**	**102,213.02**	**-**
PROSECUTOR - SUPPLEMENT	**124,974.69**			124,974.69	
JUDICIAL SERVICES PROSECUTOR	**162,924.55**	162,924.55			
PROSECUTOR	**287,899.24**	**162,924.55**	**-**	**124,974.69**	**-**
ENFORCEMENT & RESOURCE PROTECTION	**8,227,455.20**	**4,650,691.93**	**112,249.65**	**3,396,129.24**	**68,384.38**
GENERAL FUND	**282,913.93**			266,894.06	16,019.87
VETERANS POW-WOW	**5,900.00**			5,900.00	
WOODLAND BOWL REPAIRS	**50,000.00**			-	50,000.00
LAND ACQUISITIONS	**76,980.25**				76,980.25
T ORDINANCE AGREEMENTS & OTHER	**-**				-
CONTINGENCY	**7,744.72**			7,744.72	
INTERGOVERNMENTAL AFFAIRS	**95,582.16**			95,582.16	
OPERATION TRIBAL GOVERNMENT	**512,545.99**			512,545.99	
COMMUNITY FUNDING REQUESTS	**17,634.33**			17,634.33	
EMERGENCY MANAGEMENT	**43,379.15**			43,379.15	
SPIRIT CLUB	**4,732.46**			-	4,732.46
GAMING FOUND MONEY	**10,359.38**			-	10,359.38
MITW / MCR LEASE	**990,352.04**				990,352.04
BURIAL FUND JUDGEMENT FUNDS	**13,744.23**	-	-	-	13,744.23
EDUCATION JUDGEMENT Chair	**29,745.03**				29,745.03
HLTH CARE END. JUDGEMENT FUNDS	**14,814.03**				14,814.03
INDIRECT COST TRIBAL GOVERNMENT	**197,586.80**				197,586.80
PRE-DIASASTER MITIGATION	**29,607.24**	26,646.24		2,961.00	
EMERGENCY MANAGEMENT PERFORMAN	**43,830.56**	-	23,247.84	20,582.72	
PHEP BIOTERRORISM	**17,228.45**	-	17,228.45		
BIOTERRORISM PREPAREDNESS	**3,770.88**	-	3,770.88		
PHEP EBOLA PREPAREDNESS & RESP	**7,794.66**	-	7,794.66		
CULTURE HEALTH PRIZE	**1,714.82**	-			1,714.82
SOUTH BRANCH RADIO TOWER IMPRV	**69,774.00**	-			69,774.00
CHAIRPERSON	**2,527,735.11**	**26,646.24**	**52,041.83**	**973,224.13**	**1,475,822.91**
ENROLLMENT - SUPPLEMENT	**98,342.25**			98,342.25	
MTL/MTE DISTRIBUTION	**906,564.04**			453,010.64	453,553.40
INDIRECT COST ENROLLMENT	**90,755.19**				90,755.19
ENROLLMENT	**1,095,661.48**	**-**	**-**	**551,352.89**	**544,308.59**
INDIRECT COST FINANCE	**1,586,403.54**				1,586,403.54
FINANCE	**1,586,403.54**	**-**	**-**	**-**	**1,586,403.54**

INDIRECT COST HUMAN RESOURCE	**482,342.74**				482,342.74
HUMAN RESOURCES	**482,342.74**	**-**	**-**	**-**	**482,342.74**
INDIRECT COST INTERNAL AUDIT	**391,206.99**				391,206.99
INTERNAL AUDIT	**391,206.99**	**-**	**-**	**-**	**391,206.99**
BURIAL ASSISTANCE	**146,892.40**			146,892.40	
INSURANCE/MRBG/PROPERTY DEDUCT	**10,832.42**			10,832.42	
BURIAL FUND JUDGEMENT FUNDS	**100,993.00**	-	-	-	100,993.00
INDIRECT COST INSURANCE	**447,684.72**				447,684.72
HEALTH INSURANCE	**16,514,504.93**				16,514,504.93
MITW WORKMENS COMPENSATION	**615,431.32**				615,431.32
INSURANCE	**17,836,338.79**	**-**	**-**	**157,724.82**	**17,678,613.97**
INDIRECT COST INFORMATION TECHNOLOGY	**1,238,582.93**				1,238,582.93
INFORMATION TECHNOLOGY	**1,238,582.93**	**-**	**-**	**-**	**1,238,582.93**
LEGAL SERVICES (ATTORNEY)	**365,282.65**			365,282.65	
INDIRECT COST LEGAL SERVICES	**119,297.75**				119,297.75
LEGAL	**484,580.40**	**-**	**-**	**365,282.65**	**119,297.75**
INDIRECT COST MAINTENANCE	**338,737.98**				338,737.98
REC/LANGUAGE/LENDING BLDG	**68,122.38**				68,122.38
TRIBAL BUILDINGS	**349,522.85**				349,522.85
MAINTENANCE	**756,383.21**	**-**	**-**	**-**	**756,383.21**
MENOMINEE NATION NEWS	**296,799.29**			296,799.29	
NEWSLETTER	**296,799.29**	**-**	**-**	**296,799.29**	**-**
INDIRECT COST PROCUREMENT	**237,942.55**				237,942.55
INTERNAL SERVICES	**34,361.76**				34,361.76
PROPERTY MANAGEMENT	**272,304.31**	**-**	**-**	**-**	**272,304.31**
ACT 161	**150,000.00**			150,000.00	
MENOMINEE LEADERSHIP ACADEMY	**11,983.37**			-	11,983.37
INDIRECT COST TRIBAL ADMINISTRATION	**750,803.76**				750,803.76
AID TO TRIBAL GOV	**12,026.48**	12,026.48			
FORESTRY MANAGEMENT	**21,128.14**	21,128.14			
FOREST MANAGEMENT	**10,653.03**	10,653.03			
WILDLAND FIRE MANAGEMENT	**34,565.22**	34,565.22			
COOPERATIVE LANDSCAPE PROJECT	**27,995.17**	27,995.17			
COMP TR JUSTICE/STRATEGIC PLAN	**29,377.95**	29,377.95			
MEN VOCATIONAL REHABILITATION	**330,205.06**	330,205.06			
TRIBAL COORDINATED SERV TEAM	**37,618.95**	-	37,618.95		

TR VETERAN SERVICE OFFICE	**6,111.00**	6,111.00			
TR VETERAN SERVICE OFFICE	**4,889.00**	4,889.00			
TRIBAL ADMINISTRATION	**1,427,357.13**	**476,951.05**	**37,618.95**	**150,000.00**	**762,787.13**
GOVERNMENTAL AFFAIRS	**28,395,695.92**	**503,597.29**	**89,660.78**	**2,494,383.78**	**25,308,054.07**
WOODLAND BUILDING REPAIRS	**13,389.00**	-	-	13,389.00	-
WOODLAND STAFFING	**32,000.00**	-	-	32,000.00	-
WOODLAND YOUTH BOYS & GIRLS	**98,631.00**	-	-	98,631.00	-
WOODLAND YOUTH	**144,020.00**	**-**	**-**	**144,020.00**	**-**
VETERANS SERVICE OFFICER	**14,714.00**			14,714.00	
VETERANS SERVICE OFFICER	**14,714.00**	**-**	**-**	**14,714.00**	**-**
AGING DIVISION	**307,929.02**			307,929.02	
CBRF	**413,328.48**			413,328.48	
AGING/ CBRF FUNDRAISING	**4,035.70**				4,035.70
AGING & LONG-TERM CARE nonCBRF	**590,083.56**				590,083.56
HLTH CARE END. JUDGEMENT FUNDS	**105,176.00**				105,176.00
MENOMINEE ELDER ABUSE 2015	**50,567.02**	50,567.02			
MENOMINEE ELDER ABUSE 2011	**27,486.70**	27,486.70			
TITLE VI PART C NATVE AM CAREG	**49,938.14**	49,938.14			
TITLE VI PART A SUPP/NUTRITION	**103,183.57**	103,183.57			
TITLE VI NUTRITION SERV INCENT	**70,118.77**	4,164.00		65,954.77	
CIP II 100% FMAP TRIBES FY16	**1,615,548.00**	-	1,615,548.00		
CIP I 100% FMAP TRIBES FY16	**971,066.00**	-	971,066.00		
CIP I 100% FMAP TRIBES FY15	**518,597.00**	-	518,597.00		
CIP II 100% FMAP TRIBES FY15	**554,312.00**	-	554,312.00		
TR DEMENTIA CARE SPECIALIST	**2,375.00**	-	2,375.00		
TR DEMENTIA CARE SPECIALIST	**19,750.86**	-	19,750.86		
TRIBAL ADR SPECIALIST 2016	**50,225.50**	-	50,225.50		
TRIBAL ADR SPECIALIST 2017	**20,080.96**	-	20,080.96		
MONEY FOLLOWS PERSON INITIATIV	**70.22**	-	70.22		
TR TRANSPORTATION FOR ELDERS	**22,500.00**	-	22,500.00		
FAMILY SERVICES TR BLOCK GRANT	**30,089.94**	-	30,089.94	-	-
TITLE III MEN AGING DIVISION	**137,632.41**	-		3,652.58	133,979.83
TITLE III NUTRITION SERVICE	**70,133.14**	-		53,522.30	16,610.84
STATE PHARMACY ASSISTANCE	**1,440.73**	-			1,440.73
TITLE III MENOMINEE AGING DIV	**7,279.08**	-		270.94	7,008.14
AGING	**5,742,947.80**	**235,339.43**	**3,804,615.48**	**844,658.09**	**858,334.80**
TRIBAL CLINIC FUNDRASING/OTHER	**556.00**				556.00
MOU FOSTERING FUTURES	**12,816.13**				12,816.13
3RD PARTY CLINIC 2016	**158,157.25**				158,157.25

3RD PARTY CLINIC 2015	**193,548.04**				193,548.04
IHS SETTLEMENT 2015	**17,941.98**				17,941.98
IHS SETTLEMENT 2016	**295,088.67**				295,088.67
SPECIAL DIABETES	**296,757.81**	296,757.81			
SPEC DIABETES FOR INDIANS	**578,822.56**	578,822.56			
IHS CLINIC 2014	**42,843.60**	42,843.60			
IHS CLINIC 2015	**5,110,963.95**	1,229,123.34			3,881,840.61
IHS CLINIC 2016	**13,674,572.99**	12,694,689.42			979,883.57
WIC GRANTS	**35,737.09**	-	35,737.09		
MCH REPRODUCTIVE HEALTH	**26,555.94**	-	26,555.94		
WIC FARMERS MARKET NUTRITION	**1,029.62**	-	1,029.62		
IAP-LHD IMMUNIZATION	**5,285.00**	-	5,285.00		
AMERICAN INDIAN HEALTH PROJECT	**8,647.14**	-	8,647.14		
WI WELL WOMEN PROGRAM	**12,915.36**	-	12,915.36		
MEDICAID ELIGIBILITY OUTREACH	**40,463.16**	-	40,463.16		
PREVENTIVE HLTH & HLTH SRV BLK	**3,456.57**	-	3,456.57		
FLUORIDE MOUTH RINSING	**2,028.00**	-	2,028.00		
WI WELL WOMEN PROGRAM EXPANDED	**6,741.06**	-	6,741.06		
HIV PREVENTION (MINORITY)	**7,000.00**	-	7,000.00		
WIC GRANTS	**84,084.04**	-	84,084.04		
WIC BREASTFEEDING PEER COUNSEL	**7,098.47**	-	7,098.47		
WIC BREASTFEEDING PEER COUNSEL	**6,525.00**	-	6,525.00		
DIABETES PREVENTION & CONTROL	**2,045.00**	-	2,045.00		
FOSTERING FUTURES PROGRAM	**10,014.67**	-	10,014.67		
RURAL INFANT HEALTH	**11,789.43**	-			11,789.43
WI NATIVE AMER TOBACCO NETWORK	**22.14**	-			22.14
WI NATIVE AMER TOBACCO NETWORK	**1,563.39**	-			1,563.39
ELIMINATION DISPARITITES PERIN	**80,902.89**	-			80,902.89
HEALTHY START-ELIMINAT DISPARI	**13,874.11**	-			13,874.11
EPIDEMIOLOGICAL OUTCOMES WK-GP	**3,068.40**	-			3,068.40
HEALTHY CHILDREN,STRONG FAMILY	**1,179.88**	-			1,179.88
UW PARTNERSHIP PROGRAM	**21,063.90**	-			21,063.90
FOOD SHARING FOCUS GROUP FEAST	**1,181.92**	-			1,181.92
CLINIC	**20,776,341.16**	**14,842,236.73**	**259,626.12**	**-**	**5,674,478.31**
FOOD PANTRY	**3,796.30**				3,796.30
NUTRITION EDUCATION	**27,368.32**	27,368.32			-
FOOD DISTRIBUTION	**460,402.81**	353,676.60		106,726.21	
NUTRTION EDUCATION	**8,781.63**	8,781.63			
NUTRITION ADVISORY COMMITTEE	**51,034.14**	51,034.14			
NUTRITION ADVISORY COMMITTEE	**73,959.47**	73,959.47			
THE EMERG FOOD ASSIST PG TEFAP	**1,251.49**	-	1,251.49		
FOOD DISTRIBUTION	**626,594.16**	**514,820.16**	**1,251.49**	**106,726.21**	**3,796.30**
MAEHN FUNDRAISING & OTHER	**5,065.00**				5,065.00

MAEHNOWESEKIYAH	**606,111.30**			238,092.63	368,018.67
MAEHN: HEADQUARTERS BLDING	**49,877.97**				49,877.97
MAEHNOWESEKIYAH RECOGNITION	**1,287.35**				1,287.35
BATTERERS INTERVENTION	**54,533.64**	54,533.64			
MEN VIOLENCE AGAINST WOMEN	**68,342.12**	68,342.12			
M DOMESTIC VIOLENCE & SEXUAL A	**178,281.78**	178,281.78			
MAEHN: FAMILY VIOL PREV FY2015	**19,156.81**	19,156.81			
MAEHN: IHS 239-11-0006 FY2013	**25,482.01**	25,482.01			
MAEHN: IHS FY 2012	**1,765.00**	1,765.00			
MENOMINEE MENTAL HEALTH	**159,846.58**	159,846.58			
MAEHN: IHS 239-11-0006 FY2014	**1,135.87**	1,135.87			
MAEHN: IHS 239-15-0007 FY 2015	**13,484.02**	13,484.02			
MAEHN: IHS FY 2016	**638,814.62**	638,661.28			153.34
FAMILY SVC: WI HEALTH	**140,241.06**	-	140,241.06		
MENTAL HEALTH BLOCK GRANT-SYS	**4,665.82**	-	4,665.82		
MEDICAL RELIEF BLOCK GRANT	**180,509.77**	-	180,509.77		
TRIBAL SUBSTANCE ABUSE PREVENT	**107,620.13**	-	107,620.13		
STRATEGIC PREVENTION PFS II	**95,833.56**	-	95,833.56		
TREATMENT ALTERN & DVRSN 2016	**69,545.59**	-	69,545.59		
TREATMENT ALTERN/DVRSN 2015	**11,340.73**	-	11,340.73		
DOMESTIC ABUSE CHILDRENS SERV	**24,671.44**	-	19,737.15		4,934.29
DOMESTIC ABUSE BASIC SERVICES	**81,852.44**	-	65,481.95		16,370.49
CHILD WELFARE HOMELESS YTH & R	**14,982.00**	-	14,982.00		
DOMESTIC ABUSE SUPPORT SERVICE	**14,521.55**	-	11,617.24		2,904.31
FAMILY SERVICES TR BLOCK GRANT	**35,535.94**	-	28,428.75		7,107.19
DOMESTIC ABUSE SUPPORT SERVICE	**1,830.49**	-	1,464.40		366.09
STRATEGIC PREVENTION FRAMEWORK	**27,269.59**	-			27,269.59
MAEHNOWESEKIYAH	**2,633,604.18**	**1,160,689.11**	**751,468.15**	**238,092.63**	**483,354.29**
MENOMINEE INDIAN BOXING CLUB	**11,026.96**			11,026.96	
NEOPIT BOXING CLUB	**11,026.96**	**-**	**-**	**11,026.96**	**-**
NEOPIT COMMUNITY CENTER	**10,093.75**			8,075.00	2,018.75
NEOPIT COMMUNITY CENTER	**10,093.75**	**-**	**-**	**8,075.00**	**2,018.75**
RECREATION	**152,866.57**			152,866.57	
INDIGENOUS GAMES	**526.78**				526.78
RECREATION FUNDRAISING	**3,120.23**				3,120.23
RECREATION	**156,513.58**	**-**	**-**	**152,866.57**	**3,647.01**
SOUTH BRANCH COMMUNITY CENTER	**6,699.19**			6,699.19	
SOUTH BRANCH COMMUNITY CENTER	**6,699.19**	**-**	**-**	**6,699.19**	**-**
CHILD SUPPORT	**-**			-	
SOCIAL SERVICES	**354,547.56**			354,547.56	

SOCIAL SERVICES (INCOME)	**546.00**				546.00
SOCIAL SERVICES	**33,527.25**	33,527.25			
SOCIAL SERVICES	**304,246.44**	304,246.44			
CHILD WELFARE TITLE IV-B 15/16	**16,800.00**	12,600.00		4,200.00	
CHILD SUPPORT ENFORCEMENT	**830,778.01**	655,535.59		163,883.89	11,358.53
KINSHIP CARE BENEFITS	**143,608.00**	-	143,608.00		
KINSHIP CARE ASSESSMENTS	**13,711.00**	-	13,567.00		144.00
MISD SOCIAL SERVICES	**2,130.74**	-			2,130.74
SOCIAL SERVICES	**1,699,895.00**	**1,005,909.28**	**157,175.00**	**522,631.45**	**14,179.27**
CONTINGENCY	**4,000.00**			4,000.00	
ZOAR FIRE STATION	**1,917.96**			1,917.96	
YOUTH DEVELOPMENT & OUTREACH	**39,193.45**			39,193.45	
ZOAR CEREMONIAL	**8,033.98**			8,033.98	
YOUTH DRUMMING & WRESTLING	**7,797.79**			7,797.79	
TOYS FOR TOTS INITIATIVE	**10,206.70**				10,206.70
MENOMINEE TRIBAL YOUTH	**22,339.66**	22,339.66			
MEN TR JUVENILE HEALING & WELL	**71,637.48**	71,637.48			
PROMOTING SAFE & STABLE FAMILY	**43,849.43**	32,887.07		10,962.36	
MENOMINEE TR BEHAVIORAL HEALTH	**154,083.17**	154,083.17			
FAMILY SERVICES TR BLOCK GRANT BYD	**65,136.58**	-	65,136.58	-	-
FAMILY SERVICES TR BLOCK GRANT BYD	**57,254.33**	-	57,254.33	-	-
BADGES FOR BASEBALL	**861.76**	-			861.76
BADGES FOR BASEBALL	**(399.25)**	-			(399.25)
YOUTH DEVELOPMENT	**485,913.04**	**280,947.38**	**122,390.91**	**71,905.54**	**10,669.21**
HEALTH & FAMILY	**32,308,362.82**	**18,039,942.09**	**5,096,527.15**	**2,121,415.64**	**7,050,477.94**
ELDER HOME PRESERVATION PROG	**45,091.47**			45,091.47	
HOUSING TAX CREDIT REIMBURSE	**81,176.73**				81,176.73
HOUSING ORD PROG RESTRICTED	**80,310.22**				80,310.22
PROG RESTRICTED ORD NO. 15-21	**446,363.56**				446,363.56
MARKET RATE RENTALS	**107.08**				107.08
EMERG SHELTER DONATION/FUNDRAS	**1,838.66**				1,838.66
202 ELDERLY HOUSING	**126,242.34**	49,176.00			77,066.34
INDIAN HOUSING BLOCK GRANT	**2,831,792.15**	2,623,374.43			208,417.72
SANITATION BE-14-J31	**123,983.25**	123,983.25			
SANITATION BE-11-G56	**25,051.50**	25,051.50			
HOUSING	**3,761,956.96**	**2,821,585.18**	**-**	**45,091.47**	**895,280.31**
HOUSING	**3,761,956.96**	**2,821,585.18**	**-**	**45,091.47**	**895,280.31**
COLLEGE MENOMINEE NATION	**219,338.00**			198,667.00	20,671.00
LIBRARY	**139,061.51**			139,061.51	

NATIVE AMERICAN BASIC GRANTS	**6,500.17**	6,500.17			
NATIVE AMERICAN LIBRARY ENHANC	**54,208.91**	54,208.91			
COLLEGE MENOMINEE NATION	**419,108.59**	**60,709.08**	**-**	**337,728.51**	**20,671.00**
JOB TRAINING 477	**302,611.06**	302,611.06			
TEMPORARY ASST NEEDY FAMILIES	**563,486.85**	563,486.85			
TEMPORARY ASST NEEDY FAMILIES	**471,226.34**	471,226.34			
IM INCOME MAINTENANCE CONTRACT	**179,955.60**	-	179,955.60		
FOOD SHARE FRAUD INVESTIGATION	**1,010.75**	-	1,010.75		
MEDICAID FRAUD INVSTGTN FED	**273.00**	-	273.00		
FSET ADMIN GPR/FED	**83,224.94**	-	83,224.94		
FSET TRANSPORTATION GPR/FED	**538.63**	-	538.63		
FSET RETENT GPR/FED BASE	**550.75**	-	550.75		
CHILD CARE SERVICES FOR TRIBES	**21,217.59**	-	21,217.59		
COMMUNITY RESOURCE CENTER	**1,624,095.51**	**1,337,324.25**	**286,771.26**	**-**	**-**
EARLY CHILDHOOD SERVICES	**388,983.34**			388,983.34	
HEADSTART FUNDRAISING & OTHER	**233.68**				233.68
EDUCATION JUDGEMENT Earlych	**41,597.27**				41,597.27
EARLY CHILDCARE SERVICE	**565,762.27**			331,945.89	233,816.38
INFANT & TODDLER PART C (0-2)	**6,080.00**	6,080.00			
INFANT & TODDLER PART B (3-5)	**8,126.28**	8,126.28			
INFANT & TODDLER PART C (0-2)	**6,104.00**	6,104.00			
INFANT & TODDLER PART B (3-5)	**113,202.81**	113,202.81			
ICDBG HEAD START REHAB	**-**	-			
INDIAN HEADSTART	**1,376,605.19**	1,376,605.19			
INDIAN HEADSTART	**304,463.32**	304,463.32			
CHILD CARE DEVELOPMENT FUND	**77,933.04**	77,933.04			
CHILD CARE DEVELOPMENT FUND	**193,322.80**	193,322.80			
GARDENS TO CHILDREN	**3,171.73**	-	3,171.73		
BIRTH TO THREE PROGRAM	**9,786.98**	-	9,786.98		
CHILD & ADULT CARE FOOD	**313,595.71**	-	168,742.04	76,832.94	68,020.73
WI HEADSTART SUPPLEMENT	**10,002.68**	-	10,002.68		
WI HEADSTART SUPPLEMENT	**96,169.25**	-	96,169.25		
MISD EARLY CHILDCARE SERVICES	**13,078.03**	-			13,078.03
EARLY CHILDHOOD	**3,528,218.38**	**2,085,837.44**	**287,872.68**	**797,762.17**	**356,746.09**
EDUCATION JUDGEMENT Educ	**117,156.27**				117,156.27
EDUCATION SERVICES	**520,582.14**	520,582.14			
EDUCATION	**637,738.41**	**520,582.14**	**-**	**-**	**117,156.27**
HISTORIC PRESERV & LOG MUSEUM	**213,234.82**			213,234.82	
HISTORIC PRESERVTN FUNDRAISING	**52,424.60**				52,424.60
HISTORIC PRESERVATION SP PROJ	**802.39**				802.39
HISTORIC PRESERV RENOVATION	**5,000.00**				5,000.00

MUSEUM MAINTENANCE BUILDING	**30,455.77**				30,455.77
UNDERREPRESENTED COMMUNITY	**4,285.90**	4,285.90			
HISTORIC PRESERVATION	**62,205.09**	62,205.09			
IMLS PAST PERFECT	**28,504.29**	26,879.56		1,624.73	
MENOMINEE TRADITIONAL LIFEWAYS	**688.43**	-			688.43
HISTORIC PRESERVATION	**397,601.29**	**93,370.55**	**-**	**214,859.55**	**89,371.19**
JOHNSON O'MALLEY	**29,589.27**			29,589.27	
JOM FUNDRAISING	**7,821.20**				7,821.20
JOHNSON O'MALLEY	**126,699.77**	126,699.77			
JOHNSON O'MALLEY	**164,110.24**	**126,699.77**	**-**	**29,589.27**	**7,821.20**
LANGUAGE & CULTURE COMMISSION	**172,951.46**			172,951.46	
LANGUAGE IMMERSION INSTRUCTOR	**395,336.42**			395,336.42	
EDUCATION JUDGEMENT cmn	**210,800.00**				210,800.00
MISD LANGUAGE & CULTURE COM	**5,436.03**	-			5,436.03
LANGUAGE & CULTURE	**784,523.91**	**-**	**-**	**568,287.88**	**216,236.03**
TRIBAL SCHOOL SUPPLEMENT	**126,238.00**			126,238.00	
TRIBAL SCHOOL INTEREST	**-**				-
TRIBAL SCHOOL REVOLVING	**15,143.10**				15,143.10
INDIAN SCHOOL EQUALIZATION PRG	**1,404,238.60**	1,402,113.60			2,125.00
MTS EDUCATION OF HANDICAPPED	**456,550.00**	456,550.00			
MTS TRANSPORTATION	**280,111.49**	280,111.49			
MTS TRIBAL GRANT SUPPORT	**342,638.39**	342,638.39			
MTS 21 CENTURY TITLE IV B	**200,250.00**	200,250.00			
MTS STATE ASSESSMENT	**11,442.49**	11,442.49			
MTS RURAL & LOW INC TITLE IV B	**2,490.00**	2,490.00			
MTS TITLE I LANGUAGE ARTS	**401,523.31**	401,523.31			
MTS ENHANCEMENT	**29,648.06**	29,648.06			
MTS TITLE IIA TEACHER QUALITY	**47,938.15**	47,938.15			
MTS PART B IDEIA EDUC HANDICAP	**44,747.88**	44,747.88			
MTS ENHANCEMENT	**71,695.93**	71,695.93			
MTS OPERATIONS/MAINTENANCE	**241,543.44**	241,543.44			
INDIAN SCHOOL EQUALIZATION PRG	**140,726.92**	140,526.92			200.00
MTS PART B IDEIA EDUC/HANDICAP	**25,151.61**	25,151.61			
MTS RURAL EDUCATION TITLE IV B	**550.79**	550.79			
MTS OPERATIONS/MAINTENANCE	**53,079.20**	53,079.20			
MTS ADMINISTRATIVE COSTS	**18,895.31**	18,895.31			
MTS 21 CENTURY TITLE IV B	**5,452.03**	5,452.03			
MTS TITLE IA LANGUAGE ARTS	**93,503.55**	93,503.55			
MTS OPERATIONS/MAINTENANCE	**23,850.86**	23,850.86			
MTS TITLE IIA TEACHER QUALITY	**1,875.80**	1,875.80			
MTS SUICIDE PREVENTION	**6,197.08**	6,197.08			
INDIAN EDUCATION FORMULA	**17,992.78**	17,792.78			200.00

INDIAN EDUCATION FORMULA	**38,881.70**	38,881.70			
MTS SUMMER SCHOOL FOOD	**3,406.69**	-	3,406.69		
MEN T SCHOOL: FOOD	**147,160.59**	-	144,375.21		2,785.38
MEN T SCHOOL: FOOD	**8,037.71**	-	7,877.21		160.50
MTS FRESH FRUIT & VEG	**10,094.00**	-	10,094.00		
FAMILY SERVICES TR BLOCK GRANT	**17,187.00**	-	17,187.00		-
FAMILY SERVICES TR BLOCK GRANT	**33,477.00**	-	33,477.00		-
MTS COLLEGE BOUND PROJECT	**11,000.00**	-			11,000.00
MISD TRIBAL SCHOOL	**5,000.00**	-			5,000.00
MTS ATHLETIC PROGRAM GRANT	**3,000.00**	-			3,000.00
SEEDS GRANT WORKSHOP	**1,700.00**	-			1,700.00
TRIBAL SCHOOL	**4,342,419.46**	**3,958,450.37**	**216,417.11**	**126,238.00**	**41,313.98**
EXTENSION AGENT	**8,244.00**			8,244.00	
EXTENSION AGENT	**8,244.00**	**-**	**-**	**8,244.00**	**-**
LABOR, EDUCATION & TRAINING	**11,906,059.79**	**8,182,973.60**	**791,061.05**	**2,082,709.38**	**849,315.76**
BUSINESS CHARTER-WOLF RIVER DV	**212,115.43**				212,115.43
MIDDLE VILLAGE APARTMENT COMPL	**58,302.62**	47,733.00			10,569.62
WOLF RIVER	**270,418.05**	**47,733.00**	**-**	**-**	**222,685.05**
TAX CREDIT 1	**32,867.28**	-			32,867.28
TAX CREDIT 2	**57,261.92**	25,850.15			31,411.77
TAX CREDIT 3	**110,853.84**	74,250.21			36,603.63
TAX CREDIT 4	**91,649.49**	61,505.55			30,143.94
TAX CREDIT 5	**92,166.87**	30,170.08			61,996.79
TAX CREDIT 6	**98,527.69**	52,208.74			46,318.95
TAX CREDIT 7	**80,070.32**	45,706.42			34,363.90
TAX CREDIT 8	**73,456.34**	26,433.91			47,022.43
TAX CREDIT	**636,853.75**	**316,125.06**	**-**	**-**	**320,728.69**
WOLF RIVER	**907,271.80**	**363,858.06**	**-**	**-**	**543,413.74**
FUEL STATION	**136,758.39**	-	-	-	136,758.39
FUEL STATION EXPANSION	**1,456.23**	-	-	-	1,456.23
FUEL STATION C-STORE	**13,213.59**	-	-	-	13,213.59
FUEL STATION	**151,428.21**	**-**	**-**	**-**	**151,428.21**
FUEL STATION	**151,428.21**	**-**	**-**	**-**	**151,428.21**
GRAND TOTAL	**96,495,092.14**	**38,465,169.30**	**8,768,140.17**	**10,963,779.15**	**38,298,003.52**

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 eight members: Craig Corn, MTL member and Committee Chairman; Laurie Boivin, MTL Member; Gary Besaw, MTL Member; Jonathan Wilber, Administration; Greg Smith, Finance Director; AnnMarie Johnson, Lending & Tribal Taxes Director; Gunnar Peters, Community Member; Jamie Smith, 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 four (4) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Healthcare Endowment fund; (3) Education Endowment fund; and (4) 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.
- 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 FY2015 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 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

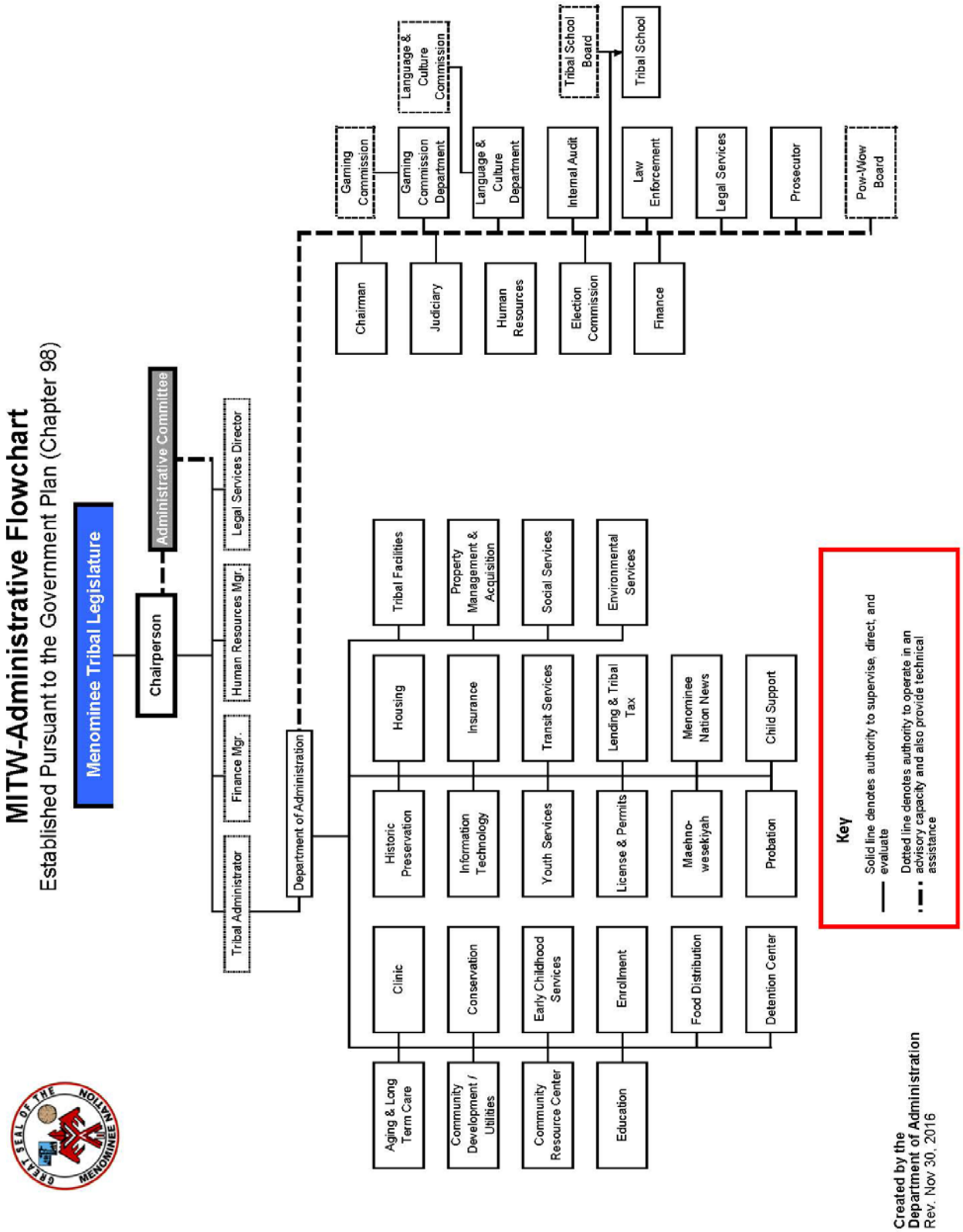
The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

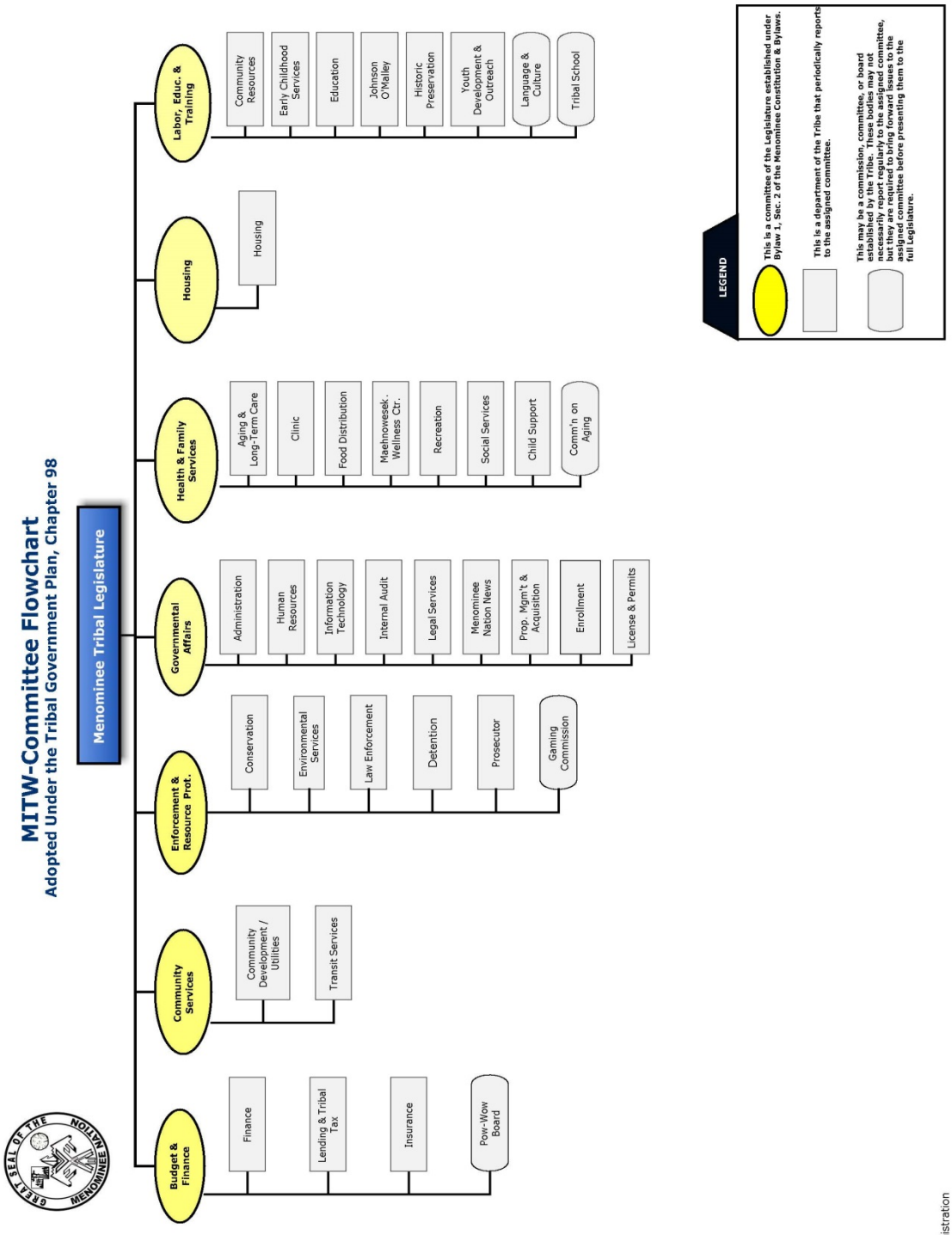
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

Period: Ending 9/30/2016	Education	Health	Burial	Reserve
Balance as of 9/30/2015	**$4,970,737.68**	**$2,449,926.14**	**$2,280,742.01**	**$2,611,206.80**
Income				
Interest	$7,075.28	$3,493.11	$3,343.00	$8,950.29
Dividend	$8,246.73	$4,052.50	$3,958.46	$3,444.84
Contributions	$0.00	$0.00	$0.00	$0.00
Disbursements				
Transferred to Tribe/Programs/Beneficiary	$15,604.16	$5,571.48	$73,354.46	$0.00
Management Fees	$7,754.83	$3,843.34	$3,690.26	$3,995.84
Realized Gains / (losses)	$8,651.19	$4,721.72	$8,406.18	$0.00
Change in Accrued Income	$1,052.25	$549.01	$507.75	$2,126.96
Unrealized Appreciation/ (depreciation)	$322,489.39	$158,900.39	$159,869.28	$94,682.08
9/30/2016 Market Value	**$4,963,517.88**	**$2,554,367.47**	**$2,359,738.23**	**$2,789,084.51**
Cash and Equiv.	$4,665.25	$132,235.74	$79,848.34	$181,990.83
Fixed Income	$1,702,751.63	$807,590.02	$781,512.86	$1,640,569.97
Equities	$3,254,779.22	$1,613,916.90	$1,497,769.96	$964,627.96
Accrued Income	$1,321.78	$624.81	$607.07	$1,895.75

Appendix C: Administrative Flowchart



Appendix D: Committee 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