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 Omaeqnomenewak (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 Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture.*

Annual Report 2017

Annual General Council Meeting Agenda

Saturday, January 20, 2018 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 Chairperson for the meeting**
7. **Election of Sergeant-at-Arms**
8. **Election of Tellers**
9. **State of the Menominee Nation – Chairman Besaw**
10. **Action taken per Annual General Council motions dated January 21, 2017**
11. **Legislative Committee Reports:**

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

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

Election of Enrollment Committee – In accordance with Bylaw III, Section 4, of the Menominee Constitution & Bylaws. If there is not a quorum of 150 voters present IN PERSON; the Tribal Legistlature shall appoint the Enrollment Committee from the original applications that were submitted to the Chairperson's Office within two (2) months.

Lunch will be served

*** Important Dates to Remember in 2018 ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 20, 2018
Main Tribal Elections	Neopit	Wednesday, January 17, 2018
	Keshena	Thursday, January 18, 2018
Annual Swearing-In Ceremony		Friday, February 9, 2018
Menominee Indian High School Graduation		Friday, May 25, 2018
Menominee Veterans Pow-wow		Friday-Sunday, May 18-20, 2018
Memorial Day Parade		Monday, May 28, 2018
Menominee Nation Contest Pow-wow		First weekend in August

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Friday Dec. 22, 2017	Native American Day	Monday May 14, 2018
Christmas Eve	Monday Dec. 25, 2017	Memorial Day	Monday May 28, 2018
Christmas Day	Tuesday Dec. 26, 2017	Independence Day	Wednesday July 4, 2018
New Year's Eve	Monday Jan. 1, 2018		
New Year's Day	Monday Jan. 2, 2018	Labor Day	Monday Sept. 3, 2018
Martin Luther King Jr.	Monday Jan. 15, 2018	Veterans Day	Monday Nov. 12, 2018
Presidents Day	Monday Feb. 19, 2018	Thanksgiving Day	Thursday Nov. 22, 2018
Good Friday	Friday March 30, 2018	Day After Thanksgiving	Friday Nov. 23, 2018

Table of Contents

Tribal Legislature Directory 5

Committees of the Legislature 6

Task Forces and Community Committees 7

Administration 8

Aging and Long-Term Care 12

Child Support 21

Clinic 23

College of Menominee Nation 57

Community Development & Tribal Utilities 65

Community Resources 69

Conservation 74

Early Childhood Services 78

Education 85

Election Commission 88

Emergency Management 89

Enrollment 90

Environmental Services 92

Food Distribution 94

Gaming Commission 95

Historic Preservation/Logging Museum 97

Housing 100

Human Resources 104

Information Technology 107

Insurance 108

Internal Audit 111

Judiciary 112

Language and Culture 115

Law Enforcement 116

Legal Services 121

Lending & Tribal Tax 123

Licensing & Permits 126

Maehnowesekiyah Wellness Center 127
Maintenance 133
Menominee Nation News 135
Operation of Tribal Government 136
Probation/Parole 142
Property Management and Acquisition 145
Prosecutor's Office 147
Social Services 148
Town of Menominee Fire Department 150
Transit Services 151
Tribal Detention Center 156
Tribal School 159
University of Wisconsin Cooperative Extension (UWEX) 161
Woodland Boys & Girls Club 164
Youth Services 167
Appendix A: Financial Report 170
Appendix B: Investments 195
Appendix C: Administrative Flowchart 199
Appendix D: Committee Flowchart 200
Appendix E: MITW Tribal Preference Report 201

Tribal Legislature Directory

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Committees of the Legislature

Budget & Finance:
- Eugene Caldwell, Chairperson
- Craig Corn, Legistlator
- Ron Corn Sr., Legislator
- 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
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Services
- Michael Delabreau, Community Member
- Geradette Richmond, Community Member

Governmental Affairs:
- Eugene Caldwell, Chairperson
- Craig Corn, Legislator
- Tasha Caldwell, Human Resources
- Sheena Waupoose, IT
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- Jamie Smith, Community Member
- Leah Pamonicutt, Community Member

Housing:
- Joan Delabreau, Chairperson
- Pershing 'Sport' Frechette, Legislator
- Marlin Waupoose, Utilities
- Kim Komanekin, Real Estate
- Wayne Wilber, Housing
- Leah Pamonicutt, Community Member
- Sharon Madosh, Community Member

Health & Family Services:
- Myrna Warrington, Chairperson
- Joan Delabreau, Legislator
- Connie Peters, Social Services
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic Vice-Chairman
- Susan Waukau, Aging Division
- Dorian LaTender Lyons, Community Member
- Geradette Richmond, Community Member

Community Development:
- Douglas Cox Sr., Chairperson
- Ron Corn Sr., Legislator
- Crystal Chapman-Chevalier, Community Development
- Lynn Collins, Transportation
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Wayne Wilber, Housing
- Terese 'Terry' Jacobs, Community Member
- Roseanna Schanandore, Community Member

Tribal Foresty:
- Ron Corn Sr., Chairperson
- Pershing Frechette/Douglas Cox Sr. – Legistlator
- Walter Cox, Conservation
- Jeremy Pyatskowit, Environmental Services
- David Grignon, Histroic Preservation
- MTE Member
- Mary "Tweet" Smith, Community Member
- Robert Webster, Comminuty Member

Enforcement & Resource Protection:
- Craig Corn, Chairperson
- Joan Delabreau, Legislator
- Joshua Pyatskowit, Environmental Services
- Walter Cox, Conservation
- Jerrit O'Kimosh, Detention Program
- Rachel Fernandez, Community Member
- Jamie Awonohopay, Community Member

Task Forces and Community Committees

Wolf River Development Company:
- Craig Corn
- Pershing Frechette
- Douglas Cox Sr.

Use of Force Committee:
- Craig Corn

WI Reintegration Program:
- Craig Corn

Menominee Indian Gaming Authority:
- Crystal Chapman-Chevalier
- Eugene Caldwell

Chapter 170 Appeals Board:
- Joan Delabreau
- Pershing Frechette - Alt.

Miwaukee/Chicago Community:
- Gary Besaw - Chairperson
- Craig Corn
- Eugene Caldwell

Keshena Community:
- Crystal Chapman-Chevalier, Chairperson
- Pershing Frechette
- Myrna Warrington

Middle Village Community:
- Joan Delabrea, Chairperson
- Eugene Caldwell
- Ron Corn Sr.

Tribal/State Relations:
- Gary Besaw

UW-Extension:
- Joan Delabreau

Constitutional Task Force:
- Eugene Caldwell
- Pershing Frechette
- Doug Cox

Memoninee Kenosha Gaming Authority:
- Gary Besaw - Chairperson
- Ron Corn Sr.
- Crystal Chapman-Chevalier

Commission on Aging:
- Myrna Warrington

Environmental Task Force:
- Gary Besaw
- Craig Corn
- Crystal Chapman-Chevalier

Human Services Planning:
- Myrna Warrington, Chairperson

Neopit Community:
- Craig Corn, Chairperson
- Eugene Caldwell
- Ron Corn Sr.

South Branch Community:
- Douglas Cox Sr., Chairperson
- Craig Corn
- Gary Besaw

Zoar Community:
- Pershing Frechette, Chairperson
- Joan Delabreau
- Myrna Warrington

Administration

Jonathan Wilber, Tribal Administrator
Annette Westphal and Chad Waukechon, 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*

MENOMINEE ACTION PLAN: The Menominee Action Plan was completed and approved by the Tribal Legislature in June of 2017. The Legislature established a Synthetic Marijuana Task Force in 2016. At the urging of this Task Force, Tribal Administration organized work sessions with concerned citizens, Tribal Legislators, representatives from the Tribe's various departments, and other community service providers. Kauffman & Associates, Inc. (KAI) facilitated the workshops. KAI is an American Indian-owned firm with 27-years of experience in the behavioral health and public health fields. From the workshops, a 3-year Menominee Action Plan was developed to re-organize various functions of the government structure, re-energize departments, and further engage the community in addressing the alarming rates of drug use and substance use.

The Menominee Action Plan is the result of the commitment, drive, and passion of the community to deal with behavioral health challenges and promote a healthier Menominee community. The plan has its roots in the dedication of the citizens of Neopit and the "Helping our People" group from Neopit who have pushed Tribal Government for a stronger response to the drug epidemic.

The shared vision from the plan states: *By 2020, we envision our Menominee Tribal community engaged, informed, and actively participating in the healing of individuals, families, and communities. We envision an integrated and effective system of resources supporting our families, working together toward a healthy and culturally vibrant Menominee Nation.*

CHILDREN'S CODE: A workgroup consisting of individuals from Tribal Social Services, Legal Services, Law Enforcement, Youth Services, Maehnowesekiyah, and Tribal Administration have continued to work on a Tribal Children's Code with the goal of implementing a Tribal Law to replace Chapter 48 on the Reservation. The adoption of this law will also require the assumption of Child Protection, Juvenile Delinquency, Foster Care, and other services from Menominee County Human Services. The assumption of these and other services has been a part of the Tribe's strategic plan adopted ten years ago in 2007.

Focus groups of elders and other community members with experience as social workers, school counselors, foster parents, mental health professionals, legal advocates, and caregivers are in place to review and refine the code.

The timeline for the code, which is subject to change, plans for Tribal Social Services to provide services for some cases upon approval of the code by the MTL in 2018. Policy, procedure, and form development for caseworkers in the court will also begin after final approval. The Tribe will begin to do some screening of cases in January 2019 and will assume full responsibility for services by October of 2019.

LAND PURCHASES: Since 2016, the Tribe has re-acquired forty-five Legend Lake Area and other properties. Forty were county foreclosure sales, 2 were purchased using the Tribe's 10 Day Waiver Option, and 3 properties were bank foreclosures. 6 properties with homes have been transferred to the Housing Department for renovation and use in the market based rental program. Other properties will go into trust and be made available for lease by Tribal members.

The Tribe will continue to purchase properties as they become available and fit within the budget.

NEW STAFF IN TRIBAL ADMINISTRATION: Tribal Grantswriter Renee Mahkimetas retired from the Tribe during FY2017 after 25 years of service to the Tribe. Assistant Tribal Administrator Cedar Kakkak resigned her position in Tribal Administration for a new opportunity at the College of Menominee Nation.

Tribal Administration welcomed Antionette Tourtillott as our new Grantswriter and Chad Waukechon as our new Assistant Tribal Administrator.

MEETINGS WITH PROGRAM LEADERSHIP AND LEGISLATORS: During September of 2017, Assistant Administrator Chad Waukechon conducted interviews with program directors and members of the Tribal Legislature. The goal was to determine areas of opportunity for improvement in how Tribal Administration works with other departments and the Tribal Legislature.

The interviews revealed three key points. First, Directors are willing to collaborate on efforts to improve the community. Despite the different roles departments play, they see ways to come together. A great example of this is the annual Culture Camp. Multiple departments dedicated staff time, resources, and direct support to make sure the camp was successful. Just in the interviews alone over five separate departments referenced how enjoyable it was to work together on this effort.

The second key takeaway was opportunities to expand that cross departmental effort into the core areas of the community. The Menominee Action plan is a great example of how different departments came together and responded to the issue of drugs impacting the community. Directors are sharing and leveraging resources to address the drug problem. Each opportunity and challenge faced by the Tribe can be addressed with efforts that unite around teams of departments coming together.

Finally, directors spoke about how Tribal Administration provides assistance and technical support they need while allowing directors to make their own decisions.

Some members of the Legislature expressed concerns about equal access to Administration to move initiatives that are important to them as indivdual Legislators.

COMMUNITY ENGAGEMENT: All Tribal Programs continued to participate in the Community Engagement Initiative during FY2017. 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 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.

In 2017 work centered on the following:

<u>Tribal Initiatives</u>

- Menominee Action Plan
- Development of Child Protection Code
- Summer Culture Camps
- Development of a Community-Wide Data Collection System
- Tribal Justice Strategic Planning
- Strategic Prevention Framework

<u>Community Wide Initiatives</u>

- 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: A new group of future leaders graduated from the Menominee Leadership Academy in August of 2017. Twenty four employees representing nineteen tribal departments completed the year-long program aimed at preparing them for future roles as leaders in tribal government.

The following sessions occurred during the program year:

1. Knowing Yourself: Assessments to identify and harness your 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 on MITW Principles
11. Working in 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 a welcome by the Tribal Administrator, congratulations from the Tribal Chairman, speeches by 2 Menominee Leadership Academy graduates that were chosen by the class to speak and a video highlighting the academy and community service experience.

LEADERSHIP CHANGES TRIBAL DEPARTMENTS: Six departments within Tribal Government underwent leadership changes during FY2017.

Four departments welcomed new directors:

James Dudek started as the Director of Tribal Facilities in October 2016
Carol Corn started as the Director Tribal Social Services in January of 2017
Tasha Caldwell started as the Human Resources Director in February of 2017
Diana Taubel started as the Director of Probation and Parole in September of 2017

The position of Director of Licensing and Permits merged with the Director of Enrollment. Yvette Ducane the Enrollment Director leads the combined function.

At the end of the fiscal year, the Director of Internal Audit position was vacant due to a resignation. Alicia Wilke is serving as the Acting Director.

ASSESSMENTS OF TRIBAL FACILITIES: The Tribal Legislature, as part of the FY2017 Budget, approved a plan to consolidate the Facilities Management function of most tribally operated buildings under the Facilities (formerly Tribal Maintenance) Department and approved changes to how space costs charges and the indirect cost pool are utilized to maintain all tribal facilities.

Tribal Facilities has begun setting up a central building maintenance software system to track work orders, inventory, and repair costs for each facility. During the summer of 2017, as part of the software package implementation, Alpha Facilities Solutions performed baseline assessments of all tribal facilities – excluding the Tribal Clinic, who will continue to maintain their own facilities.

We have received a detailed summary of every tribal facility that gives us the age of every building system. The table below shows overall estimates for repairs and capital improvements required over the next several years:

System	2017	2018	2019	2020
Exterior Enclosures	$ 527,576	$110,133	$ 116,890	$380,905
Roofing	$ 344,415	$ 17,970	$ 207,862	$ 54,113
Interior Construction	$1,034,552	$ 90,107	$ 381,532	$258,184
Interiors	$3,669,611	$197,439	$ 110,330	$395,848
Plumbing	$ 557,388	$0	$ 192,968	$187,154
HVAC	$ 549,283	$690,446	$2,200,259	$0
Fire Protection	$ 769,399	$0	$0	$ 8,633
Electrical	$ 964,050	$ 3,769	$ 139,150	$618,071
Equipment	$ 78,777			
Site Infrastructure	$1,907,062			
Total	**$10,402,114**	**$1,109,865**	**$1,118,732**	**$4,103,167**
Four Year Total	**$16,733,878**			

Tribal Administration and Tribal Facilities are convening a workgroup of Leadership Academy Graduates and representatives from various departments to review assessments, prioritize repairs based on existing budgets and develop RFQs to combine like projects (concrete, HVAC, etc.) to attract bidders to complete the work.

CONSTRUCTION AND EXPANSION PROJECTS: The Tribe completed the following construction or expansion projects during FY2017:

- 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.
- Tribal Clinic Phase II expansion to provide additional space for alternative treatment, physical therapy, community health and mental health departments.

Two construction projects are underway with completion expected during the next fiscal year:

- Renovation of the former Neopit Headstart Building for the Woodland Boys and Girls Club
- Renovation of the current Woodland Boys and Girls Club for use as a Tribal Police Precinct in Neopit.

Planning continues for a Family/Youth/Community Engagement Center. Draft floor plans have been developed for a 78,000 square foot facility with an estimated cost to construct of $12.9 million. The building would be located in the School View Addition area in Keshena. Tribal Administration is working through identifying funding sources. A primary source is expected to be the USDA Community Facilities Loan Program – the application process can take up to 18 months.

INCREASING ON RESERVATION HOUSING OPPORTUNITIES: Tribal Administration continued work with the Housing Department to expand the Market Based Home Rental Program. In 2015, 3 previously unused Tribal residential properties were transferred to Housing. During 2016 additional homes were purchased through foreclosure and using the Tribe's ten day waiver option.

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.

FY2017 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 FY2017 the win percentage for grants was 78%. The Tribe won 57 of 73 grants submitted. This is an increase over FY2016 when the win percentage was 62% with the Tribe winning 53 grants from 85 applications submitted. In FY2015 the win percentage was 44% with the Tribe winning 34 of 78 grants applied for.

In total for FY2017 the Tribe was awarded $11,330,608 in grants. An increase of $592,568 over FY2016 when $10,738,040 in grants were awarded.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 548,288	$ -	$ -	$ -	$ -	$ 548,288
Fringe Benefits	238,466					238,466
Travel	1,500					1,500
Training	10,000					10,000
Equipment	1,500					1,500
Supplies	8,250					8,250
Contractual	18,200					18,200

Space Lease/Rental	**32,764**					**32,764**
Other Costs	**24,600**					**24,600**
Totals ►	**$ 883,569**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 883,569**
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.

The Director, under the direct supervision of Tribal Administration, oversees. 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.

An Overview of the Aging and Long Term Care Department

Home and Community Based Services (HCBS): The Tribe through the Department of Aging and Long Term Care is in the process of negotiating our Medicaid Home and Community Based Services (HCBS) waiver program. The waiver program enables us to provide critically needed services to Tribal members in their own homes and community. The HCBS Waiver allows 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 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. These changes have been negotiated over 5 years.

Tribal Only Waiver Program: The Tribes focus is to provide a culturally competent health care system to help improve health outcomes and quality of care. This allows the Tribe ability to effectively deliver health care services that meet the cultural needs of our clients. A Tribal Waiver Program supports and strengthens the Tribe's sovereignty and our ability to manage our own matters. 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

Case Management: 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 current contract with the county to provide case management for the cases at Menominee County is going through transition. We held workgroup meetings with internal Tribal departments and Menominee County in order to plan for a seamless transition of services for our elders. We have created task lists and work plans with benchmarks as we move toward our goal of transitioning Menominee clients to the Tribal system by December 31, 2017. We focused on this goal as a priority as Menominee County will no longer provide services beginning January 1, 2018. The Tribe is ready to case manage our Tribal clients. We are in the process of hiring additional case managers to handle the caseload. We are establishing a fiscal agent for providers as well as representative payee functions. We are also creating a Memorandum of Understanding between the Tribe and Menominee County regarding records,

audits and other items that must be addressed. Our Case Management consists of 6 team members. The team: Long Term Care Program Manager, four Case Managers and one Office Assistant.

Current Caseload: The Tribal Waiver Program continues to grow and is currently serving 56 participants. There are four cases pending approval from The Management Group (TMG) and three cases which have been assigned and will be sent to TMG for approval soon. Currently, the Tribe does not have a wait list. Menominee County has 51 clients and these will come over to the Tribe on December 31, 2017.

Tribal Aging and Disability Resource Specialist (ADRS): The role of the Tribal ADRS-The Tribal Aging and Disability Resource Specialist is a full time position funded by the State and employed by the Menominee Indian Tribe to assure that tribal members receive culturally appropriate information on aging and disability services and benefits and receive support to access publicly funded long-term care programs including Family Care, PACE and Partnership (where available) and IRIS. The Tribal ADRS will assist tribal members to access services, as well as counseling and advocacy to overcome barriers to using services. The ADRS will serve as the gateway to long term care and the options for services 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 goals for the Tribal ADRS are as follows: To provide reliable, objective and culturally appropriate information and counseling to help tribal member's access resources and make informed decisions about long-term care and other needs related to age or disability.

The activities for the Tribal ADRS Specialist: 342 Walk-ins, 618 calls that the Tribal ADRS received, 48 referrals received, 39 home visits, eight Cases transferred to Long Term Care

2017 Expansion for Home Community Based Services: In April, 2016 the Shakopee Mdewakanton Sioux (Dakota) Community granted the Menominee Nation $250,000 for the expansion of a 2,245 S.F. addition for long term care services with the Tribe approving $366,000. We received a certificate of occupancy on October 10, 2017 and the Long Term Care program has started the moving process. The space is needed as the Aging program has been increasing services in our community for long term care. The additional space consists of a lobby area, (9) 10x10 offices, a conference room and bathrooms. We held our groundbreaking ceremony on March 24, 2017 and have yet to schedule our open house.

Home Modifications: In early December, 2016 we commenced to having meetings regarding the remaining funds from the revenue savings with Menominee County. Since early spring we have replaced one home, three roofs, four homes remodeled, one septic/well, ramps, windows and door replacements and other miscellaneous remodeling projects for those elders who had their application on file.

Wolf River Community Based Residential Facility (CBRF): It is the mission of the CBRF to provide a safe, secure and comfortable home-like atmosphere for our elderly residents…by maintaining and encouraging 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. The CBRF is under the supervision of the Director of Aging and Long Term Care and reports to the Health and Family Committee. The two target groups licensed to serve are: Advanced Age (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. A CBRF Validation Review was conducted by the State in March with no deficiencies identified.

The CBRF receives funding from the following sources: Tribal budget, resident income contributions, and through Federal reimbursement for residents who qualify for the Tribal Medicaid Waiver program. The staff consists of a registered nurse who supervises all medical needs, certified nurse aides who provide assistance with the activities of daily living such as bathing, personal hygiene, dressing, eating, and toileting, a NICOA worker assists with the cooking, a housekeeper, a maintenance worker, and shared staff with the Department of Aging and Long Term Care including the Director and administrative staff.

The year began with 12 residents. There were admissions and discharges throughout the year and the year ended with 10 residents. In addition to personal care services, each resident has a private room and receives services that include medication management, transportation to medical appointments, meals and snacks, activities and outing, and housekeeping and laundry service.

Activities in 2017 included participation in the Elders picnic, Annual Christmas party, 4-H Christmas Play, Memorial Day Parade, entertainment by Goldeen, attendance at Pow-Wow's, picnics in Shawano and Clintonville, Bingo at Oneida and Keshena, shopping trips, bus rides, and the Lumberjack breakfast. The residents also enjoyed growing tomatoes in the raised garden bed and watching the construction of the new addition.

With the construction of the new addition to Aging and Long Term Care, the CBRF gained a spacious balcony for the residents to enjoy. New patio furniture was purchased to complete the project. Other improvements were made to the CBRF including new living room furniture, new carpeting in the hallways and we are in the process of installing security cameras.

Staff participated in training which included abuse prevention, medication management, resident rights, standard precautions, dementia, emergency procedures, fire safety, and the statewide tornado drill.

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 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 break from their caregiving duties. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility 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 2017 18 Respite Care days and 2 Adult Day Service days were provided.

Title VI and Title III Grants: 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, Tribal Dementia Care Specialist, Alzheimer's, 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.

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.

The Menominee Tribal/County 3-Year Aging Unit Plan (Title III) 2016-2018 was updated. This plan represents the intent of the county/tribe to assure that older people have the opportunity to realize their full potential and to participate in all areas of community life. The required focus areas within this plan include: Involvement of Older People in Aging Related Program Development and Planning, The Elder Nutrition program, Services in Support of Caregivers, Services to people with dementia and Healthy Aging. Our programs and services are provided with additional funding 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 is used to support efforts to expand long term care services and supports.

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 (TDCS): The Tribal Dementia Care Specialist (TDCS) program was to expire in December, 2017. We have successfully lobbied alongside of the Wisconsin Aging Advocacy Network (WAAN) on behalf of extending this program as we feel the need to collect the data on our dementia related services geared toward dementia related illnesses. The program is included in the State's biennial budget. We take pride by providing culturally competent health care 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 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. TDCS coordinates with other tribes, 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. The TDCS organized a Parkinson 5K Awareness walk for the month of April with 74 participants and the first annual Dementia 5K awareness walk for the month of September with 54 participants.

Elder Benefit Specialist Program (EBS): The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS 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. Our EBS 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 2017 program services were provided to an unduplicated number of 300 Native Americans.

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 2017 there were 3,600 newsletters distributed.

The elder population is encouraged to contact our Elder Benefit Specialist 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 our EBS to arrange an appointment.

Native American Community Caregiver Program: The Native American Community Caregiver Program serves person's age 55 and older. The program 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 an elder who may be chronically ill or have disabilities. The services provided include assistance, current information on 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 the FY 2017 the unduplicated number of individuals served was 216. Caregiver staff completed 567 home visits, providing a variety of services that included, in descending order to highest need of service, Information and Assistance, Assisted Transportation, Temporary Respite Care to caregivers, Homemaker duties, visiting and Personal Care. Others include medication management, supplemental services, and home security and safety. There were 95 home delivered meal assessments completed. In addition to in-home care; health screenings were also conducted in the community the total number of health screens completed were 25 in Keshena, 26 in Neopit, and four in South Branch.

The program Coordinator also serves as a liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent program. The individuals who serve in these programs are considered volunteers who spend time with elders and in the daycare setting, Head Start, schools in the community as well as the Woodland Boys and Girls Club.

Senior Nutrition Program: In November 2016, the Nutrition program had a Nutrition Assessment from the Greater Wisconsin Agency on Aging Resources, Inc. (GWAAR) we were cited for the floors, cabinets, roofs, sinks and ceilings this required items to be replaced or improved. We have made all the noted changes with the support of Tribal Administration. The Nutrition Advisory Board needed to be re-established and we held our first nutrition advisory meetings on April 3rd and May 16th 2017. The cooks and Director of Aging and LTC were required to pass

an approved food safety course; both the Director and Keshena Head cook received their ServSafe Certification. The Nutrition Program needed to start providing a minimum of six hours of training for the cooks; these sessions have been set up with our Tribal Clinic Nutritionist. 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 the Clinic Dietician and reviewed by the local Nutrition Advisory 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 2017 the total number of meals served for congregate meals was, congregate is 15,079 and Home Delivered Meals (HDM) is 21,168.

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 2017 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 2017 financial assistance was provided for 77 emergency assistance occurrences. The types of assistance included Assistance (17) Gas Propane, (10) Lifeline, (16) Septic, (5) Appliances, (4) Home Improvements, (17) Heating/Furnaces, (7) Electric, (1) Rental Assistance.

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 and Long Term Care Department located in the lower level of the Wolf River CBRF and at the Senior Centers in Keshena and Neopit.

Good Neighbor Certificates: This program is 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. In 2017, a total of 73 vouchers were distributed in the last fiscal year. Elder's may inquire about this program by calling the Aging and Long Term Care Department.

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

Maintenance: The maintenance department was staffed by a supervisor and a general maintenance worker both worked 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 Tribe has created a Facilities Department and the Aging and Long Term Care Department is seeking a general maintenance worker. The general maintenance worker will be responsible for the CBRF, Aging and the Long Term Care departments. The Senior Centers are now being maintained by the Facilities Department. Additionally, the general maintenance will provide assistance with snowplowing, air conditioner installation, some firewood delivery, delivery of durable medical equipment, and minor home repairs.

Snowplowing: In 2017 Aging and Long Term Care met with Ben Warrington, Emergency Management Director. He coordinated the routes and five agencies to assist with the snowplowing, the agencies involved Aging and Long Term Care, Food Distribution, Tribal Police, CRC, and Emergency Management. The Tribal Jail Administrator and Recreation Director provided assistance as alternate plow operators when needed. They plowed eight times during the season and we had over 200 driveways on the list to be plowed each time. Snow plow applications are required each year and can be obtained at the Aging and Long Term Care 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 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. In 2017, there were 89 applications in total and all provided firewood. Applications are required annually and are available at the Aging and Long Term Care department, Senior Centers in Keshena and Neopit and in the Moccasin Prints. Cutting, splitting, and delivering firewood is a challenge for our department and this year we contracted part of the work out and this was to our benefit. We are grateful to the 20 to 30 volunteers from the Appleton Evangelical Free Church who helped in October 2016 accomplish this work and extremely thankful for those who contracted with us to get the elders their firewood.

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 2017 there were 20 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 2017 a total of 30 items were loaned out that included Loan Closet (9) Wheelchairs, (7) Walkers, (3) Hospital Beds, (3) Commodes, (2) Shower Chairs, (1) Bedside table, (3) Toilet Risers, (1) Space heater, (1) Grab Bar. A signed agreement is required and is available at the Aging and Long Term Care Department. Loan closet items can be picked up and larger items are delivered and set up by our general maintenance worker.

Activities: FY 2017 activities supported by the Tribe and hosted by the Aging and Long Term Care Department included the annual Elders Christmas party and the Elder's annual picnic. Transportation was provided for elders to attend these events as well as, Strawberry Picking, Trips to Shawano Park, Indian Summer Fest in Milwaukee, GLNAEA Meetings for 15 elders to Red Cliff and Lac du Flambeau, Sturgeon Feast, Annual Menominee Nation Pow-Wow and to the Annual General Council meeting.

Elder Abuse Prevention Grant: The Department of Aging and Long Term Care manages a grant award from The Office on Violence Against Women (OVW). This is a 3-year grant award totaling $315,000. With the start of FY2017-2018, we have begun year three (3) of the award. The grant funding period is October 1, 2015 - September 30, 2018.

The grant goals are to develop/enhance services to victims of abuse age 50 and over. Abuse in later life encompasses domestic violence in later life 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.

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:

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

In the past year we provided a Community Kickoff Event (October 2016) at Historic Preservation Department. National Trainers from the Office on Violence Against Women (OVW), The National Clearinghouse on Abuse in Later Life (NCALL), and Red Wind Consulting, LLC (Technical Assistance Provider for OVW Grantees) visited our community to provide valuable training on Elder Abuse and Abuse in Later Life to our tribal leaders, police officers, victim service providers, social service workers, probation officers, prosecutors, judges, and Aging Staff members. In addition, we completed a Community Needs Assessment on Abuse in Later Life. From this survey, an Outreach and Strategic Services Plan (OSSP) was created.

The document outlines the needs in our community with regard to elder abuse and our plan for using the OVW Victim services budget to address the needs of elders experiencing abuse in our community. The OSSP & Budget are currently in the process of approval by OVW. The grant also provided additional, targeted training to strengthen our judicial system and improve investigation and prosecution of Elder Abuse Crimes and subsequently improve outcomes for victims. The two (2) trainings paid for by the grant are: National Institute for the Prosecution of Elder Abuse (NIPEA) which was held in Pheonix, AZ in August 2017. The second training was a Judicial Institute, a national training provided for Judges to help them better understand and render decisions in cases involving victims of elder Abuse. Lastly, a booklet on Legal Remedies and Community Resources for older victims of crime and abuse was created. The handbook is intended to be used by Police Officers on duty, when responding to calls that involve older victims. On-going projects/activities for the Abuse in Later Life Grant: Victim services are provided to elders on an as needed basis.

We work with the Crime Victims Department collaboratively to address the problems of abuse and victimization for older victims, attend trainings offered by End Abuse Wisconsin, a state organization establish to address issues of domestic violence, sexual assault, and related crimes. They provide in-person and web-based training to provide information and resources to professionals working in the field of abuse and victimization. In addition, the project coordinator attended the Menominee Leadership Academy and was accepted to a National Leadership Institute for victim service providers. The National Victim Assistance Academy Leadership Institute is offered by the U.S. Department of Justice, Office for Victims of Crime, Training and Technical Assistance Center. Space is limited and acceptance to the institute is done by submitting an application.

In the next and final year of this grant, two (2) projects remain to be completed:

- Elder Abuse Training for Law Enforcement
- Elder Abuse Training for Victim Service Providers.

On-Going Activities (throughout the life of the grant):

- Victim Services are provided to elders on an as needed basis. Services provided are determined by the OSSP (currently in approval process).
- Attend CCRT meetings, community engagement, and other meetings to increase collaboration between agencies and improve system response to elder abuse.

Aging-Program Services	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other Cash match**	**TOTALS**
Personnel Costs	**$143,847**		$132,424	$148,177	$8,476	**$424,448**
Fringe Benefits	**53,325**		$52,894	$84,116	$5,651	**$195,986**
Mileage	**1,246**		$100	$1,413		**$2,759**
Training	**6,625**		$11,104	$2,371		**$20,100**
Equipment	**19,630**					**$19,630**

Food Supplies	**49,907**		$13,618		$33,398	**$96,923**
Contractual	**19,370**		$11,390	$23,630		**$54,390**
Telephones/Cell	**1,307**		$1,850			**$3,157**
Vehicle Lease	**18,210**					**$18,210**
Indirect Costs	**34,970**		$25,590	$31,633	$1,584	**$93,777**
License & Permits			$100			**$100**
Building Maintenance	**9,080**		$900			**$9,980**
Vehicle Cost	**475**			$1,292		**$1,767**
Program Activities	**11,205**		$40,922	$9,074		**$61,201**
Office Supplies	**3,146**		$392	$862		**$4,400**
Program Supplies	**2,912**		$5,334	$9,074		**$17,320**
Space Rent				$2,096		**$2,096**
Direct Assistance				$28,552		**$28,552**
Minor Equipment				$8,228		**$8,228**
Utilities			$5,800			**$5,800**
Totals ►	**$375,254**	**$ -**	**$302,508**	**$320,518**	**$49,109**	**$1,047,389**
Fund/Totals Ratio:	35.8%	N/A	28.9%	30.6%	4.7%	

PROGRAM INCOME/REVENUE	**FY2016 Fund Balance**	**FY2017 Amounts**		
		Generated	**Expended**	**Balance**
Aging Department Revenue to General Fund		(201,866)	0	(201,866.)
Menominee County Aging Revenue		55,025		55,025
Food Service		63,882		63,882
CIP II/CIP IB Fees		84,283		84,283
Space Rent		4,345		4,345
Other Aging Revenue		600		600
Totals		**208,135**		**208,135**

CBRF-1146	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$214,224**	**$ -**			68,049	**$282,273**
Fringe Benefits	**73,926**				20,326	**94,252**
Mileage	**528**					**528**
Training	**62**					**62**
Equipment-Minor	**14,487**					**14,487**
Supplies-Food	**34,930**					**34,930**
Contractual	**10,941**					**10,941**
Telephone/Pager	**1,895**					**1,895**
Building Maintenance	**20,738**					**20,738**
Indirect Costs	**39,060**				97,469	**136,529**
Other Costs: (list below)						
Office Supplies	**320**					**320**

License & Permits	73					73
Program Supplies	6,581					6,581
Program Activities	828					828
Totals ►	**$418,593**				**185,844**	**$604,437**
Fund/Totals Ratio:	69.3%				30.7%	
PROGRAM INCOME/REVENUE			**FY2016 Fund Balance**	**FY2017 Amounts**		
				Generated	**Expended**	**Balance**
Elderly CBRF			$ -	103,415	$ -	103,415
Inter CIP II-100% Match			$ -	259,711	$ -	259,711
Other			$ -	559	$ -	559
		Totals	**60,345**	**363,685**		**$363,685**

Long Term Care-1260	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$160,034**					**$160,034**
Fringe Benefits	**66,505**					**66,505**
Travel/Mileage	**6,438**					**6,438**
Training	**826**					**826**
Photocopies	**404**					**404**
Supplies	**3,323**					**3,323**
Space Rent	**2,140**					**2,140**
Contractual	**36,784**					**36,784**
Indirect Costs	**77,122**					**77,122**
Other Costs: (list below)						
Direct Assistance	**137,354**					**137,354**
Totals ►	**$490,930**	**$ -**	**$ -**	**$ -**	**$ -**	**$490,930**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	
PROGRAM INCOME/REVENUE			**FY2016 Fund Balance**	**FY2017 Amounts**		
				Generated	**Expended**	**Balance**
Retained Earnings			60,345			
Inter CIP II-100% Tribal Match				184,546		184,546
CIP II/CIP IB FEES				60,375		60,375
Client Co-Pay				69		69
CIP Tribal Match				312		312
Other Aging Revenue				112,613		112,613
		Totals	**60,345**	**$357,915**		**$357,915**

Our Team at Aging and Long Term Care have been CPR Certified and participated in the Real Colors workshop. Real Colors is a dynamic workshop experience using personality type test. The goal is to provide participants with the skills to: Understand human behavior, uncover motivators' specific to each temperament and improve communication. Our team 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
Patricia James, Administrative Assistant	715-799-5272	pjames@mitw.org
Lynnette Maskewit, Elder Benefit Specialist	715-799-5688	lmaskewit@mitw.org
Kristin Waukau, Family Caregiver Coordinator	715-799-5929	kwaukau@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	715-799-5992	dklaeser@mitw.org
Case Managers		
Ray Crepeau		
Patricia Post		
Sandra Jesko		
Rebecca Brunette		
Melanie White, Aging and Disability Resource Specialist	715-799-5053	mwhite@mitw.org
Joyce Wayka, Tribal Dementia Care Specialist	715-799-5270	jwayka@mitw.org
Jana Caldwell Head Cook –Keshena	715-799-3964	jcaldwell@mitw.org
Debra Pocan Head Cook-Neopit	715-756-2290	dpocan@mitw.org

Commission on Aging (COA) 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.

2017 COA members:

Gwen Shawano	Keshena
Agnes "Rosie" Nahwahquaw	Neopit
Alberta Zhuckkahosee	West Branch
Vacant	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 employable.

The Menominee Tribal Child Support Agency employs the following positions: Child Support Manager, Paternity Specialist, Kinship/Foster Care Specialist, Inter-jurisdictional Specialist, four Child Support Specialists, Financial Specialist, Administrative Assistant, an attorney (P/T), and a Family Resource Specialist. The Family Resource Specialist is a new addition to the department.

There have been a number of changes to the Child Support Department over the past year, including a number of new staff members, due to staff turnover. A plan amendment was submitted to the Administration of Families and Children for the approval of hiring a Family Resource Specialist. A second amendment was submitted for the purpose of hiring an IV-D consultant. Both amendments were approved and our Family Resource Specialist began his work with the agency in May 2017 and the IV-D consultant began her work with the agency in September 2017.

The purpose of the Family Resource Specialist is to enhance the Child Support program to include developing resource avenues for non-custodial parents to access training and educational opportunities. Since the start of the program in May 2017, the agency has seen an improvement from our clients. The Family Resource Specialist has identified a number of resources our clients can and have utilized such as: UMOS (a job transitional program), Community Resource Center, Vocational Rehabilitation, Job Center, Maehnowesekiyah, MITW Transportation, and First Staff Servicing out of Green Bay. 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.

Other changes within the agency include the implementation of a Facebook page, a newly created Mission and Vision statement for the agency, an updated website to include the availability of forms/information, and a Child Support Brochure for informational needs of our clients. The purpose of the Facebook page is to inform families of resources and opportunities that are available to them. Trainings, job opportunities, and community events are posted to the site along with department and contact information.

Success Stories: During the Fiscal Year 2017 the Child Support Agency identified 127 bench warrants and 'quashed' or vacated 60 of those bench warrants. Per our Tribal Jail Administrator, the cost to house an inmate is approximately $60-$80 for one day, depending on the inmate's needs and medical condition. The average stay for a Child Support client is 4days, depending on when we can get the case heard in court. By eliminating warrants and providing assistance to our clients through our Family Resource Specialist, we have saved the tribe approximately $19,000.

For warrants that stayed, the agency has implemented jail visits. Caseworkers and the Family Resource Specialist identify clients that are incarcerated and are non-compliant with Child Support and make a visit to the jail to identify barriers that the client may have in preventing them from compliance. These visits have proven to be successful in getting clients employed as well as compliant. Below is an example of some successful cases we've recently had:

Case #1 – Non-Custodial Parent was non-compliant for 4+ years. A bench warrant was issued for non-compliance with a purge set at $16,000. NCP made contact with the MTCSA and agreed to meet. The MTCSA assisted NCP in creating a resume. The warrant was with Shawano County. Shawano County agreed to vacate the Child Support warrant if the NCP made 6 months of consistent payments. NCP has been employed, gained his license back, and has been compliant with Child Support since March of 2016.

Case #2 – Non-Custodial Parent was non-compliant for 2 years. A bench warrant was issued and NCP was picked up on the Child Support warrant. Family Resource Specialist along with the Caseworker made a jail visit to meet with NCP. NCP was released from jail and ordered to meet with the Family Resource Specialist in the agency. NCP met with the Family Resource Specialist and gained employment through Transitional jobs program (UMOS) and is now a full-time employee with the Menominee Tribal Enterprises and has been compliant with his Child Support Order since July 2017.

The agency has also received notice from a non-custodial parent stating: "I finally feel a sense of relief like I matter". He also stated he is "very happy to be working with Jerry." He stated "everything and what you're doing is working".

As of September 30, 2017 the Child Support Agency has a total of 1,790 open cases for FY 2017. There are a total of 766 delinquent/non-compliant cases and a total of 1,024 compliant cases. The total amount owed for delinquent cases as of September 30, 2017 is $5,914,190.88. The total Child Support due for FY 2017 was $1,379,240.38 and the total collected/disbursed was $737,074.12. The total number of cases with arrears is 997. 400 or 40% of those cases had no payment and 597 or 60% had payment. The total arrearages for all fiscal years are $7,067,021.08. $334,178.27 was distributed as arrears for FY2017.

Paternity Establishment is also an important function of Child Support Agency. During FY 2017 there were 73 cases open for paternity establishment. Of those 73 cases, 2 or 3% have not determined establishment and 71 or 97% have determined establishment. Paternity establishment has increased from FY 2016, which was at 89%. Non-cooperative families or pending cases have resulted in open establishment cases.

The chart below reflects the cost of operations for the agency for FY2017.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 94,651	$ -	$378,604	$ -	$ -	$ 473,255
Fringe Benefits	51,313		205,251			$ 256,564
Training & Related	1,545		6,180			$ 7,725
Meeting & Related	35		138			$ 173
Equipment	1,590		6,359			$ 7,949
Supplies	2,843		11,374			$ 14,217
Contractual	2,553		10,214			$ 12,767
Space Lease/Rental	13,295					$ 13,295
Indirect Costs	16,523		66,090			$ 82,613
Other Costs: (list below)						$ -
Mileage	393		1574			$ 1,967
Postage	1,471		5,886			$ 7,357
Photocopies	12		48			$ 60
Telephone	65		260			$ 325
Advertising	182		726			$ 908
Operating Costs	2,665		10,660			$ 13,325
Dues & Subscriptions	51		205			$ 256
Court Judge Fees	4,445		17,780			$ 22,225
Clerk of Court Fees	1,875		7,500			$ 9,375
Court Bailiff Fees	186		744			$ 930
Process Fees	239		957			$ 1,196
Connectivity Charge	240		960			$ 1,200
DNA Testing	545		2,181			$ 2,726
Totals ►	**$ 196,717**	**$ -**	**$733,691**	**$ -**	**$ -**	**$930,408**
Fund/Totals Ratio:	21.14%	0.00%	78.86%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Child Support Administrative Costs	$ 4,697	$ -	$ 4,697	$ (4,697)
Child Support Court Costs	393		393	(393)
Child Support DNA Testing	901		901	(901)
Child Support Process Serve	367		367	(367)
Totals	**$ 6,358**		**$ 6,358**	**$ (6,358)**

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.

Menominee Tribal Clinic (MTC) is celebrating 40 years of serving the Menominee Nation. The Clinic has grown from humble origins with one (1) provider, to 85,000 square foot facility with approximately 140 medical

professionals and staff who provide a wide range of comprehensive health services for the Menominee People. We have maintained national accreditation standards and become more patient centered in our approach to care.

We are aligned with major medical institutions such as the University of Wisconsin School of Medicine and Johns Hopkins, who work with us on best practices in treatment and prevention and Trauma Informed Care Modules to the community.

Our journey to wellness has gained national attention and the Clinic continues to champion and spread our work.

We continue to have challenges with higher rates of diabetes, obesity and drug addictions; with opioid addiction being a major problem. The Clinic has introduced alternative treatments to pain medication including massage therapy, expanded physical therapy, chiropractor, and acupuncture.

The Menominee Nation is doing some building and transformation on our journey to wellness, and through the work of Tribal Leaders, Administration, and Tribal Clinic we hope to improve the lives of our people we serve.

The Clinic remains financially stable as we are guided by our Business Operation Plan. Included is an overview of our 2017 Financial Expenditure, along with a Reserve Fund Balance.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$2,407.00**	**$**	$ 4,900,104	$ 144,411	$ 144,413	**$ 5,191,335**
Fringe Benefits	**307.00**		1,939,580	60,183	68,587	**$ 2,068,657**
Travel			48,647	1,418	7,364	**$ 57,429**
Training	**65,000**		50,446	3,087	18,643	**$ 137,176**
Equipment	**302,500**		79,766		1,171	**$ 383,437**
Supplies	**14,508**		5,307,662	47,992	65,600	**$ 5,435,762**
Contractual	**395,360**		1,519,136	11,564	2,000	**$ 1,928,060**
Utilities					8,917	**$ 8,917**
Space Lease/Rental			8,582			**$ 8,582**
Construction	**4,235,787**					**$ 4,235,787**
Indirect Costs	**60,000**		1,622,919	26,606	19,294	**$ 1,728,819**
Other Costs: (list below)						**$ -**
CHS Referrals			1,700,000			**$ 1,700,000**
Cash Supp. Phase 2						**$ -**
Cash Supp. 3104	**4,000,000**					**$4,000,000**
Totals ►	**$9,075,000**	**$**	**$17,176,842**	**$ 295,261**	**$ 335,989**	**$26,883,000**
Fund/Totals Ratio:	33.76%	0.00%	63.89%	1.10%	1.25%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
2017 Clinic Third Party	$	$10,807,866	$6.660,835	$ 4,147,031
Totals	**$**	**$12,448,503**	**$9,075,869**	**$ 3,372,634**

***PAIN MANAGEMENT/CONTROLLED SUBSTANCE WORK*:** The work on pain management and prescribing controlled substances is a priority at the Clinic. The newly completed expansion of the Clinic has allowed us to offer patients many options for managing pain. The increased space in Physical Therapy has allowed us to add another full time physical therapist; bringing the staff total to two full time therapists and one full time PT assistant. With more space in the medical department devoted to ancillary services, we have been able to increase the extended services for our patients. Massage therapy is now available four days a week. We continue to offer acupuncture one half day a week. Finally, we have contracted the services of a chiropractor to start coming directly to the Clinic to see patients. His services will be available two days a week starting November 2017.

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. The Clinic's addition has increased the department's space significantly. The department now includes eight therapy rooms and one family therapy room.

Along with the increase in space, staff has been added as well. The Clinic was able to contract the services of an additional psychiatrist and a psychiatric nurse practitioner. This helps our patients more easily schedule appointments to monitor their medications. Behavioral Health plans to add psychotherapists in the next year as we are aware of waiting times to receive services. The expanded space will allow us to hire additional counselors. We hope to increase the patient capacity and hope to serve all patients requesting behavioral health therapy in an expedient way.

Because we understand that total health includes both medical and behavioral health, the Clinic hopes to incorporate a behavioral health component to medical appointments. During the next year we plan to develop and implement care coordination. These services will help patients easily receive complete and total care using the Medical Home standards. Coordinated services would be available to patients that have a chronic disease, elderly patients, patients requiring services for chronic pain, patients struggling with addictions, patients with a diagnosed behavioral health disorder, and families raising young children.

The medical department has updated Narcotic Agreements for patients that do 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 website Wisconsin Prescription Drug Monitoring Program. New state guidelines mandate that prescribers check the website before prescribing scheduled medications. This helps ensure patients are not getting medications from another provider. Since the state started keeping data on the amount of scheduled pain medication prescribed, Menominee County has seen a decrease of twenty-five percent in the amount of opioids dispensed. The changes in prescribing policies have been in response to the opioid crisis currently occurring in the community.

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 along with the dangers of abusing prescription medication. Clinic staff has been working as part of a community team on the section of the Tribal Action Plan that addresses drug abuse. This team hopes to educate the community on the subject of addiction.

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 a full time health educator to conduct brief interventions during medical appointments. The job has expanded to include trauma screenings and interventions at well child checkups for infants and pre-natal appointments.

We continue to learn how Adverse Childhood Experiences (ACEs) can affect the developing brain and body and can seriously comprise future health. We completed our initial work with the Pediatric Integrated Care Collaborative (PICC). This program has the support of the Substance Abuse and Mental Health Services Administration (SAMHSA) and Johns Hopkins University. The PICC encourages screening families with children, new born – 6 years of age, for trauma. During the past year, two Clinic employees have been working with Johns Hopkins University as faculty members for their latest collaborative. This group includes 10 Indian Health Service Clinics. The Menominee model has been used as a positive example for other Tribal communities throughout the nation.

FOSTERING FUTURES/TRAUMA INFORMED CARE: The Clinic employees have been completing a year of training modules involving the topics of trauma informed care. Every two weeks, a training module is sent out to the entire staff. These modules contain either a short video or article for the employee to view. There are also two questions on each module that the employee must answer and submit. The training will be completed in December 2017; at that time all employees will be tested. A pre-test was given before the modules started. Pre and post test scores will be compiled and compared. Data and feedback from this process can be shared. Other agencies may request the training modules as well; in total there are 27 modules. This curriculum has been shared with the PICC faculty of Johns Hopkins. They have validated the modules and have shared them with the Clinic currently participating in the collaborative. We are confident that increased education by the staff can help them understand some of the behaviors and conditions seen in the patient population. Patients should feel that they are heard and valued by Clinic staff.
The Trauma Informed website has been developed and is up and running. It can be accessed at Menominee-nsn.gov. From there click on Community and the link for Trauma Informed Care/Fostering Futures will be there. There is good information to be referenced. Also on the website is education on Historical Trauma. This resource is

there for anyone wanting information on Historical Trauma along with new employees. This will help new hires get a better understanding of past traumas experienced by Tribes and help them better understand the population they will be working with. The Historical Trauma Education consists of four videos along with some discussion points and questions. The website is available to anyone; we hope people will use this resource to gain an initial understanding of trauma.

The Fostering Futures coordinator and team have been committed to community education and awareness of the trauma occurring in this 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 560 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 290 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. Quarterly, both the Introduction to Trauma Informed Care and the ACE Interface education are held at the Community Resource Center. Anyone is welcome to attend those trainings. Individual trainings can also be requested.

New this year, three employees have been trained in the Protective Factors Framework. The training is focused on strengthening families; five specific characteristics or factors that keep families strong and children safe are the basis for the curriculum. Protective Factors can help families and children thrive despite whatever risk factors they may face.

The Protective Factors include:

1. Parental Resilience
2. Social Connections
3. Knowledge of Parenting and Child Development
4. Concrete Supports in Times of Need
5. Social and Emotional Competence of Children

We are in the process of finding parent co-presenters to bring their knowledge and experience to the trainings. Look for these trainings to start in 2018; initial trainings will be for agencies that deal with children and families. Also, community family events will start to include the Protective Factors. We aim to highlight family strengths occurring in our community.

In our efforts to educate the community, Fostering Futures was able to bring two speakers to the Reservation in the past year. The first was Dr. Iris Pretty-Paint. She spoke about Native Resilience and how Culture can be used to promote resiliency. The second was Jonathon Cloud who spoke on Understanding Trauma Informed Care. Mr. Cloud then returned to the community to speak on implementing trauma informed practices. We are now in the process of working with Mr. Cloud to provide technical assistance to local agencies as they work to implement trauma informed practices, policies, and procedures.

We will continue our efforts to raise awareness of Adverse Childhood Experiences (ACEs). We were able to purchase the movie "Resilience". An initial community showing was held in August. Additional movie events will be scheduled. We submitted an article to the Menominee Nation News focusing on ACEs. Our new campaign is "ACEs, Know Your Score, and Change Your Future." This means that each individual must be aware of his or her own ACEs. With awareness comes healing. When adults can heal, they are then in a position to help their families and children heal. From there the effort grows community wide. The Clinic has plans to start trauma screenings and interventions in the WIC department and during pre-natal visits. Parent educational folders have been put together and have been shared with Social Services, Human Services, Housing, the Community Resource Center, and Maehnowesekiyah. The more families we can reach, the more likely the healing process can begin.

The Fostering Futures group has been very involved in Community Engagement. Along with attending and reporting out on trauma efforts at the workgroup meetings, the Fostering Futures Advisory Group meets quarterly with the Community Engagement facilitator, Jodi Pfarr. This has really helped us progress our efforts. When many agencies can come together on the efforts, meaningful change can occur.

BEHAVIORAL HEALTH SERVICES*:* Behavioral Health Services (BHS) continue to offer outpatient services by providing evaluations, assessments and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual, couple/marital, family or group therapy depending on the presenting problem or issue. Typically, Behavioral Health Services deals with such issues as depression, trauma, anxiety, stress, grief or bereavement, 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 typical presenting problems.

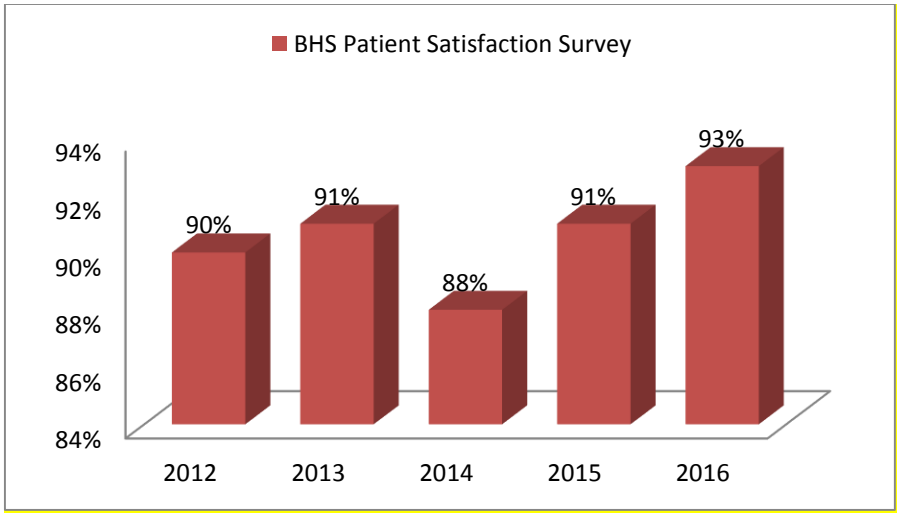
Behavioral Health Services continue to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. During 2017 this program was again certified in the month of February for a two year period. The present staffing pattern consist of a full time receptionist/secretary, one (1) master level psychotherapist with a degree in psychology-clinical, 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. We are seeking another full time Psychologist to assist with development of an APA approved training site for Native American Psychologist's. The demand for Psychiatric services has continued to increase and we have hired both a Psychiatrist and Psychiatric Nurse Practitioner to assist us in meeting this demand. An unmet need is to develop more services for children; specifically there is a great need for a Child 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.

All staff is involved in multiple clinic committee work in the areas of Performance Improvement, Accreditation, Medical Staff, Service Unit Management Team, 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, Maehnowesekiyah, and the MISD School Health Center.

Behavioral Health Services staff rotates attendance to participate in the Tribe and County meetings on Monday morning. This meeting consists of 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 review appropriate aftercare services.

It is important to provide services patients who seek care at BHS in a timely manner. BHS has been struggling with staff shortages due to a high demand that made many patients have to wait weeks, a month or longer to get services. An intake process was started that allowed some patients, in greatest need, to get in within 7 days. Also, it reduced the high no show rate down to extremely low rates and increased substantially the hours of services provided. Problems developed with this change that made it very difficult for patients who work to show up ahead of time for an appointment that may or may not take place based on how many other patients showed up and how many staff we have available. Tribal Clinic administration and BHS are looking at expanding staff and programing to more effectively cope with this increased demand for behavior health services.

A program has started between Behavioral Health Services and Menominee Indian School District (MISD) that provide Behavioral Health staff to be placed in the Student Health Center on Tuesday through Friday 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 Behavioral Health Services are working together to provide services.



2017 Behavioral Health Patient Satisfaction Survey

In order to better capture patient opinions a new survey format was adopted in 2017. The new format included new questions, a new scoring rubric, and a new reporting format. The numbers generated do not necessarily relate to previous version of Behavioral Health patient satisfactions surveys.

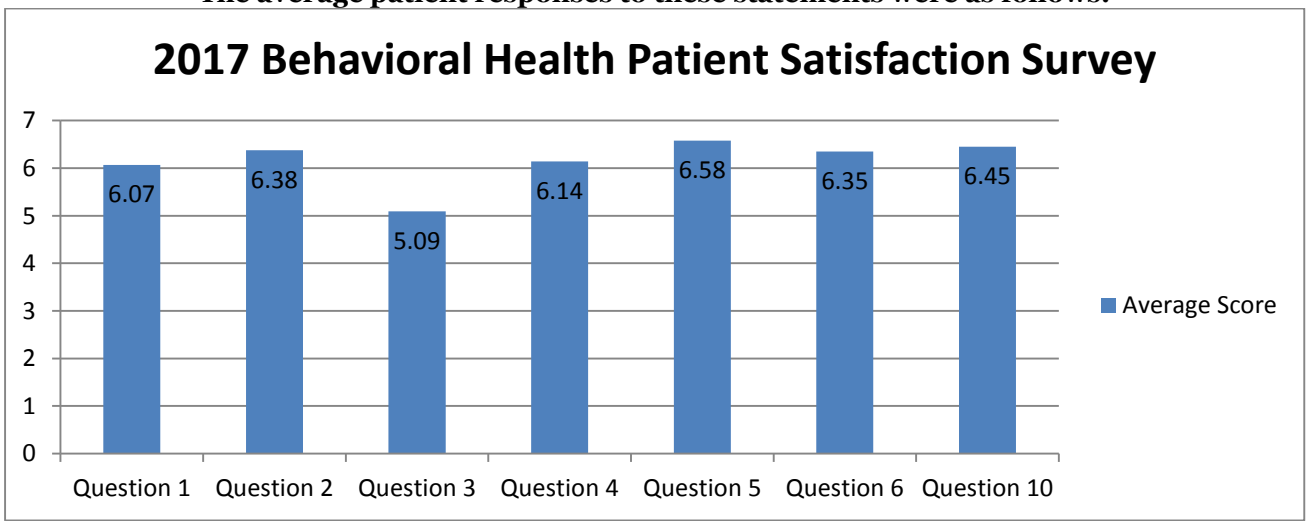
The patient responses were scored on a 7 point Likert scale with the following ratings:

1. Strongly Disagree
2. Disagree
3. Somewhat Disagree
4. Neutral/No Opinion
5. Somewhat Agree
6. Agree
7. Strongly Agree

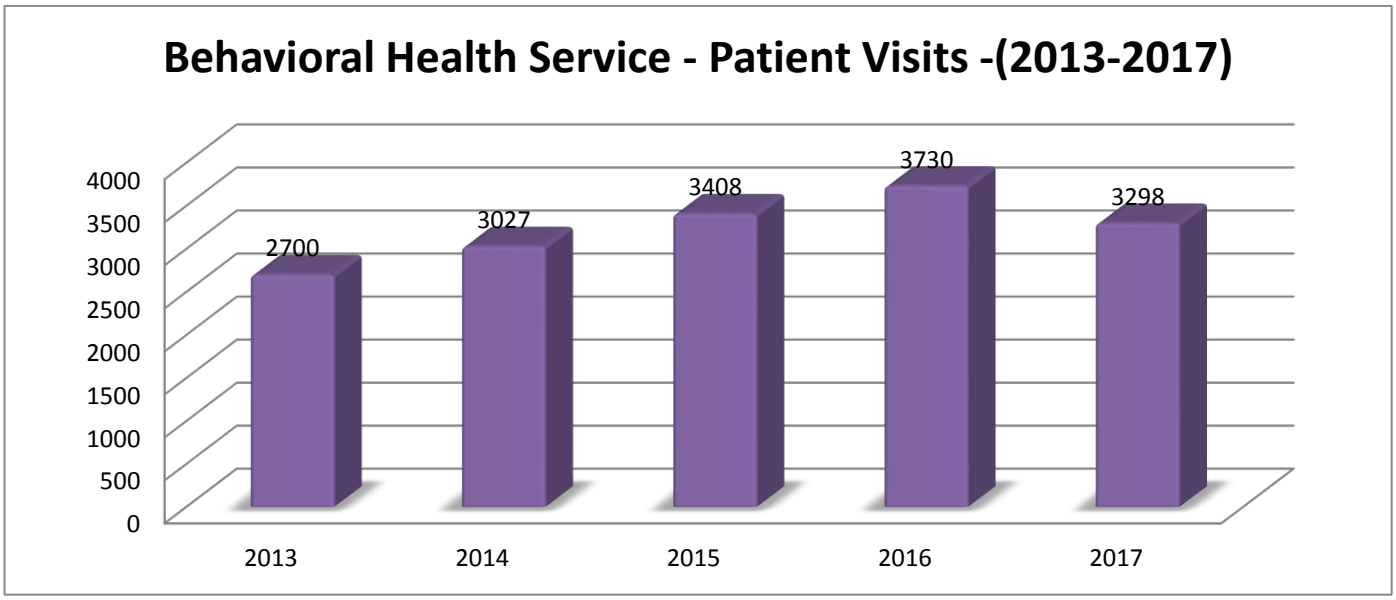
Patients were asked to respond to the following statements:

1. I was able to schedule an appointment within a reasonable time frame.
2. My behavioral/mental health provider understands my needs.
3. My provider and I have identified my treatment goals and I am making progress toward those goals.
4. The assistance I am receiving is helpful.
5. The contacts I have had with other BHS staff have been courteous.
6. The contacts I have had with other BHS staff have been helpful.
10. I would recommend services from this department to my family and friends.

The average patient responses to these statements were as follows:



Below is the number of patient contacts for the years 2013 through 2017. The decrease from last year is due to being down one (1) Provider.



BILLING DEPARTMENT: The Billing department is responsible for billing 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 that are used throughout the facility. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear, contacts, 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, four billing specialists, three coding specialists, and four patient registration specialists.

Patient Registration registered a total of 88,709 patients during the reporting period for a daily average of 361 patients per day. That average is down slightly from the previous year of 365.

For the reporting period the billing staff processed $18,852,260 in gross charges; these charges reflect those that are billable to a 3rd party source and those that are not. For the reporting period 74% of the charges had a billable 3rd party source (insurance) and 26% did not which resulted in an automatic write-off for Indian Health Service (I.H.S.) eligible patients. After claim adjudication by the payer, our collection rate for the reporting period was 54% leaving us with an adjustment rate of 20% as we do not balance bill amounts not paid by insurance to our I.H.S. eligible patients.

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 ending balance as of 9/30/17 was $1,333,050 and is a combination of all three practice management systems. Cash receipts collected totaled $7,717,800. 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.

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

The Program Assistant takes care of the purchasing for the department as well as assisting with AIDS education, Health Promotion/Disease Prevention, and the Immunization Program. Program Assistant also 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 eight years old who meet the criteria of Menominee or descendent and that live within the Contract Health

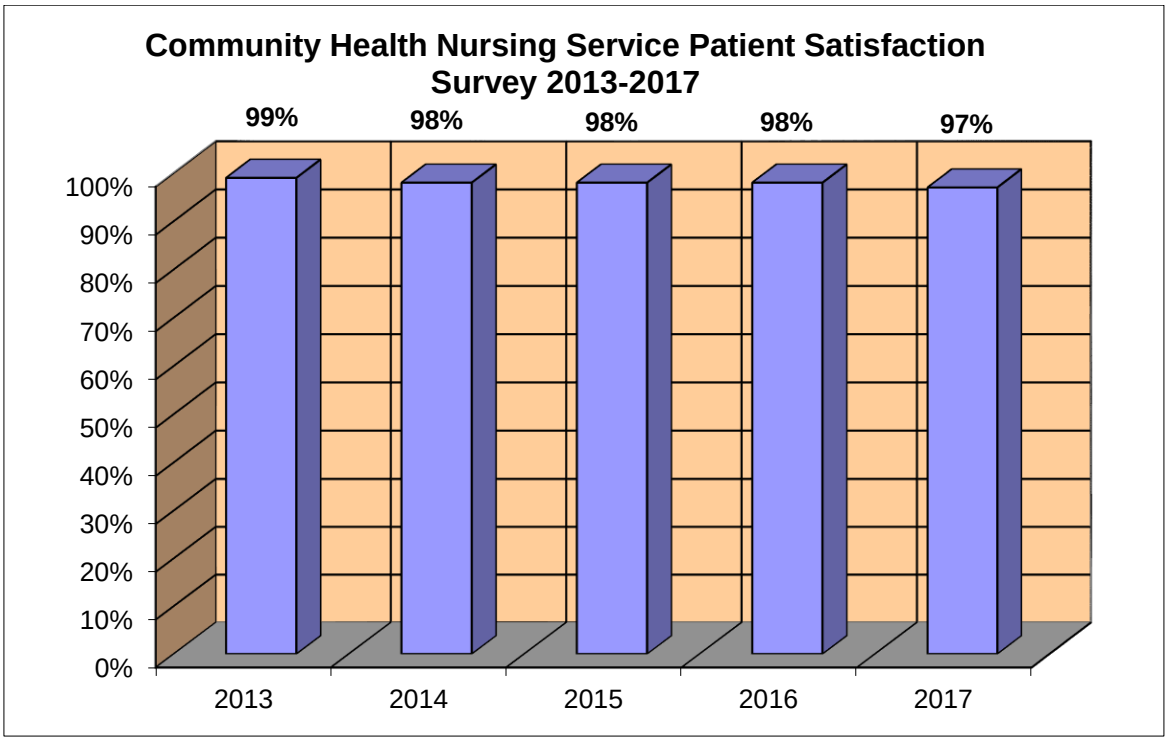
Delivery area. Two of our staff is certified car seat technicians. There is a $10 fee for a car seat and $5 for a booster seat that needs to be paid before receiving them. This year a total of 72 car seats and 23 booster seats were dispensed.

The Immunization Program oversees vaccine use within the clinic. Vaccines used to immunize children primarily come from the state of Wisconsin's Vaccine for Children's Program. A small inventory of vaccine is purchased by the clinic to immunize children who are not eligible to receive VFC vaccines. 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 vaccines to children identified to be behind the required schedule for school attendance. This is done at the schools once parent consent is obtained. A Community Health Nurse also reviews the immunization records for the Menominee Tribal School and vaccinates children found to be behind, once parent consent is obtained, at the Menominee Tribal School. A total of 4,521 vaccines were given to 2,663 patients.

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 120 children at the Head Start in October 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 Health and Human Services, Community Support Program Staff. We are presently assisting 15 clients with this weekly.

Community Health Nurses Provide nursing services in patients' homes; 3961 home visits were made over the past year. Referrals for these services come from MTC doctors, and outside hospitals and clinics. Requests for assessments can come from patients and families. Collaboration with other agencies and programs are utilized when needs indicate. RN's case manages the skilled nursing visits and on average assists 70-80 individual clients a month.



Skilled nursing services are provided to the jail once a week. Inmate's needs are evaluated and appointments are made when indicated. 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 Menominee Tribal Clinic Physicians and in Menominee County. See attached Annual Public Health report statistics. Shawano County Public Health Department joined with Menominee County Public Health. MTC CHNS nurses are working cooperatively with the Shawano County Public Health to provide these services and ensure proper follow up when communicable diseases occurs. Chlamydia is the most common reported disease. To date there have been 56 cases of chlamydia reported.

Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other tribal coordinators. Melissa sets up a number of HIV/AIDS/STD presentations at the School, College, 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 five 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, immunizations, well-baby visits, and feeding habits. Weight checks are done as well. High Risk infants are discussed with the doctors and RN's are referred to the Birth to Three programs at Menominee County Human Services. If respite care is needed, they are referred to MCHS. Post-natal questionnaires are performed on mothers; those with issues are referred to the Behavior Health Department. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children.

***CONTRACT HEALTH SERVICES* - Program Eligibility:** Eligibility for Contract Health Services (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).

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 CHS, determines the level of medical and dental care that can be provided. CHS 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 as follows;

CONTRACT HEALTH PRIORITY LEVELS:

PRIORITY I: EMERGENT OR 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, and Cancer.

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

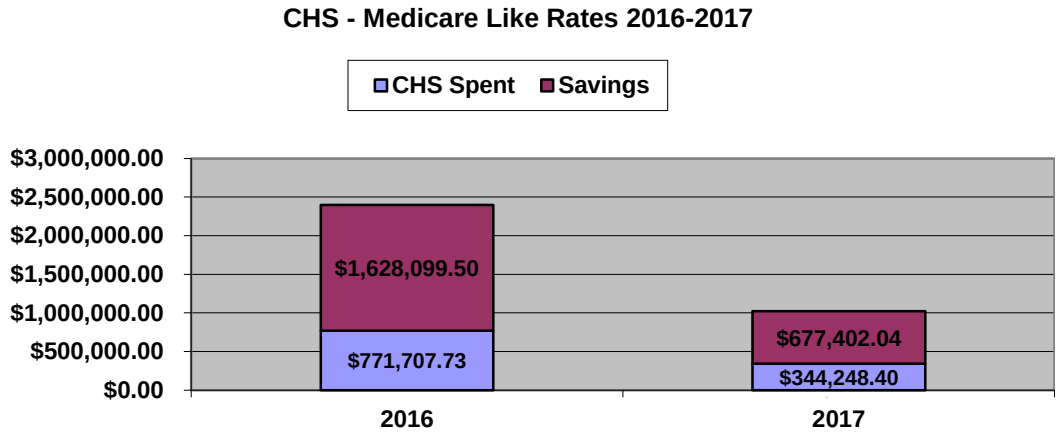
PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES: Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. **Examples**: Hip and Knee replacements.
PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery, extended nursing home care and bariatric surgery.

Patients, who meet the eligibility criteria, but the Medical /Dental Care is not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment. Patients were not required to be on a wait list in 2017, referrals put through immediately.

Deferred Care: Contract Health received $400,000 for Deferred Medical Care and $100,000 for Deferred Dental Care. 379 patients were helped under deferred care in 2017. 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. Patients were not required to be on a wait list in 2017, referrals were put through immediately.

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

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 157 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 Tribal 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 members are eligible for this service. 34 referrals were written and approved by CHS; 17 patients have received hearing aids. This arrangement has worked out well for our patients. We have coordinated patient transportation with Menominee Transit to help with the extra travel required.

Pediatric Dental: CHS helped 109 children with pediatric dental care. These children were sent to Dental Haven and First Impressions with CHS paying $400,832.00.

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. Due to the lack of plans available in Menominee County, CHS did not sponsor any patients in 2017.

Benefit Specialist: The benefit specialists process all referrals that are created by our Medical, Optical and Dental providers. We average 500 referrals per month in CHS office. Along with screening our patients for eligibility, the Benefit Specialists also assist patients with finding alternate resources of payment for medical bills. Examples of these programs include: Medicaid, Family Planning, and Wisconsin Well Women's and Medicare programs. Applications are given to patients to be filled out and taken to CRC for processing; we work together with CRC to make sure these patients are activated and backdated whenever possible.

The Benefit Specialist assisted 76 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 5 patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. 24 referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. One referral was made to Social Security Disability and has been approved.

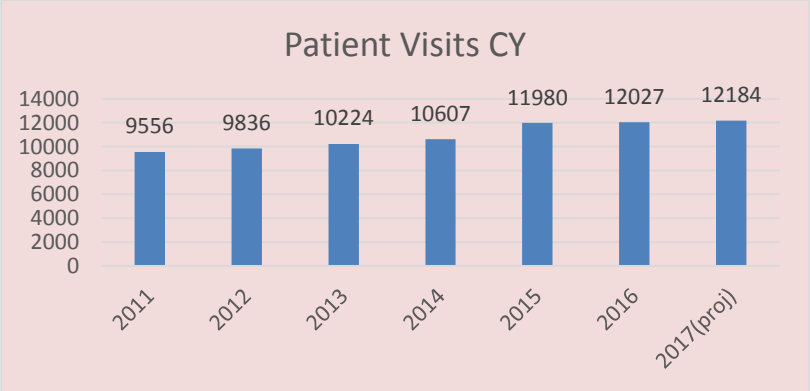
We also work with the Great Lakes Tribal Benefit Specialist as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

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 is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because a questionnaire was to be filled out.

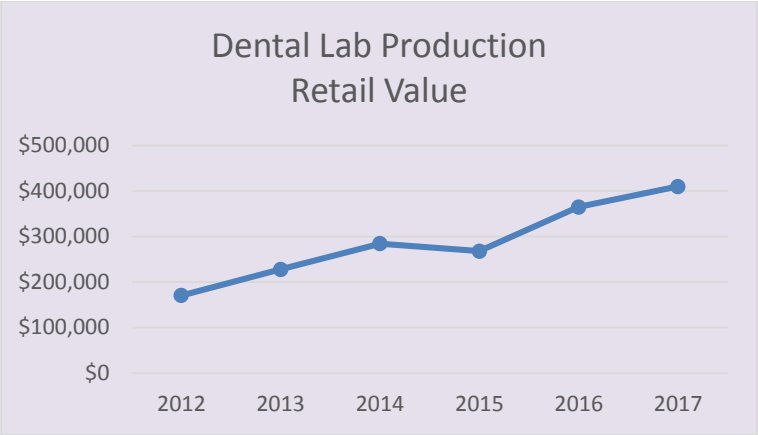
Remember! Please call Contract Health Services with all appointments, scheduled surgeries, rehab orders, medical equipment, or anything pertaining to the approved referral. Each referral is approved for a certain provider and number of visits so it is important to keep our department informed as it may 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.

DENTAL: The services, staff, and number of patient visits continue to grow. With the addition of Dr. Caroline Miller in 2017 we now have 6 general dentists, a full time pediatric dentist, a part-time endodontist, a part-time pediatric dentist, a Dental Program Director, and in January we should have a part-time oral and maxillofacial surgeon. The number patient encounters have continued to grow including 1384 diabetic patient encounters in FY2017.

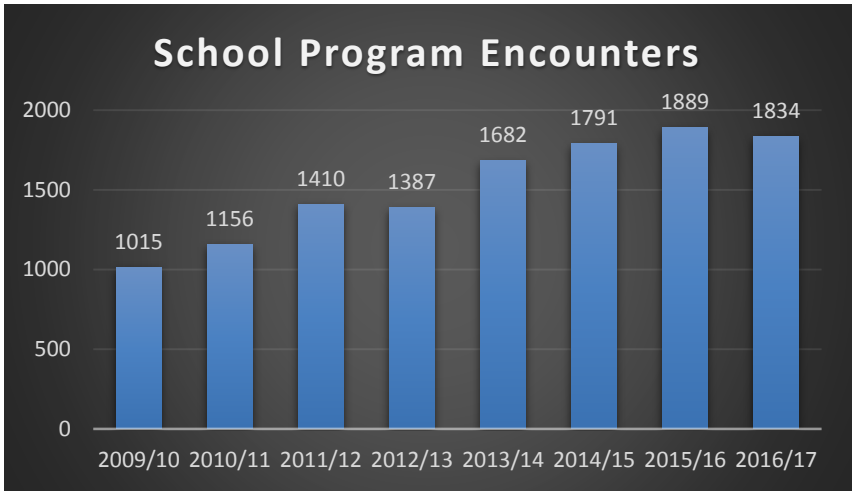
We provide a full range of dental services: cleanings, fillings, crowns, bridges, extractions, dentures, and a limited number of implants. We have a full service dental laboratory. We have both scheduled appointments and same day appointments. In FY2017 we saw 3691 same day appointments.



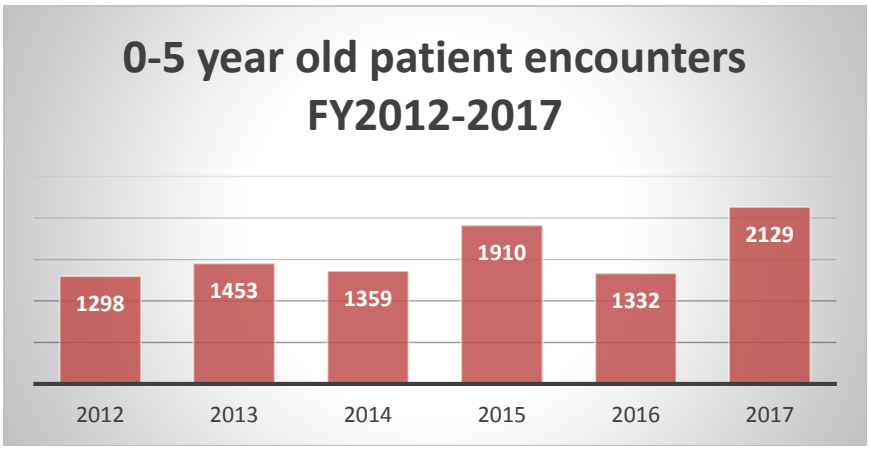
Our dental laboratory continues to produce a significant amount of work as measured by the retail value of the products. We hope to expand our capabilities in 2018 to do even more in-house dental laboratory work. The technology keeps progressing and we need to keep up with the latest advances.



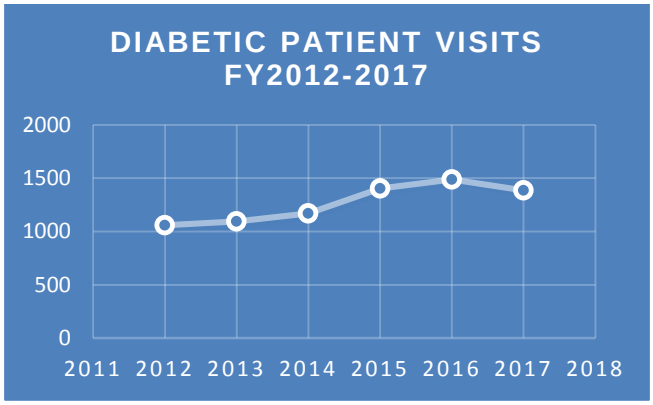
We continue to provide dental services at Keshena Primary School, Middle School, and Tribal School. The children are provided with all of their preventive care at the schools and the pediatric dentist sees the children for exams and treatment plans. This also allows us to follow "Trauma Informed Care" principles by allowing the child to stay in a familiar environment for much of their dental care.



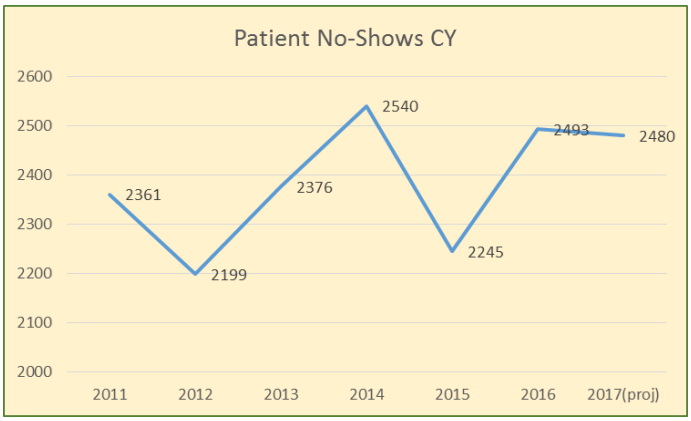
Each year we examine about 200 Head Start and Daycare children. The children get fluoride varnish treatments at the centers three times a year. The Medical Department offers fluoride varnish treatments at well-child visits and the WIC Department offers oral health education to mothers and assists them with scheduling appointments for infants. Oral health education is provided to a variety of groups in the community including local schools, Head Start, health fairs, and the annual diabetes conference.

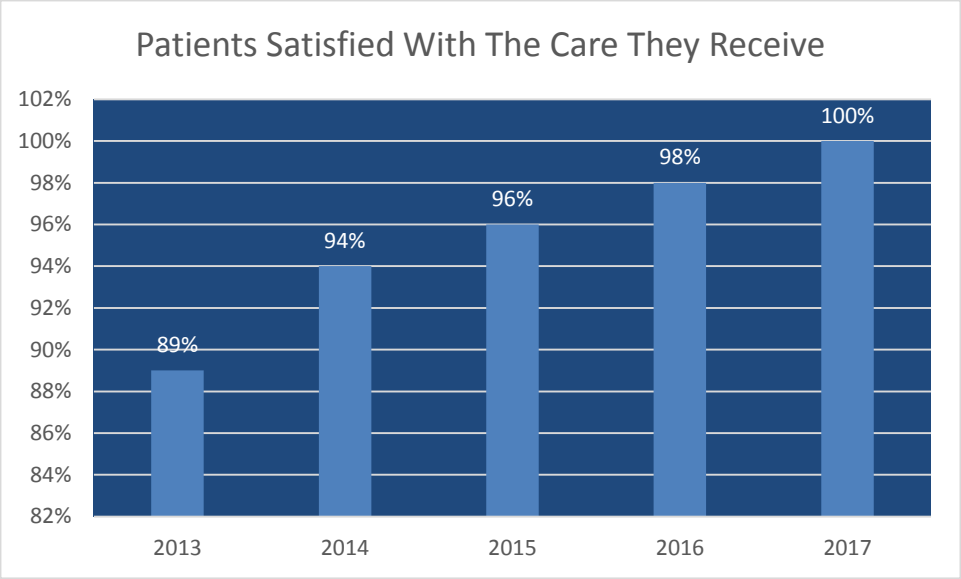


We work with the diabetic program to provide oral health education to diabetic patients. In FY2017 we had 1384 visits from diabetic patients.



Every year we have over 2,000 patient no-shows. This makes it challenging to provide comprehensive care and it wastes appointment time that could have been given to someone else.





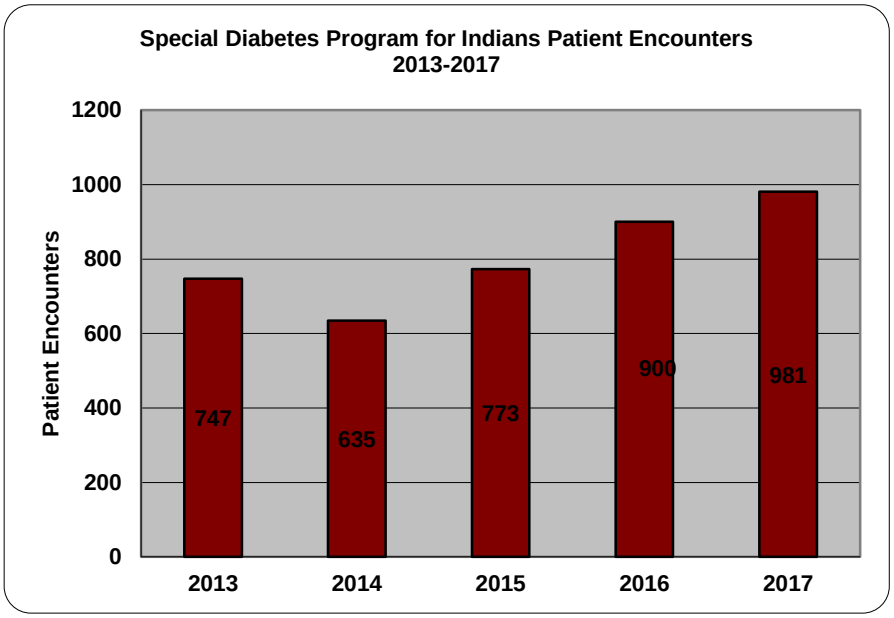
Every summer we do a patient satisfaction survey. In 2017 all of the respondents agreed to the statement "I am satisfied with the care that I receive". This question is asked every year and the percentage of agreement has gone up each year for 4 years.

In 2018 we want to continue to improve the mix of services offered at the dental clinic. With an oral and maxillofacial surgeon starting in January we should be able to treat a number of patients here that otherwise have to go to Green Bay. We will also be seeing children in the operating room in Shawano instead of having to make the trip to Green Bay. Community outreach will be continued and we will be looking for new and creative ways to get the message of the importance of oral health to the public.

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 March of 2018.

There are currently over 739 people on the Diabetes Registry with five of those patients being under the age of 18. The Diabetes Educator, the Fitness Specialist and the Health Promotion Specialist have had 981 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 WIC Department with Community Events. The Diabetes Team consists of the Diabetes Nurse Educator, the Fitness Specialist, the Health Promotion Specialist, a Registered Dietitian, two Optometrists, a Dental Hygienist, the CHNS Director and representation from the Diabetes Prevention Program. 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. All staff of the Diabetes Team has been working on completing TIC Modules that clinic staff is required to do. This is just another form of educating clinic staff on trauma informed care.

The Diabetes Program staff has all participated in the "Journey" Wellness Initiative screenings and other wellness activities not just for our health benefit but also to be role models for other employees.

The Diabetes Nurse Educator and the Fitness Specialist continue to spend time in the Medical department to provide easier and faster access to patients. 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 has joined the Diabetes Educator and Fitness Specialist in Medical seeing patients; this began in January of 2017.

The Diabetes Program collaborates and has MOUs with most Tribal programs. We provide presentations for outside facility staff members and clients 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 Health Promotion Specialist is a member of the Fostering Futures Project and the Community Engagement Committee. The Fitness Instructor is a member of the Community Engagement Committee and is involved with the Youth Providers Committee.

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 system. The satisfaction rating of this survey was a combination of excellent and good scores. The results of the 2016 survey were 93% were satisfied overall with the Diabetes Program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible.

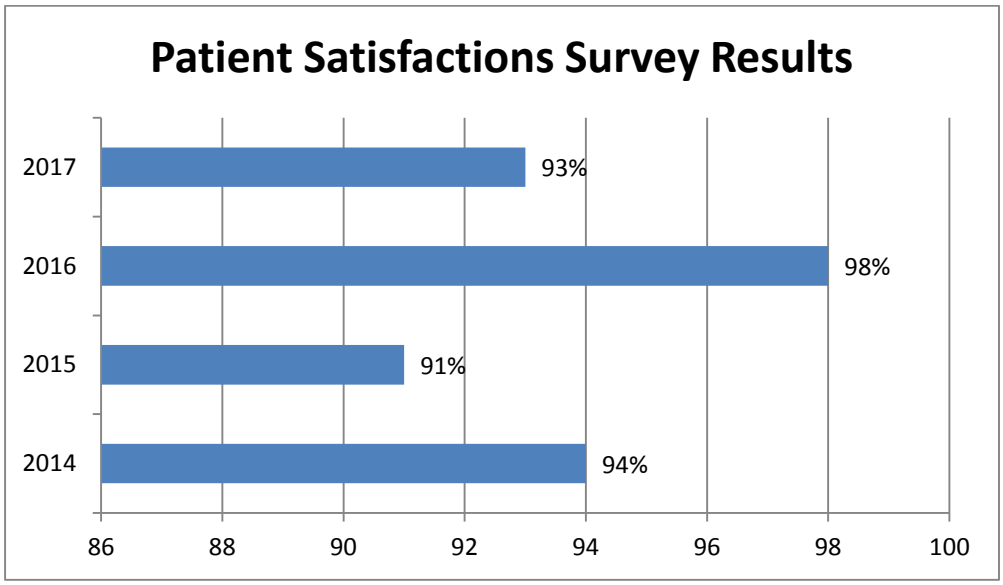


Chart audits of Diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continual program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 41% to 56%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes. As an added note, HgbA1c's in the <7% range went up 32% to 42%. This is in the normal range for blood sugar control.

The Health Promotion Specialist and the Fitness Specialist along with two other clinic staff members provide a Senior Group Exercise Class at the Rec Center two days per week. Although the average attendance is six participants, it is a very successful class showing improvements in strength and flexibility of the participants.

The Fitness Specialist works with the schools providing additional physical activity during an afterschool program and works with an incentive program for students of KPS. He has also been assisting with a male youth group providing physical activity and reinforcement on cultural traditions and values.

The Diabetes Program in FY2018 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 the WIC Program in assisting with the variety of health and wellness programs that are being held in the community. There is one staff member located at the Rec Center to provide community members with assistance with their exercise questions and needs.

EMERGENCY MEDICAL SERVICES: 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 four EMT Basic and 17 Advanced EMT's of which four are full time and 17 are part time PRN. New Basic EMT's will train and upgrade to the Advanced level within two years of employment. This year we successfully recruited EMT Basic candidates from the local community and sponsored EMT Basic training. Two have been hired and we expect to be hiring another soon. We plan to continue recruiting as needed each year to

maintain a good level of staffing as turnover occurs for a variety of reasons including retirement of the long term staff.

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.

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 Menominee 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, Soap Box Derby, 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.

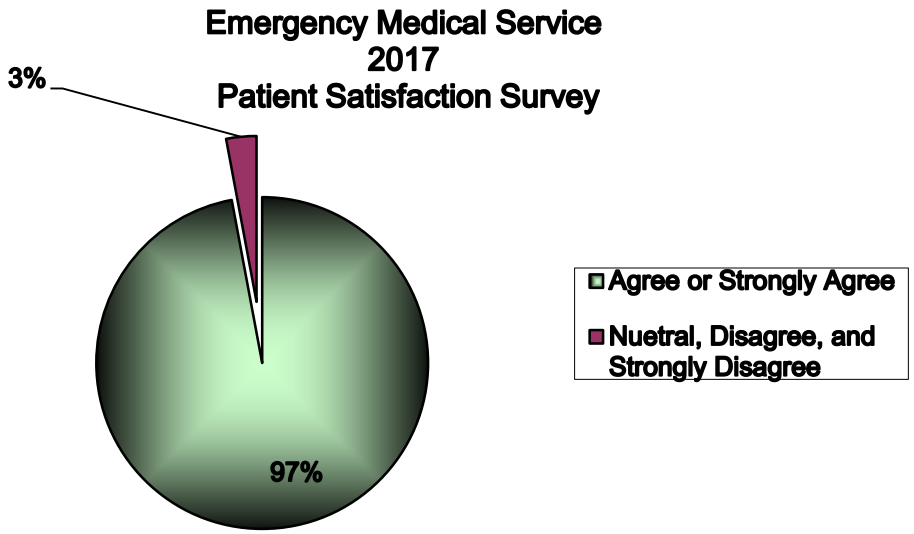
This year we expanded involvement in the community by attending community meetings and offered advice on what to do for a drug overdose patient until the ambulance arrives. We also sponsored and scheduled a training for local departments/services to take place in October 2017 with a national speaker on the prescription and non-prescription drug epidemic. We may consider bringing the speaker back next year and possibly open it to the community. The presentation can be tailored to the audience.

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.

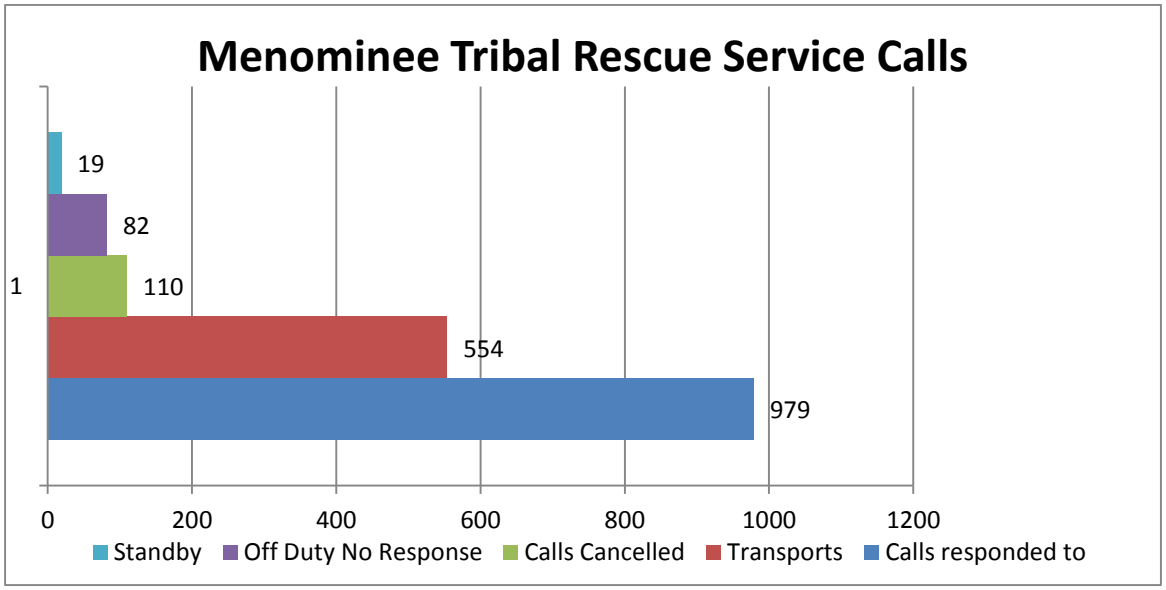
An equipment replacement plan is in place to ensure that new equipment replaces older equipment by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators.

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. Powered cots and load systems 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.

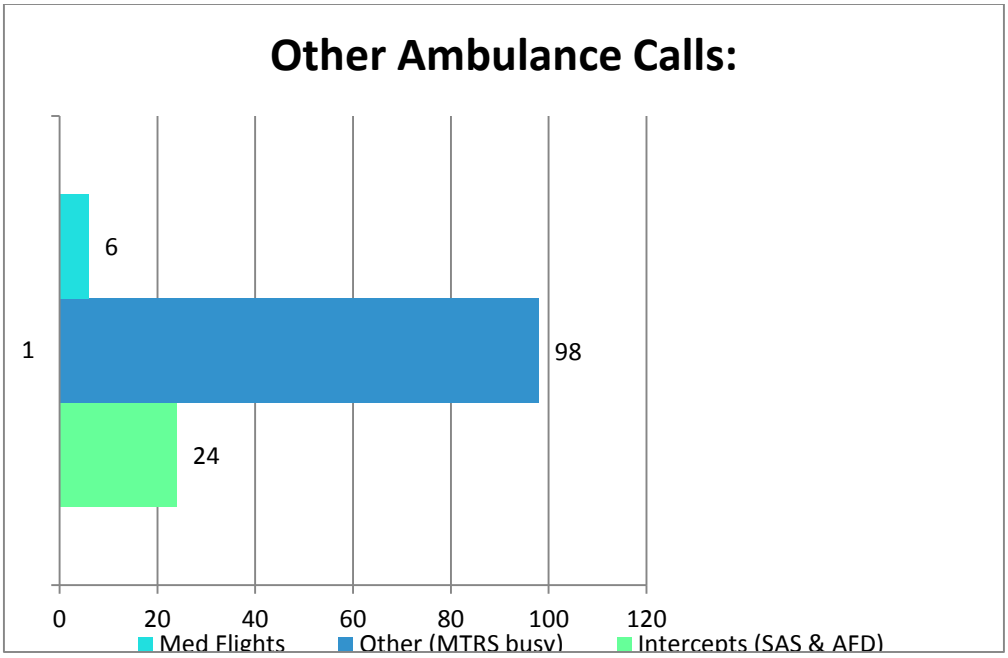
97% of clients using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs.

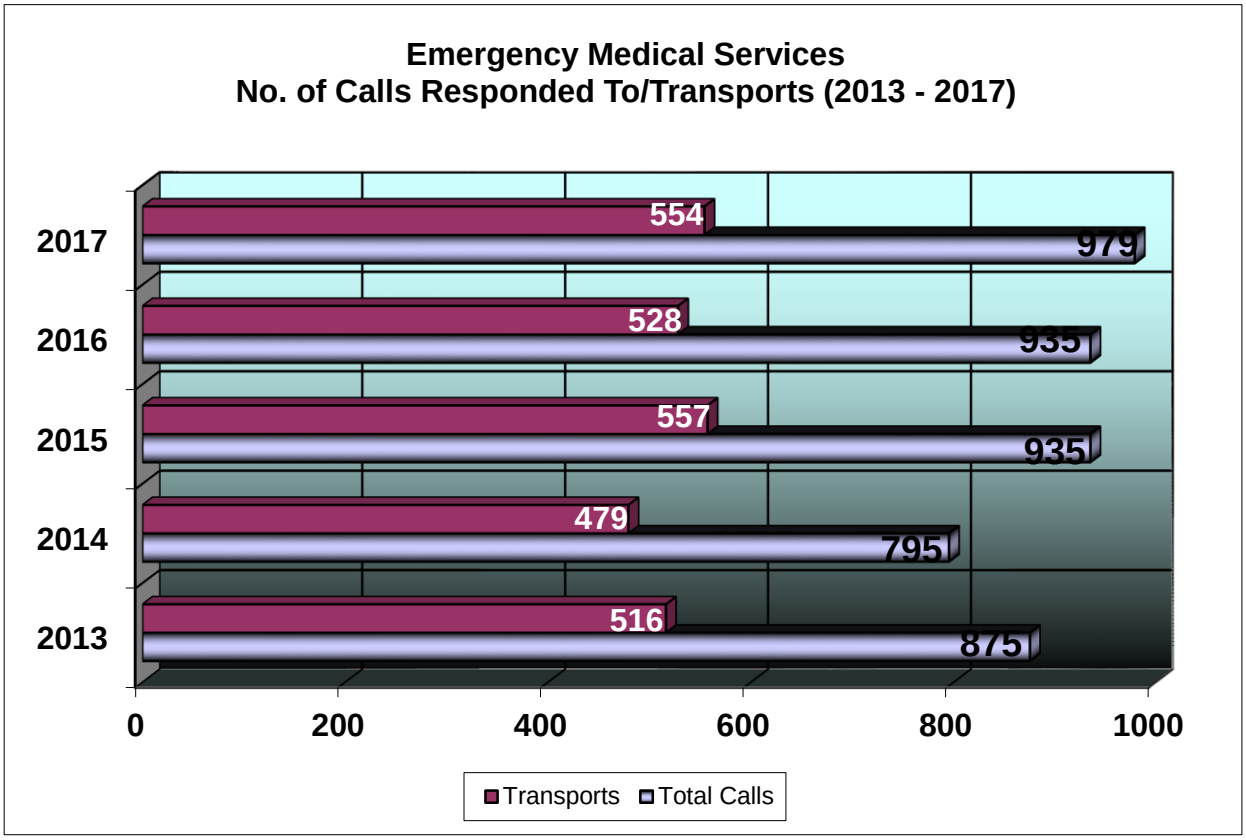


The Menominee Tribal Rescue Service responded to 979 calls and 554 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, 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 128 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 98 ambulance calls while our ambulance was busy, 24 ALS Level 2 ground ambulance intercepts and six medical helicopter requests.





EPIDEMIOLOGY: Primary responsibilities for the department include providing internal statistical data for Clinical improvement, and engaging in community education. Working to fulfill these duties the new Epidemiologist has collaborated with the Clinic's quality improvement manager as well as the leadership in the Nutrition Department, Healthy Heart and Wellness department, Behavior Health, EMS and Medical departments. The Epidemiologist has also served as a Clinical liaison in the Community Engagement Meetings and outside of the reservation at multiple conferences.

In a Clinical context, the Epi department has worked with the performance improvement manager in developing criteria for a small scale preliminary diabetic care coordination program. Based on statistic data they are drafting a

framework of standard operating procedures that maximizes the efforts of multiple medical departments to improve health outcomes. If successful the new treatment should help extend lifespans of individuals on the reservation and eventually improve our overall county health ranking.

The Epi department has taken an active role lecturing in the Diabetic classes. In the first two lectures the community was made aware of the role of epidemiology in healthcare, how it tracks the progression of diabetes globally, and what the prevalence of diabetes is within the local community. The concluding 2017 lecture will update the public on the beneficial effects that diabetic education and care coordination has had on their collective health as a cohort.

In addition to providing public education the Epi Department has been given the opportunity to take a leading role in the establishment of a community data system as a subcommittee within the community engagement efforts. The Epi department took several months interviewing tribal department heads to determine the level of interdepartmental sophistication, and where technological intervention could streamline operations. Three levels of technology use were established:

i. *Absent*: business is conducted on a paper based system
ii. *Update*: one or more systems are in disuse requiring updates or retraining
iii. *Sophisticated*: one or more software systems are utilized and collect data

Following the departments interviews, three departments were classified as having absent systems, four given retrain status, and three were deemed sophisticated. It was decided that those departments given an "Update" status would receive new training and software updates.

In addition to the departmental updates, the Epi department has been investigating third party systems that could be utilized to establish a community wide information network for reports and grant writing efforts. After extensive deliberation the MPOWR system was selected for further consideration due to its design simplicity and robust capabilities. To establish a better understanding of how MPOWR functions in a real world setting, the Epi department opened talks with the software developer and conducted organizational interviews with existing networks. MPOWR also presented a demo of the software and conducted a Q&A session for a group of tribal program directors. Additional discussion has been scheduled with MPOWR to review legal terms of service and technical requirements.

The Epi department will continue to work on increasing interdepartmental communication to facilitate care coordination and improve the tribe's health outcomes while remaining open to suggestions of how it can improve internally.

INFORMATION TECHNOLOGY DEPARTMENT: The Menominee Tribal Clinic Information Technology Department is the Information Technology (IT) and Telecommunications Systems support department for the Menominee Tribal Clinic. The IT department supports all Clinic Departments with computer, printer, telephone and network 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 2017 remained consistent with the same four staff members in the department consisting of an IT Director, Network Administrator and two PC Technicians. Three of the four staff members are Menominee Tribal Members. The IT department staff have 84 years combined IT experience they bring to the department.

The Menominee Tribal Clinic IT department spent the majority of 2017 assisting all departments with the data and security design of the new expansion and remodel of the Clinic facility.

The department helped locate all the secure door access locations, data lines locations and equipment needs for the expanded workspaces. No other new equipment upgrades, additions or initiatives were done during this period other than what was needed for the expansion and regular system updates and patches.

The IT department then assisted many of the departments with moving computer, phone and printer equipment multiple times from current workspaces to temporary workspaces then back to permanent new locations throughout the build and remodel.

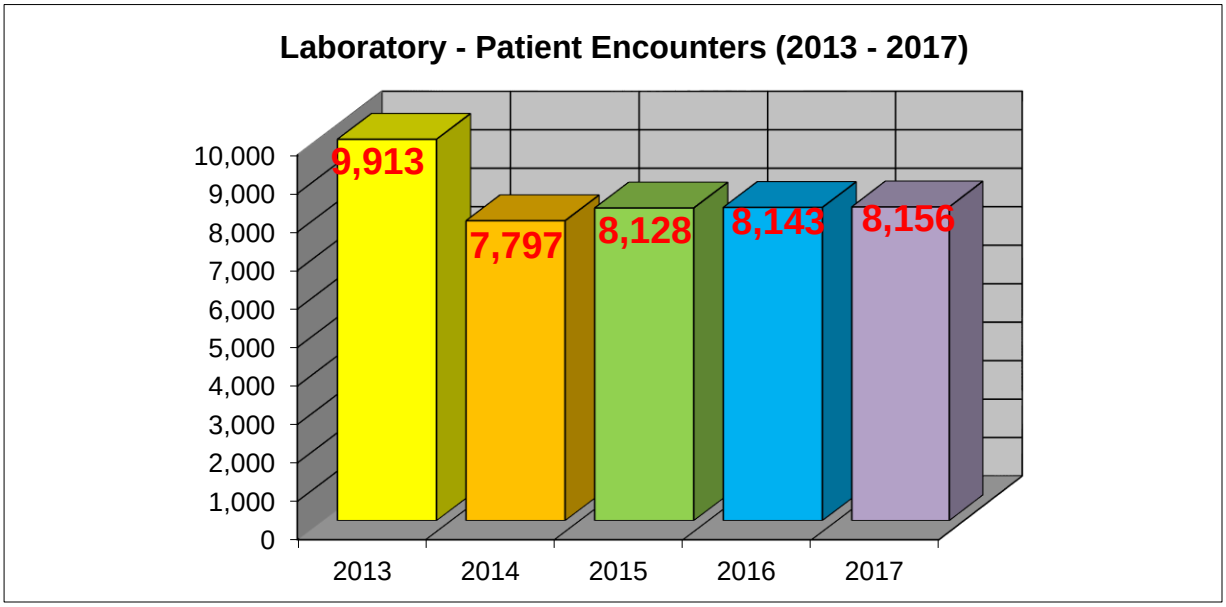
FY 2018 will see a resumption of the Capital replacement plans and new projects and initiatives.

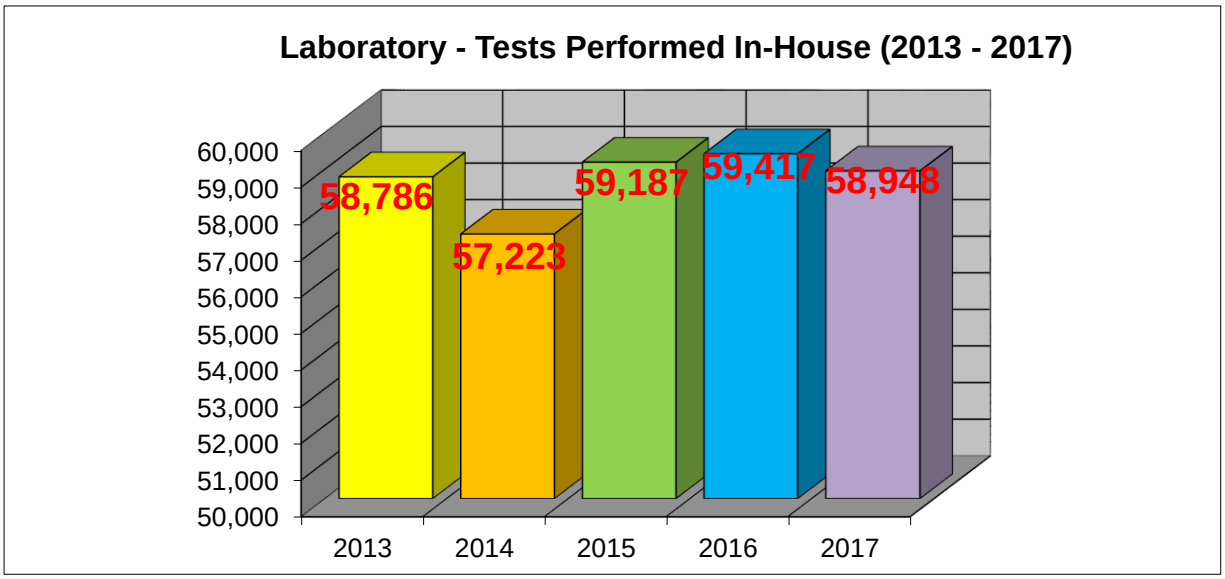
The Clinic IT department continues to provide complete technology support to all Clinic departments and users through hardware and software upgrades, preventive maintenance programs and capital replacement plans. All staff shares in the help desk support and handle numerous help desk support calls on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

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

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

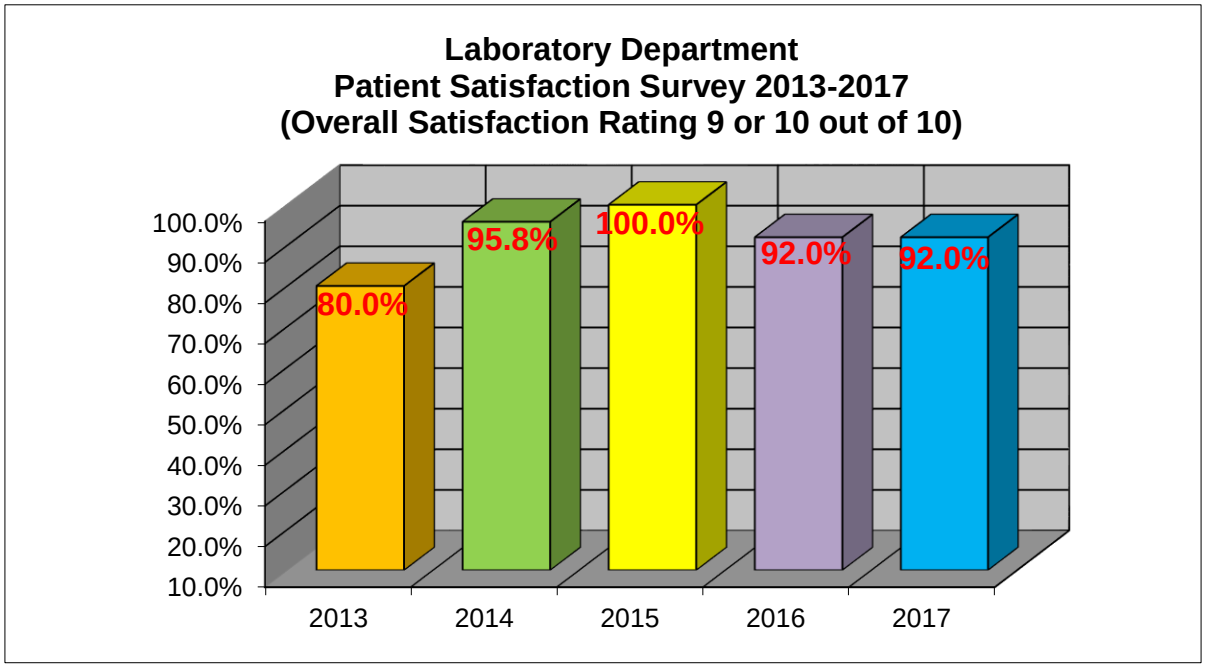
The Laboratory Department's Patient Encounters anticipated for 2017 is 8,156. 58,948 tests are expected to be performed In-House on those clients. The Laboratory Department in 2017 also expects to refer 7,208 tests to outside laboratories. A total of 119 urine Drug Screen sample collections for employers were performed in 2017. When compared to 2016 the total number of patient encounters appears to be about the same as the previous year. The number of tests performed in-house is down 469 (0.8%) when compared to the previous year. The number of tests referred out also is expected to be similar to the total of 2016.



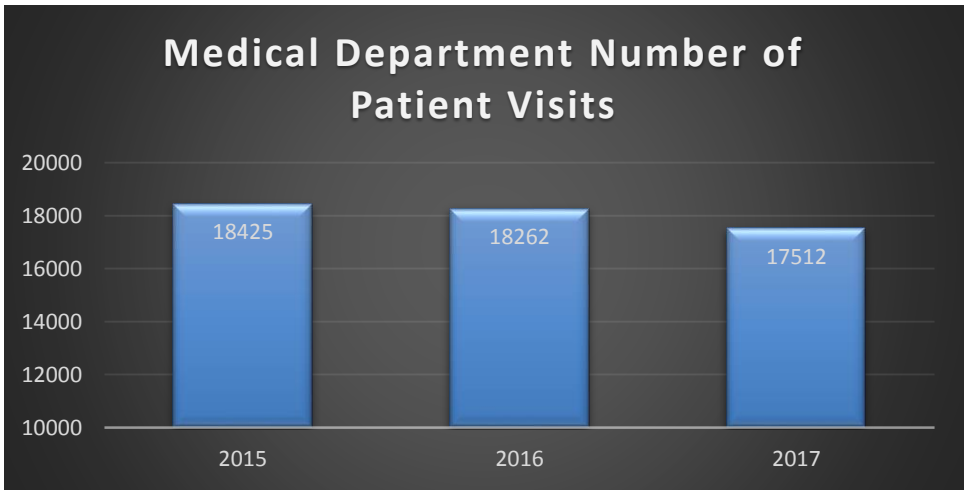


The most significant change in the laboratory in 2017 was the renovation project. The entire laboratory was remodeled; however, the focus of the project for the laboratory was to make the specimen collection area more easily accessible by patients using walkers and wheelchairs. Both the phlebotomy stations and specimen collection restrooms are now ADA compliant. Privacy was another issue addressed with the project. The collection area has restricted access and privacy curtains to maintain a level of privacy for laboratory clients.

A patient satisfaction survey was conducted in February and March of 2017. 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. 76% of the respondents graded 10, 16 % of the respondents graded 9 for a total of 92% grading a 9 or higher, which is identical the previous year.



MEDICAL DEPARTMENT: The Medical Department consists of six Family Practice Medical providers, and three 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 22 elders in five local nursing homes.
This year the providers had 17,512 patient visits compared to 18,262 patient visits in the previous year. The physicians delivered 92 babies this past year compared to 93 in 2016.



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

Goal 1 Expand Health Services: Massage Therapy has increased to four days per week and Acupuncture is provided weekly to our patients for pain management.

The new construction allowed for expansion to provide for a new program: Chiropractic services. The Chiropractor starts on 11-2-2017. At this time, the Chiropractor will be here two days per week.

With the Medical Department's priority on pain management, another new program was initiated in response to community need, that being opioid addiction. One physician has received advanced credentials to treat opioid addiction which is done in coordination with Department Behavioral Health professionals.

All Medical Department staff (appointment clerks, nursing staff, and Providers) has participated in Trauma Informed Care training during 2017.

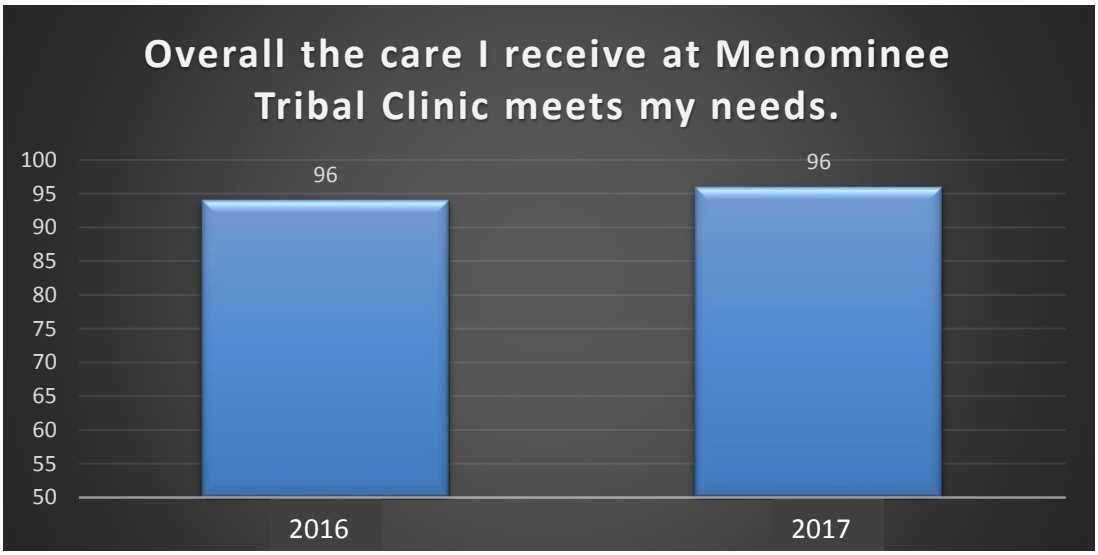
The medical department has also worked in collaboration with the optical department to perform eye screenings for diabetic retinopathy. The details of this collaborative effort will be in the optical department report - Due to the extensive construction in the Medical Services Department, Medical has been unable to assist Optical with eye exams since January 2017.

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 two fulltime physical therapists and a fulltime physical therapy assistant. This year the therapy department had 2766 patient visits- nearly the same as 2016.
The new construction has added additional Physical Therapy rooms to accommodate the additional therapist. This has allowed easier access to physical therapy appointments.

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 the Strategic plan, for teenage pregnancies the Clinic has purchased $37,117.00 in Mirena and Nexplanon, for long term reversible birth control devices, compared to $13, 750.00 last year (2016). 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 and improved care with patients seeing 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 the Patient Satisfaction survey reports that 96 % of the patients rated "Overall the care I receive at Menominee Tribal Clinic meets my needs". In 2017 that rate remained at 96%. This question was developed to meet requirements of AAAHC accreditation.



Goal 3 Reduce the Effects of Substance Abuse for the well-being of the community. The medical department is also working to decrease the diversion of abusive prescription medications in the community. We have strengthened our policies on dispensing scheduled medications. We maintain an active scheduled medications registry to track prescriptions prescribed, current narcotic agreements and urine drug screens. These efforts have resulted in a 40% reduction of Vicodin prescriptions in a three year period. To also address the need for pain control as previously stated the services of chiropractor, massage therapy, and acupuncture have been added.

MEDICAL RECORDS DEPARTMENT: The Medical Records Department staffed by three technicians and the department supervisor provides accurate and timely disclosure of protected health information and scanning and filing of various reports and documents into patient electronic health records.

Medical Records Department continues to provide transcription service to the Behavioral Health Services Department. The department staff provides coverage in other Clinic departments when needed. Orientation of department function and access of services to new employees is also provided.

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 354 authorizations to disclosure protected health information and received $10,995.41 for photocopies/disclosure services.

The Medical Records Department staff attended the Employee Insurance Benefits Fair, Basic Life Support training, Clinic Employee In-services/training, training offered by the MITW Finance Department and Property Management department, and webinars and phone conferences regarding Meaningful Use, PQRS, and QRUR. Medical Records Department staff completed the Trauma Informed Care training modules.

The Medical Records Department moved its new location in the new Clinic addition on June 13th. This was the fifth move for the Medical Records Department. Its original location was in an area where the Billing Department is now.

There is also a new Medical Records Consult Room next to the Medical Appointment Desk where Medical Records Department staff will meet with patients to discuss release of information and/or to request records, to sign authorization forms, to print PHI for the patient, and to provide education regarding use of PHI and information on various consent forms, e.g. caregiver consent for medical treatment, temporary authority to care for minors, delegating parental power, etc.

Over the years the department had grown to a staff of ten members but with conversion from paper patient charts to an electronic medical record in 2009 and then to Epic, the electronic health record shared with ThedaCare, we are able to complete the duties with our current staff of four.

There are three Medical Records Department Technicians with tenures of 12, 17, and 18 years, and department supervisor has been employed for 39 years. The Medical Records Department has a combined total of 86 years' experience in health information management.

***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.

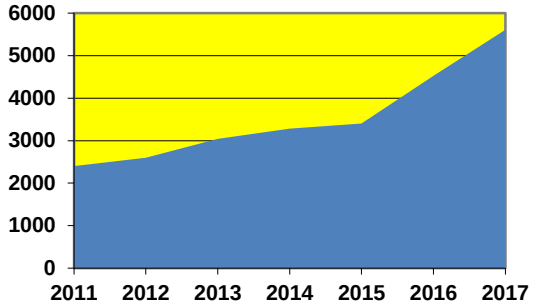
The Menominee Wellness Initiative (childhood obesity prevention) continued into its third fiscal year and is an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity. A fulltime community organizer 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: The Menominee Diabetes Relay was held in August. 449 people walked at the event. In addition to the relay, seasonal walks, nutrition challenges, and Walk to School Day events were held

in collaboration with the Diabetes and Wellness Program and Tribal agencies. The state Senior Farmers' Market Program was offered for the 9th year to the Menominee Reservation. Successful distribution of vouchers was held for the first time at the Menominee Farmers Market.

The Diabetes Prevention Program concluded its final year of IHS funding. Staff previously working on this initiative devotes more time to the Menominee Wellness Initiative.



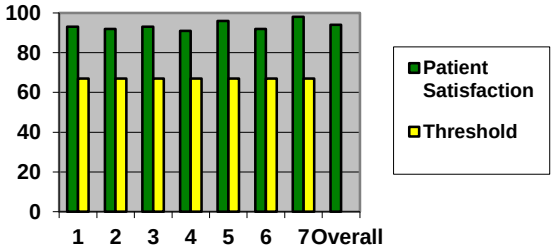
Agency Contacts by Year

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 along with 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/DPP Patient Satisfaction Surveys were distributed in January 2017. Clinic Nutrition staff utilize results of annual survey to assess and improve customer service to the Menominee community.

2017 Patient Satisfaction Survery

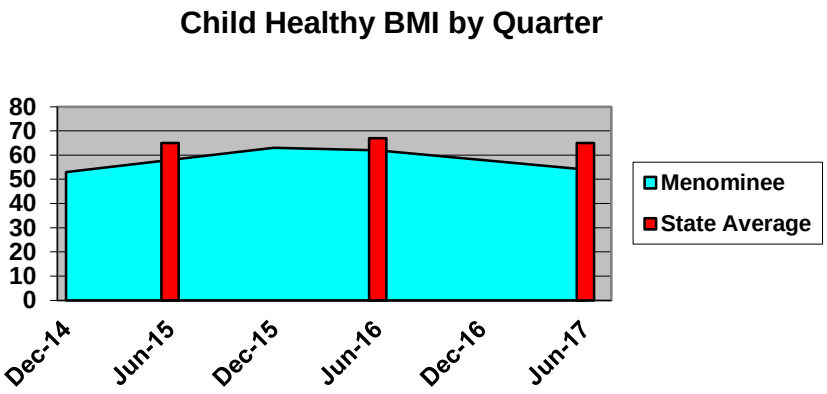


Overall patient satisfaction was measured at 84%. All opinion questions garnered an 80% positive response rate or higher on a forced choice four-level Likert scale. Questions ranged from ease of enrolling in classes, helpfulness of program materials and quality of educators. This high rate can be attributed 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.

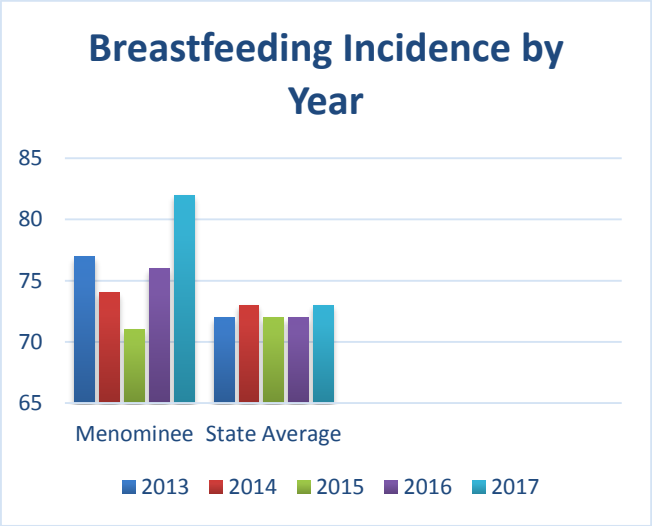
WIC DEPARTMENT: The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing assistance 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 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 table below illustrates the immediate impact the WIC Program can have on childhood obesity as we continue to move toward the state average in healthy weight status of our youth.

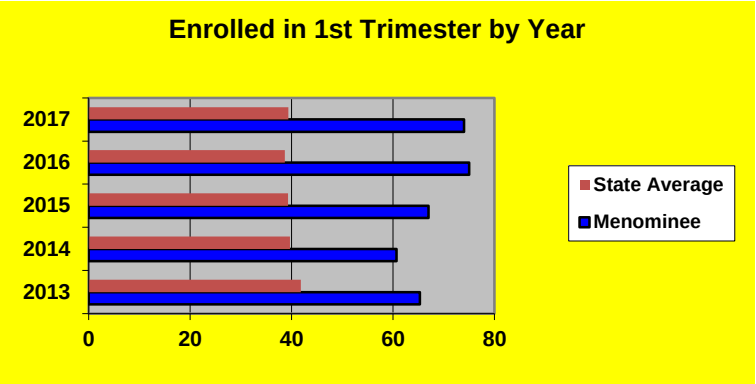


The tribe continues to be a leader in the state regarding breastfeeding rates. This is the twelfth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending at or above the state average and duration rates improved 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 with Menominee at an all-time high of 82.2% incidence rate.

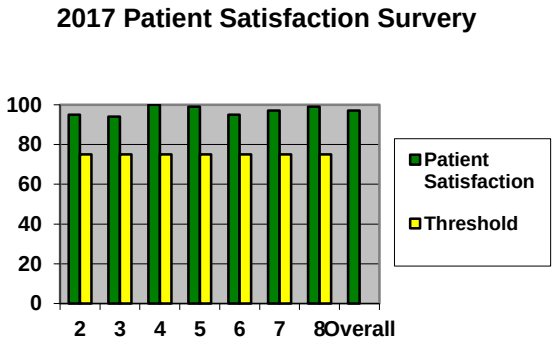


The focus on improving breastfeeding rates has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 11th Annual Cutest Breastfed Baby Contest 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 in August with 32 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 July and August of 2017. The state WIC Program generated this year's survey.



Overall patient satisfaction was measured at 97%. All opinion questions garnered a 94% 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.

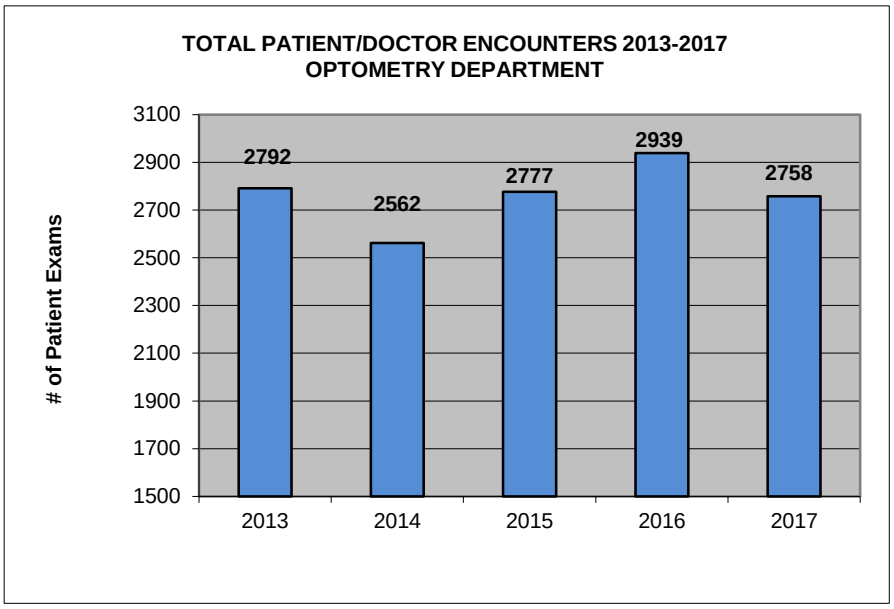
Government reports still showed that for every dollar spent on the WIC program, $2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 1.7 FTE paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.0 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.

OPTOMETRY: The Optometry Department consists of two full-time Optometrists and 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.

NEW OPTOMETRY CLINIC GRAND OPENING: In October the newly constructed Optometry Department opened with much anticipation and excitement from staff. We are proud of our new facility and the enhancements that will allow for improving patient care. Wider doors and electric tables will provide better wheelchair accessibility for those with disabilities. Patients will enjoy a bigger waiting area with windows that let in plenty of natural light. The larger Optical allows several patients to browse and select eyewear at one time without feeling crowded and the improved layout helps with patient privacy. We now have a room dedicated for testing equipment and another room for contact lens education. Extra examination lanes will help staff to better manage patient flow and assist in planning for an additional doctor in the future.

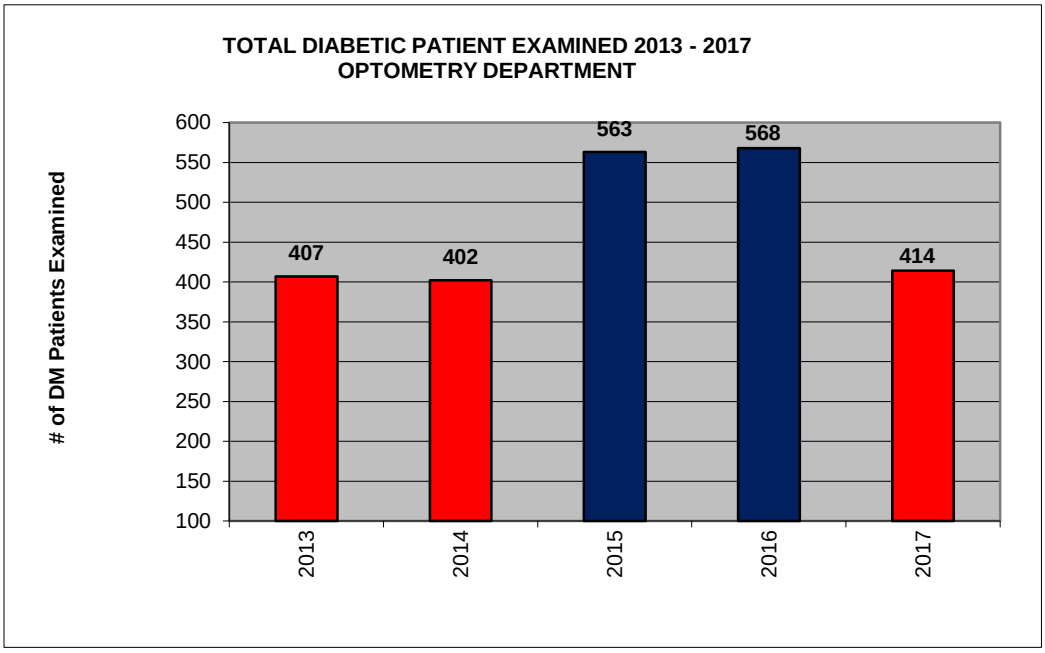
PATIENT ENCOUNTERS: This following graph shows the number of patients that are seen each year in the Optometry department since 2013. New Clinic construction in 2017 had a tremendous influence on decreasing our total patient encounters. It is estimated that there was a loss of 2-3 weeks of productivity due to moving and setting up the new facility. If this loss of patient care time did not occur the estimated number of patient encounters would

have approached 3000. The previous 10 year average for the number of patient encounters is **2,721**. The year 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.

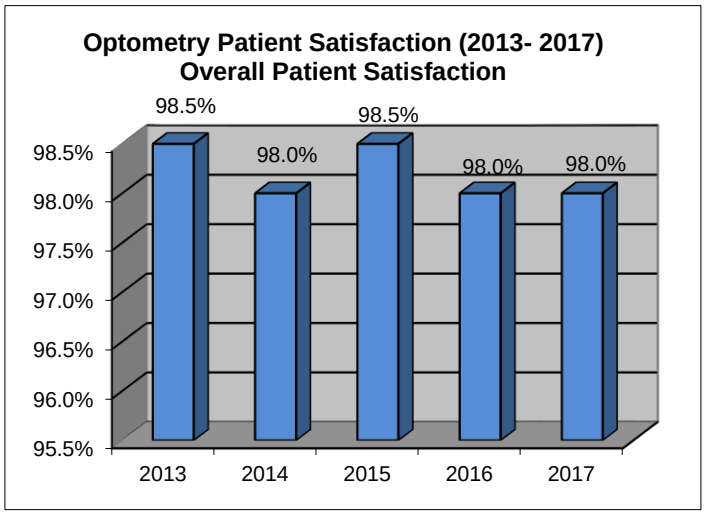
Since 2015 when the Diabetes Camera Program was implemented it has raised our diabetic retinopathy screening rates from the historical average of 50% to more than 70%. Our goal one day is that 100% of our diabetic patients will receive an exam annually.



The graph above shows the number of patients with diabetes that obtained a retinopathy screening annually since 2013. **Due to construction of our new Clinic and renovations of the Medical Clinic the camera program had to be <u>suspended</u> for most of 2017. The graph shows how tremendously important the**

Medical Camera Program is in improving our diabetic retinopathy screening rates! The program will be up and running again in late 2017 and will continue to be a vital tool in preventing vision loss in the Menominee community.

PATIENT SATISFACTION SURVEY: Every year in January a patient satisfaction survey is performed. There was a 10 question survey filled out and the average score for all the questions was 9.45 out of 10 possible. The Optometry department continues to receive high patient satisfaction responses in the areas of scheduling, frame selection and helpfulness and professionalism of staff.



COMMUNITY ENGAGEMENT: Drs. Keszo and Chelberg participated in the Diabetes Prevention Program conference series in 2017. 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 – Due to delays in funding and purchasing of equipment this program will not be active until 2018. Establishing an eye examination lane in the school district will allow the doctors to perform vision examinations and provide glasses to children within the schools. Correcting vision early does have a positive impact on a child's ability to learn. When children are successful in school then communities become stronger!

PHARMACY: The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff was increased to eight staff in 2000 and remains the same.

The Pharmacy & 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 nine new drug entities or strengths and did not delete any. Suboxone was one of the drugs added to help Tribal members deal with opioid addiction.

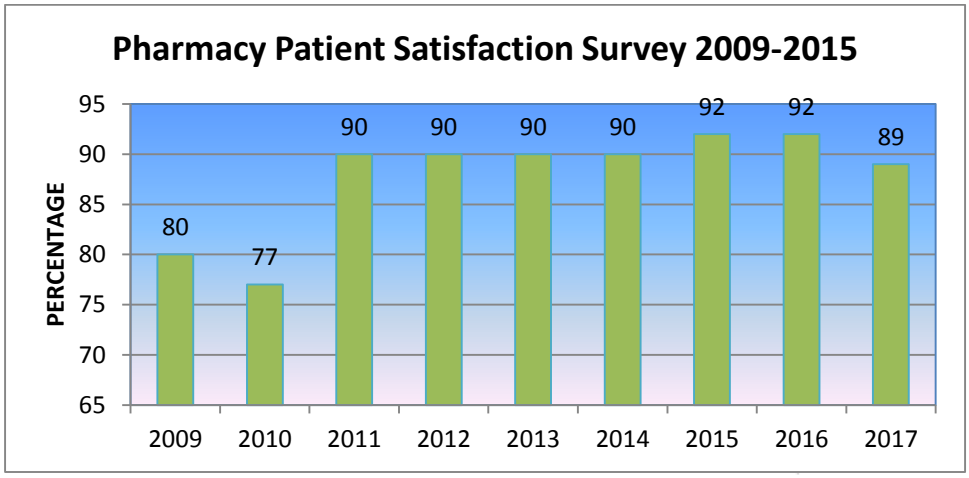
This year 2017 we will have served about 57,000 patients. In 2017, the Pharmacy will dispense approximately 102,000 prescriptions. This is up from last year by over 3,000 prescriptions. For 2018, its estimate we will dispense 110,000 prescriptions. The busiest day since the last annual report was January 3, 2017 when we filled 780 prescriptions in one day.

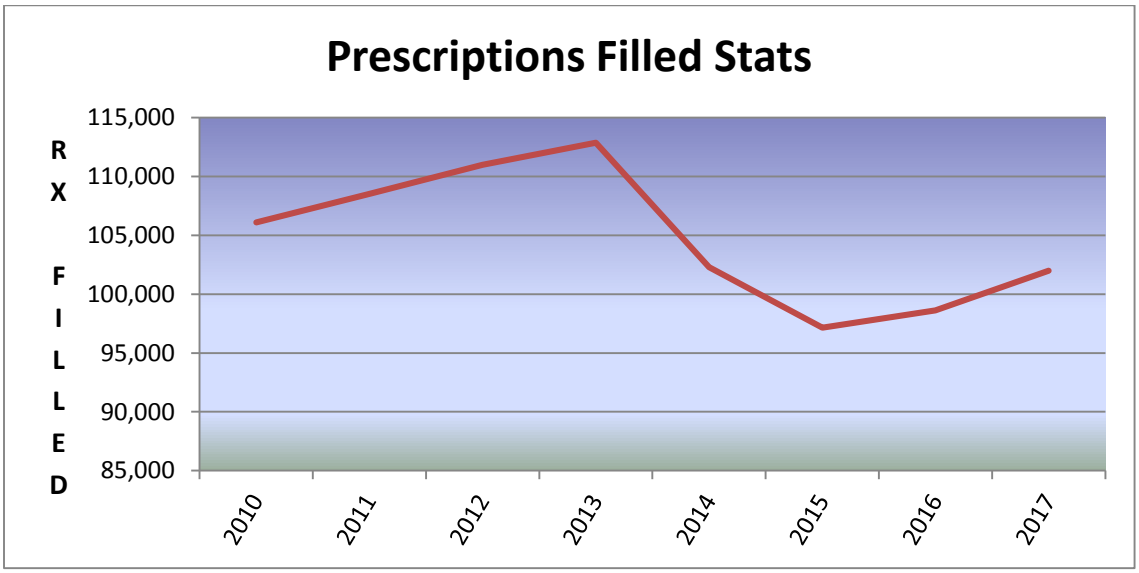
During the summer we had a youth worker Ruth Tucker helping us. Rayna Tucker and Megan Smith were hired as full time pharmacy aides to fill the two pharmacy vacancies. The pharmacy also had an emergency hire for a short time.

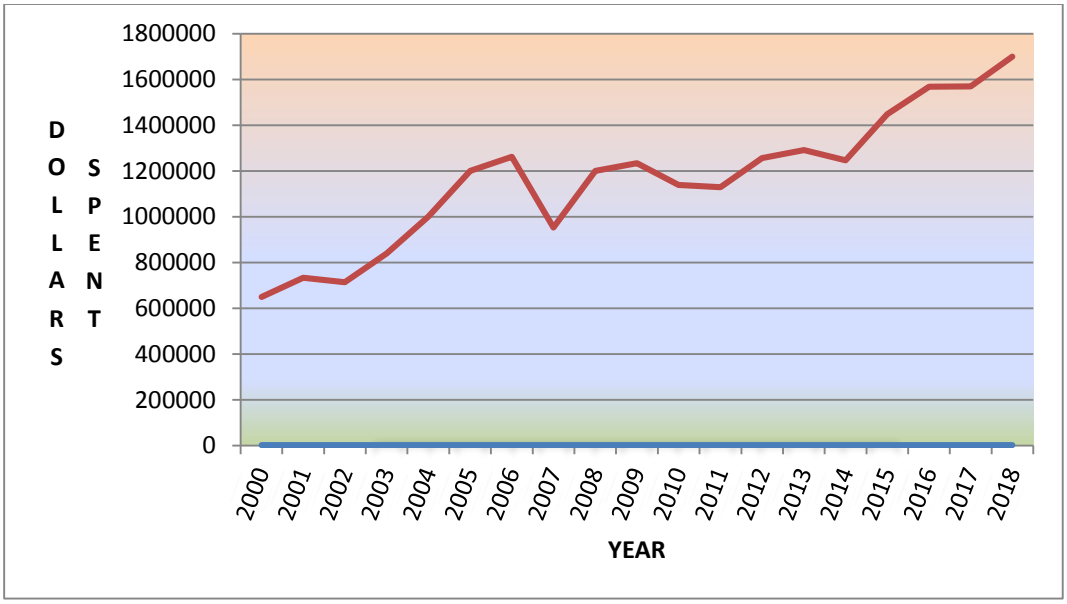
In 2017 its estimate we will spend nearly $1.56 million on medications and supplies. An additional $60,000 was added to the budget to cover Suboxone and Prevnar 13. Vivitrol may be added to the Formulary in 2018 for those dealing with alcohol/opioid dependence. If Vivitrol is added we will need at least an additional $115,000. For 2018, its estimate we will spend $1.7 million on medications.

The Pharmacy is also working on trying to maximize insurance reimbursements by adding covered manufacturers and medications. We are also working more closely with Billing and Medical on the Prior Authorization process to get reimbursement without interrupting patient care.

The Patient Satisfaction Survey results were very good with an overall rating of 8.9 out of 10. One of the recurring patient suggestions is more privacy at the pharmacy windows. With the latest Clinic addition the walls at the prescription pick up area were modified and sound deadening panels were added.

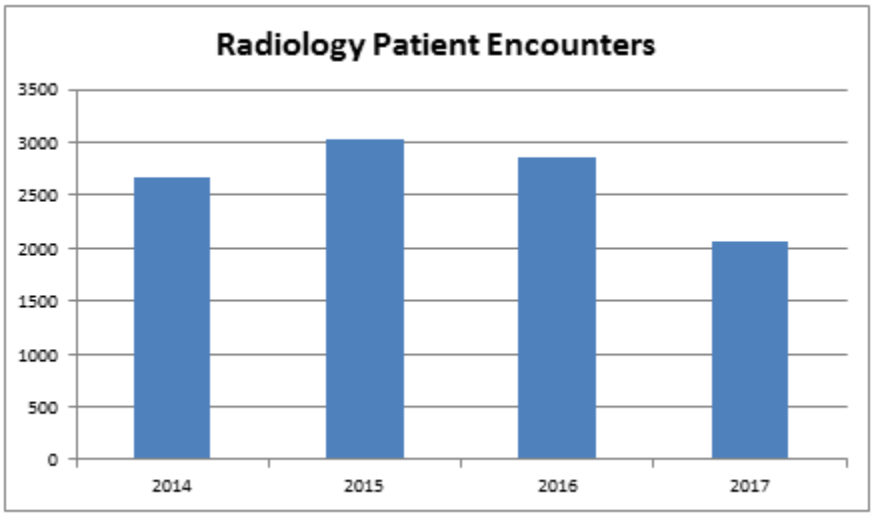






RADIOLOGY: The radiology department is staffed by two technologists, one full-time and one part-time, providing general radiology services for the Clinic providers. We also do general radiology exams ordered by outside providers for Clinic patients. Special diagnostic studies are referred to outside medical facilities.

The big change in radiology this year was our location! We are now located on the first floor of the new addition on the back of the Clinic. The new procedure room has a curtained area to provide privacy for patient changing as the room no longer has an attached bathroom to use for changing. The room has a large lead-glass viewing window to allow for easier observation of the patient from the control area. And, the door is controlled by a badge reader so unauthorized persons cannot enter. The change is location was a good change as the prior location was right off the main Medical waiting room and allowed no privacy for the patients crossing through it to enter the x-ray door.



Data from the 1st 9 months of 2017 compared to prior full years.

The number of encounters has remained relatively stable. 2015 was a year with an unusually large amount of flu related imaging done. So far 2017 is on track to end up in line with prior years.

The annual patient satisfaction survey was completed the last week of September this year. There were an unusually high percentage of surveys that included patient comments this year. All comments were complementary of the services we provided. Maybe it was related to the new space we are in and the desire to comment on the positive changes they are experiencing throughout the medical services departments, we are not sure. As could be expected, it included positive feedback regarding the change in location. No longer needing to parade in front of all those waiting in reception allows for a little less stress for those needing our services, and many are thankful for that change.

The chart below is a look at the wait time experienced by our patients, specifically how many of our patients waited no longer than 10 minutes for their procedure to be done. This year 91% waited less than 10 minutes. We have consistently been at or above 90 % for the past 4 years. Considering that at times multiple providers order at the same time, and that there is often only one technologist on duty, this continues to be good. We are thankful that the medical department staff makes itself available to assist us when we need that second pair of hands when we are working alone. Hats off to them for teamwork!

WELLNESS: The Wellness Department continues to provide a variety of services both within the clinic and out in the community. The following employees work as a team and provide coverage for one another. The department's staff consists of:

- Mark Caskey R.N., who holds degrees in health education and fitness and recreation, as well as being a certified Community Health Education Specialist (CHES) and Tobacco Treatment Specialist (TTS),
- Alan Tomow Jr., Fitness Specialist, who holds a Master's in Exercise Science, and whom this year became certified as an Exercise Physiologist by the American College of Sport Medicine.
- Tracy Hanneman, Health Promotion Specialist holds an undergraduate degree in Health Promotion and Wellness and a Master's in Education-Community Counseling.

Sustainability of Community events: The Wellness Department, along with the help and support of other department's continues to plan and hold the following events: 25th annual Pow Wow Walk/ Run, 25th annual Community Wellness Award, 11th Annual Neopit Soap Box Derby, 6th Annual partnership with Menominee Veterans "Spirit of Warrior Walk," and the 7th Annual Menominee Strength Contest

School Education: We continue to interact and invest in the futures of this community's youth; feeling that you need to spend time with them to really understand the current and future state of this community and the life they experience. This year is the 24th year our department has conducted weekly wellness classes in the middle schools. We continue to revise the curriculum based on the needs of the school and the community. 27 different topics are covered through personal presentations within the classroom. There has been a presentation added that covers the topic of electronic devices and social media due to the high percentage of youth that spend a lot (too much) of their time engaged in these types of activity and communication. This very much influences and affects their psychosocial health which often can result in negative behaviors seen in the youth we are working with. We have found a lot of these kids need more attachment, face-to-face social interactions and learning and exhibiting behaviors and choices that are more appropriate and positive.

The Strength Inventory was given to all students to assist them in identifying their positive traits/skills/and strengths so they may use that knowledge of what they are good at to become happier, more productive, and well-adjusted individuals.

Emotional Spark and Creativity Exploration is where the students learn ways to stimulate areas of the brain that can lead to positive results, such as how taking more risks and trying new things while remaining safe. There are also skills related to getting them better prepared to be independent and help weave a healthier picture of a desired future.

In the Wellness Class survey Menominee Middle School Students wondered why there weren't more Wellness-based presentations in the schools.

Something new this year is our partnership with Menominee High School Summer Youth Workers Program. 114 youth receive four hours of presentations on: The Teenage Brain, A.C.Es, Trauma, Resilience and Mindfulness. None of the 114 youth that attended had ever heard of Adverse Childhood Experiences. (A.C.Es) so hopefully this helped to fill in any gaps.

Human sexuality: eight hours of presentations covered in Middle school sessions which aim at decreasing teenage pregnancy which may help solve many problems that present in their communities.

The Wellness Department also grooms the Menominee High School X-country and snow shoe trail.

We promote smoking cessation, preventing early commercial tobacco use and smoke free environments.

We had 441 visits/ smoking cessation contacts, which is down from last year at 524 visits/patient contacts. We put effort into teaching the youth to never abuse commercial tobacco as being the best long term answer. Head Start all

the way through middle school students gets yearly presentations on tobacco abuse. Menominee High School health class gets a presentation on e-cigarettes and other tobacco products. Our youth smoking rates continue to decrease; however, we are not getting any referrals from schools, except for middle school boys that chew tobacco. However, a majority of those students are self-referring themselves.

Smoking related diseases; heart disease, COPD and cancer, especially lung, remain high. Teaching awareness to long term smokers and encouraging providers to order a low dose lung CT scan that can give long term smokers an early diagnosis of lung cancer before it spreads; increases significantly the likelihood of the person surviving another five years.

Employees of the Wellness Team are in charge of the Menominee in Wisconsin Native American Tobacco Network Strategic Planning Process which prioritizes the plan of working toward igniting more smoke free policies, environmental improvement and system changes within 11 Wisconsin Tribal communities.

An annual smoking cessation client satisfaction survey is given at all client appointments. Services rated include: they feel they were provided education by knowledgeable and competent staff, that the staff presented in a professional manner, that their needs were met, the accessibility of the program and staff, and whether they received services in a timely manner. Client's satisfaction ratings of excellent and good were unchanged from the last five years.

Menominee Recreation Center Fitness room: The Wellness department funds new equipment and maintenance, and covers the space rental cost for the exercise room and staff. New 24/7 access to the fitness room was implemented this year.

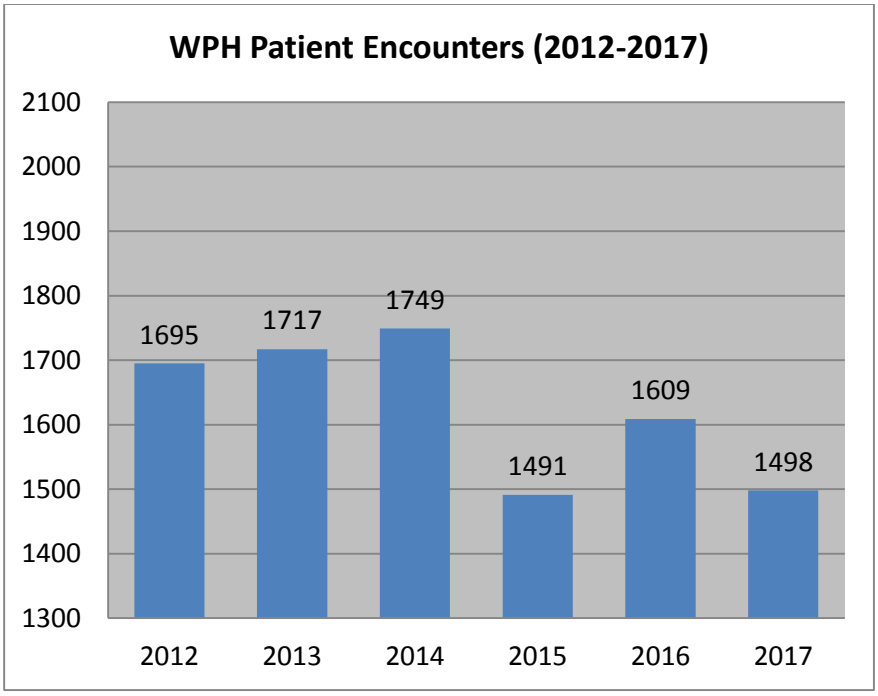
The Health Promotion Specialist serves both as an educator, an assistant for the Special Diabetic Program for Indians, as well as an assistant for the Smoking Cessation program. She provides continued coverage for both the Wellness and Diabetes departments. With her Masters in Counseling as well as her undergraduate degree in wellness, she helps to fill in for the rest of staff when they are not able or not feeling qualified to work with certain patients. She will be attending the Mayo Clinic's Tobacco Treatment Specialist in November to receive certification.

The Wellness staff participates in Community Engagement workgroups meetings, two staff members participate in the Fostering Futures Advisory Group, and all complete trainings in Trauma informed care.

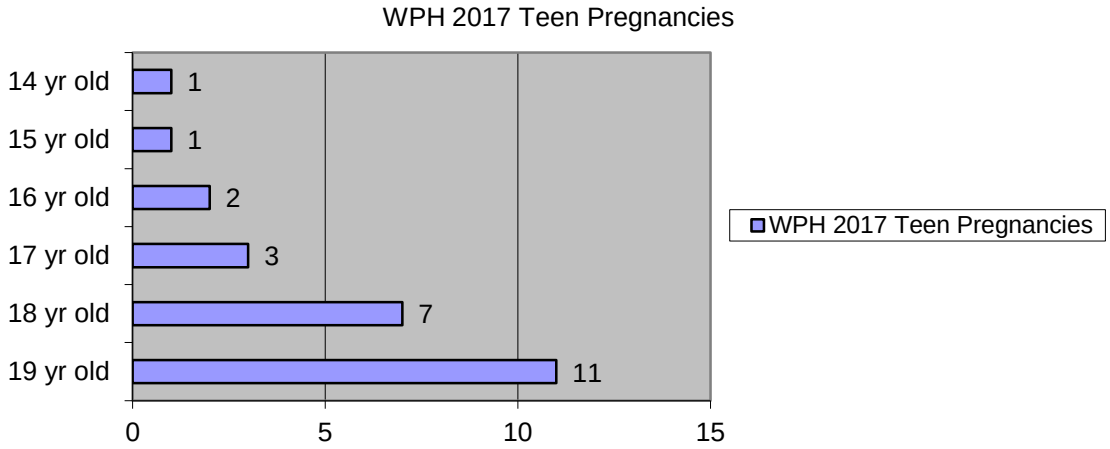
Donations made from the Wellness Department: Shawano Habitat for Humanity, the Menominee Veterans Golf Tournament, Menominee Fire Department, funding for MISD T-shirts for Parkinson and Autism Walk, Tribal Preservation Culture Camp, the Sturgeon Festival, and the Neopit Boys and Girls Club.

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, Sexual 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 Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

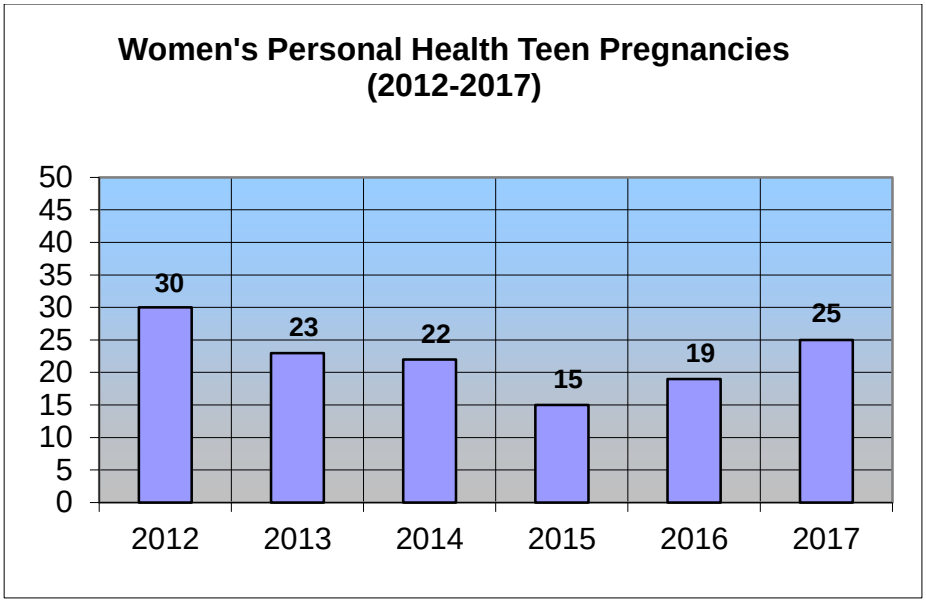
The WPH program provided 1,498 client encounters this grant year. This is a decrease from 1,609 last year. 106 school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Alternative High School, and Middle School this year. The WPH program provided a Teen Clinic once a week at the Menominee Indian High School and provided monthly visits to the Menominee Middle School to offer 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.



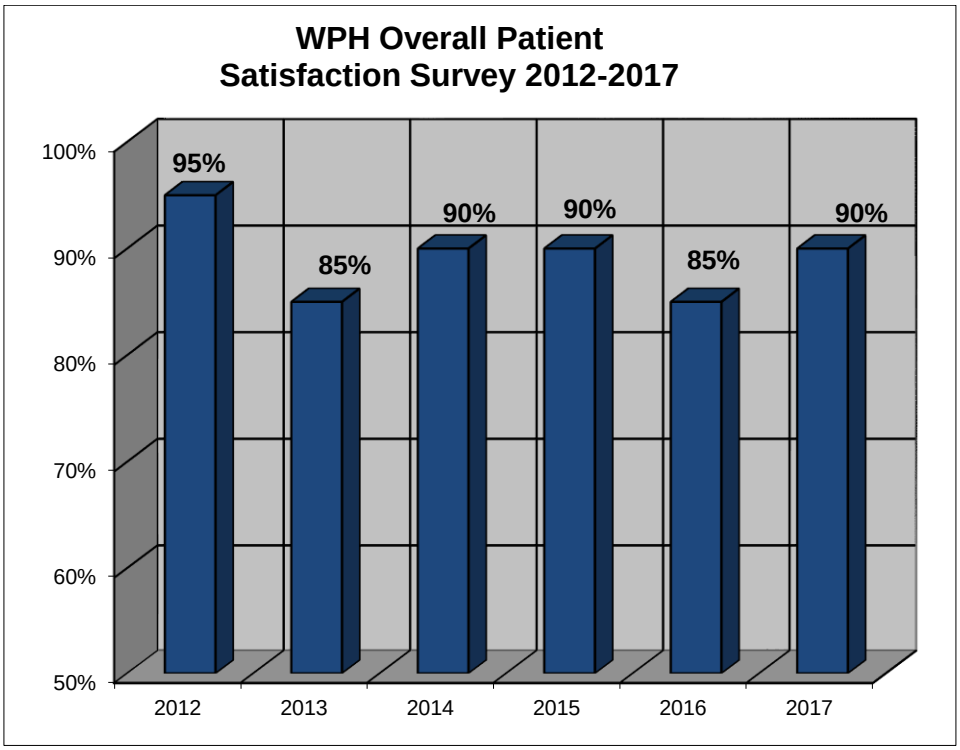
The WPH program provided service to 148 new OB patients this grant year. The total number of teen pregnancies was 25, an increase from 19 in 2016. Three of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the case management program offered through the WPH Department. Gift incentives 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 to six. 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 six.



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. Since April 2012, Nexplanon have been offered as a birth control option at MTC. The average number of Nexplanon placed each year at MTC is 35-40 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 15 women were referred for mammogram screenings through this program. This is a slight decline from last year at 22. The Affordable Care Act has provided many uninsured women the eligibility to obtain health care coverage and has decreased the number of WWWP enrollments state wide. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs had a Women's Health Fair at the end of October at the Community Rec Center in Keshena. The Women's Health Fair promoted Breast Cancer Awareness and other Women's Health Awareness information and promotional products on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are from the WI Well Women's Program Grant.



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 20 mothers and 10 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

Diana Morris, Ph.D., Chief Academic Officer & Interim President

PROFILE – LEADERSHIP AND PERSONNEL: The College of Menominee Nation (CMN) has been providing higher education on the Menominee Reservation since Jan. 19, 1993, when it enrolled its first 43 students. Today, CMN's flag ship campus occupies 52 acres at N172 State Highway 47/55 in Keshena. An urban campus serving about one-third of the College's enrollment is located in metropolitan Green Bay.

The College is an accredited baccalaureate-level institution. Since 1994, CMN has held Congressional authorization as one of only three institutions in Wisconsin to have Land Grant status. It is chartered by the Menominee People and designated by the Bureau of Indian Affairs as a Tribally Controlled College. Its accreditation is through the Higher Learning Commission (hlcommission.org). The College carries out its mission by awarding Bachelor's degrees, Associate degrees, and technical/trades diplomas, and providing outreach programming, non-credit courses, workshops, conferences, and a variety of services for adults and youth.

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).

The College's Board of Trustees initiated a search process during the 2016-2017 academic year following the retirement of the College's founding President, Dr. Verna Fowler (Ph.D., University of North Dakota). Chosen by the Board to serve as Interim President during the search is Dr. Diana Morris (Ph.D., Ohio State University). Dr. Morris joined the CMN faculty in 1997 and began serving as the College's Chief Academic Officer in 2011.

The College's Board of Trustees provides independent oversight of CMN operations. All Trustees are enrolled in the Menominee Tribe. Trustees are listed here with occupational titles held at the start of their Board service and with higher education institutions where they studied:

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

Board Members:

- Lori Corn, School Administrator/Principal, Menominee Tribal School – B.S., St. Norbert College; M.S., Marian College
- 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

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

CMN employs 128 individuals, 90 percent of whom hold academic or technical credentials, and 40 percent of whom have earned advanced degrees at the master's or doctoral levels. Forty-eight employees are enrolled or descendant Menominee. Fourteen are affiliated with other American Indian tribes.

Officers of the College during the 2016-2017 academic year were:

- 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 others who are enrolled or descendant Menominee hold administrative positions as Deans, Directors and Managers at CMN. Among them, as of Fall Semester 2017, are Darla 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, Network Administrator, 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); Manih Boyd, Manager, Financial Aid (A.A. and B.S., College of Menominee Nation).

Faculty members, adjunct faculty and instructors from MITW include Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University), Donald Reiter (B.S., UW-Steven's Point), Cedar Kakkak (A.A., College of Menominee Nation, B.S., UW-Madison; M.P.A., UW-Oshkosh), Danielle Kakwitch (B.S., UW-Green Bay) Patricia Hawpetoss Brzezinski (B.A., Lakeland College; J.D., UW-Madison), 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. Open admission means that 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 Arts in Education
- 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 their respective fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum.

While the College as a whole is accredited by the Higher Learning Commission, individual programs may require their own independent recognition. CMN's Education degrees are approved 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 open for enrollment at CMN in the 2016-2017 academic year were:

- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Natural Resources
- Pre- Engineering
- Public Administration

Technical Diploma programs at CMN enrolled students in the following:

- Business Office Technician
- Electricity
- Welding

■ **Students Demographics**: The unduplicated student enrollment in degree and diploma programs for academic year 2016-2017 was 395, with a full time equivalent enrollment of 248.

Among these students, a total of 308 (78%) 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 enrollment were Apache, Chickasaw Nation, Chippewa and the Chippewa bands Bad River, Lac du Flambeau, Lake Superior, Red Lake and Turtle Mountain, Choctow, Comanche, Forest County Potawatomi, Ho-Chunk, Hopi, Lac Courtes Oreille Ojibwe, LaJolla, Mohican, Navajo, and Ojibwe-Red Cliff Lake Superior, Potawatomi and Prairie Band of Potawatomi, Shoshone, Sioux, Sisseton-Wahpeton, Standing Rock Sioux, Tohona O'Odham,and Winnebago.

Fifty-seven 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. The Learn and Earn program enables high school juniors and seniors to accrue credits that can be applied toward College requirements and in some cases to meet high school requirements.

■ **Outreach, Community Service and Continuing Education: <u>Department of Continuing Education</u>** – For more than 6,870 hours in the past year community members were engaged in workshops, training and continuing education programs presented by the College's Department of Continuing Education (DoCE). The programming fulfills DoCE's mission and addresses the department's special focus, which is empowering individuals and promoting positive change within the community.

Director Brian Kowalkowski reports that workshop participant numbers reached 1,253 during the year in 65 topic areas. These ranged from Basic Computers and Better Money Management to Native American Language and CPR/AED training.

New during the year for DoCE was the Farm to School program which is working with the Menominee Indian School District with funding from USDA-NIFA. Amanda Reiter is working as nutrition education coordinator for programming in the schools and bringing student to the CMN community garden to learn about planting, growing and nutrition, and why it is important to purchase food locally.

DoCE's continuing partnership with the Bay Area Workforce Development Department and Fox Valley Technical College provides a commercial drivers' license program on the reservation. The four-week training program at CMN prepares students for testing for the "A" CDL. All 15 course participants to date have passed the test and obtained employment with qualifications as over-the-road tractor trailer drivers.

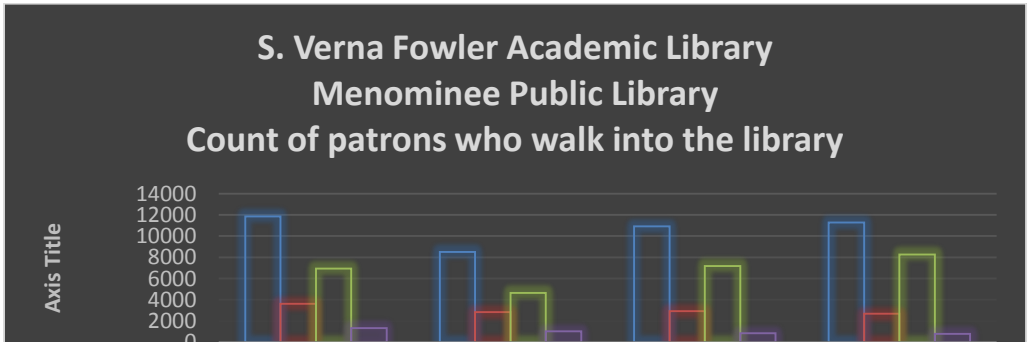
The department has also hosted AmeriCorps/Vista workers for the past three years. These volunteers bring a background in sustainable gardening and local food production, and provide coordination of a local farmers' market. Under the volunteers' guidance and with student and community help, the College is annually planting and harvesting a 1.5-acre production plot, which also serves as a training garden. The produce is sold at the farmers' market to help cover the costs of the garden and the market. Unsold produce is donated to the Tribal Food Distribution.

Library – Since 2012, the Menominee Public Library has been housed in and operated as a parallel entity with the College of Menominee Nation's S. Verna Fowler Academic Library. CMN faculty, staff and students primarily use research material and facilities at the campus library. Community patrons comprise the largest number by far of those borrowing materials. Staff members on the Keshena campus provide public library services to residents of the Reservation and Menominee County, as well as non-resident visitors.

Library Director Maria Escalante and staff members manage and build the public library collection, provide inter-library loan services and present library and literacy programs for children, young adults and adults. Funding is provided by the College, MITW, Menominee County and other sources. The public library's Board of Directors members are Raquel Boyd, representing MITW; Elizabeth Arnold, Menominee County, and Debra Downs, CMN. Escalante reports quarterly on public library expenditures programming and patron statistics to the Tribe.

Table 1 shows that the library has maintained fairly consistent numbers of patrons coming in the door. Once in the facility, patrons are able to check out a variety of materials including movies, books, games, and early literacy back packs. The library also offers a year-long variety of programs. These include movie days, Do-It-Yourself projects, summer reading programs, community-read events, and youth-oriented programs such as STEAM events, story time, and game nights. Patrons also engaged in the new "maker space" area and newly organized activity area in the lower level of the facility.

Table 1.



	Jan - Aug. 2014	Jan - Dec. 2015	Jan - Aug. 2016	Jan - Aug. 2017
Total	11865	8496	10926	11285
Student	3605	2850	2911	2683
Community	6946	4633	7171	8273
Faculty / Staff	1314	1013	844	781

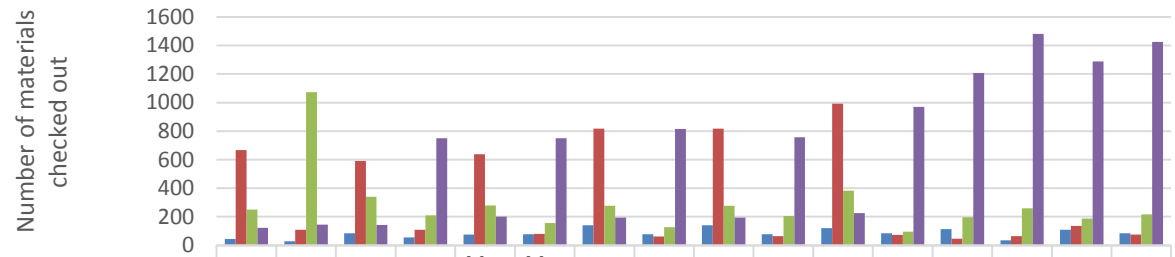
The maker space initiative has included Maker Monday with Menominee tribal member Jennifer Gauthier, who is based at CMN as a UW-Extension community educator. Other Maker activities were funded during the year under a grant from the Institute of Museum and Library Services Enhancement grant through the Menominee Tribe. Programming offers a variety of options for children to make and create both with guidance and on their own.

Children were also the focus of a library literacy initiative done with cooperation of the Menominee Tribal Clinic where materials were distributed to families of new-born and very young children. The project was part of the library's involvement in the national literacy movement titled "1,000 Books before Kindergarten." Its goal is enhancing language development for children from birth through age five by

encouraging parents and caregivers to acquire the habit of reading to children. Packets provided at the Clinic included board books and support material. CMN's engagement in "1,000 Books" had the added emphasis on the spoken Menominee language thanks to a book created for the packet by Escalante. Through words, pictures and phonetic prompts, it prepares adults to introduce Menominee words in rhymes focused on the principal clan animals of the Menominee.

Table 2 shows that month to month in 2017, Menominee County community residents continue to be the largest user group, numbering more 7,000 items checked out in the 10 months. Increases occurred in community resident patronage in nine of the 10 months charted.

Table 2.



	Jan. 16	Jan. 17	Feb. 16	Feb. 17	March.16	March.17	April.16	April.17	May. 16	May. 17	June.16	June.17	July. 16	July. 17	Aug. 16	Aug. 17
CMN Community Non Resident	43	27	85	55	75	78	141	78	141	78	120	84	113	34	109	84
CMN Community Resident	667	108	590	108	639	79	817	62	817	64	992	73	47	65	136	75
Community Non Resident	249	1072	340	210	279	157	276	127	276	206	382	96	197	260	187	217
Community Resident	123	145	142	750	200	750	195	816	195	757	226	969	1207	1480	1288	1426

<u>Sustainable Development Institute (SDI)</u> – The Sustainable Development Institute (SDI), led since 2012 by Director Chris Caldwell, has the distinction of being the first affiliate created by the College after CMN's inception in 1992-1993. Its purpose over the years has been to encourage, promote and build upon the Menominee approach to sustainable development. SDI and its Center for First Americans Forestlands are housed on property adjacent to and south of the Keshena campus. Programs and outreach efforts conducted by SDI include initiatives for the Menominee, other tribes and tribal organizations, tribal adults and youth, students and educators at all levels, external government agencies and the general public.

In 2016-2017, SDI sponsored or led 36 separate events including five campus and trail tours, a 14-part series of Global Indigeneity Seminars, a two-day agricultural research workshop, two Sustainability Leadership Cohort presentations, including a short-film project and presentation and a full week of activities in honor of Earth Day. These activities were attended by more than 700 staff and faculty members, students, and community members. The year culminated with the completion of the annual Indigenous Summer Planning Institute, a week-long experience attended by 30 participants, including the SDI interns and staff, external faculty, and numerous other interested parties from across the country.

Among SDI's programs for young people is the Sustainability Leadership Cohort (SLC) – led by CMN graduate and Sustainability Education Coordinator Cherie Thunder. SLC is designed to support area youth in becoming the next generation of community leaders by offering STEM experiences to encourage their understanding of sustainability. During summer 2016, 11 high school students in SLC worked with professional advisors to create a one-of-a-kind digital media fiction film titled "Kāēyas Mesek Oskēken (It's Old and It's New)." The piece, now available on the CMNSDI YouTube channel, tells a story about a proposed mining project and how it impacts way individuals and the community decide to respond. SLC students produced, directed, edited and acted in the film.

At the heart of the SDI mission are research projects focused on issues of special concern to Tribal communities. During the past year, the institute started the following projects that examine topics including plant phenology and gardening, and continued research related to forestry practices:

- "Using Plant Phenology as an Indicator of Forest Community Resilience and Adaptive Capacity"
- "Evaluation of Gardening Practices"
- "Visualizing Forest Futures (VIFF): How biodiversity and human values shape decision making under climate change"

Community engagement in the spring 2017 semester included a cooperative program with the CMN Library featuring Dr. Robin Kimmerer and her book "Braiding Sweet grass: Indigenous Wisdom, Scientific, Knowledge, and the Teachings of Plants." The book was the chosen for the Community Read event and in March Dr. Kimmerer visited campus for a public presentation about her book.

Continuing with its tradition of sharing indigenous wisdom across borders, SDI collaborated with UW-Madison's Institute for Regional and International Studies in fall 2016 to support a 13-week-long public Seminar on Global Indigeneity and Sustainability on the Keshena campus. Presenters were international researchers, practitioners, and academics, including individuals from UW-La Crosse, UW-Madison, the Belize Center for Engaged Learning Abroad, and the Oneida Nation, among others.

SDI also worked with the American Indian Higher Education Consortium (AIHEC) as part of their Native Climate Resilience Network to bring an AmeriCorps VISTA worker to the area. As a result, enrolled Menominee and former CMN student Gregory Gauthier has spent the year focused on work with CMN faculty and the Menominee community on how to anticipate and respond adaptively to emerging threats from climate change.

SDI also provided internship experiences for 16 CMN students and Menominee students attending college or university studies at other institutions over the course of the year.

MILESTONES AND ACCOMPLISHMENTS

■ **Five-Year Youth Program Achieves Goals:** The College and a group of 54 Menominee young people successfully wrapped up an intensive five-year $1.4 million project in spring 2017. The project, titled Menominee Youth Empowerment Program (MYEP), was funded by a grant from the Office of Minority Health, U.S. Department of Health and Human Services. Launched by CMN's Continuing Education Department in 2012, it was one of six programs to receive the federal funding.

The program was designed to provide a comprehensive positive impact over a period of years on a core group of middle school students on the Menominee Reservation. Programming aimed at helping students to do well academically, acquire life skills, stay healthy, avoid high-risk behavior, and make good personal choices.

Eighty-seven percent of the original group of 6th, 7th and 8th graders to enter the program continued through the full five years. Each year, all of the students in the cohort successfully moved on to the next grade level. Brandon Frechette, who was the MYEP project coordinator at the College, says, "In our final year all who were in the senior class graduated and 10 of the 24 graduates are enrolled in college as of fall semester 2017."

Frechette adds that three more of the MYEP students are prepared for college enrollment in spring semester. Thirty students from the cohort continue at Menominee Indian High School as Juniors and Seniors, with 10 of them taking college-level course work in CMN's Learn and Earn program.

■ **Pageant Revival Continued at Woodland Bowl:** Tradition, history and culture were honored for a second consecutive year as the College joined with community elders, adults and children for presentation on Aug. 2, 2017, of the revival of a Menominee Pageant.

At the behest of Menominee elders and with extensive community help, CMN faculty member Ryan Winn directed a first revival in August 2016. The 2017 show featured a pageant titled "The Legend of Spirit Rock," which was originally written and staged by Joe Keshena in 1948. The script was then adapted by James G. Frechette and produced in both 1960 and 1966. The show brought to life some powerful depictions of the great hardships the Menominee People have endured. Since humor is an integral part of Menominee history, the production also included a play-within-a-play titled "The Raccoon and the Blind Men." The two-hour show was appropriate for all ages and offered free of charge.

Throughout the 2016-2017 academic year, Professor Winn and Menominee student interns continued research that had begun a year earlier on the historic pageants. Material found by the researchers and generous donations by Menominee families of material, artifacts and recollections are forming a permanent archive in the College's S. Verna Fowler Academic Library on the Keshena campus.

■ **26 Enrolled Menominee Among Newest Graduates:** Commencement ceremonies for the College were held on May 27, 2017, in the Five Clans Ballroom of the Menominee Convention Center. Twenty-six of the class members are enrolled Menominee.

Among those earning degrees was speaker for the class, Lloyd Frieson, Jr., who is enrolled in the Menominee Tribe. Other American Indian students in the class identify themselves as belonging to the Chippewa, Lac Courtes Orielle, Mohican, Oneida, Standing Rock Sioux and Stockbridge-Munsee tribes.

Enrolled Menominee in the Spring graduating class, their programs of study and academic honors were:

Bachelor of Science – **Business Administration**: George Otradovec, who graduated with academic honors.

Bachelor of Arts – **Public Administration**: Lloyd Frieson, Jr., and Melinda Cook. Cook graduated with high academic honors.

Associate of Arts and Sciences Degree – **Accounting**: Linda Kaquatosh and ChristaLee Waupoose. Waupoose graduated with academic honors. **Business Administration:** Kayloni Heczko, Dylana Kinepoway, Frances Reiter, and Rayna Tucker. Heczko and Kinepoway graduated with academic honors. Reiter graduated with high academic honors. **Early Childhood Education:** Carol Red Kettle and JayCee Tourtillott. **Liberal Studies - Humanities:** Melissa Besaw. **Liberal Studies – Social Science:** Brittany Hawpetoss, Kelli Penfold, and Jennifer Barnes. **Natural Resources –** Eric Nacotee.

Associate of Applied Sciences Degree – **Nursing:** Pamela Sporleder.

Technical Diploma – **Business Office Technician:** Lisa Annamitta and Rachel Corn. Corn graduated with high academic honors. **Electricity:** Mequan Corn, Sr.; Corey Dixon, Jr., and Chance LaTender. **Sustainable Residential Building Systems:** Michael Matchapatow. **Welding:** Bernard Doud, Nicholas Doud and David Pyatskowit. Nicholas Doud earned academic honors and Pyatskowit earned highest academic honors.

■ **Solar Eclipse Celebrated on Campus**: A programming highlight of the summer was the CMN library's Eclipse Party on Aug. 21. The event attracted more than 300 campus and community people to share the experience of the solar eclipse using safe-viewing glasses provided to the library by NASA.

■ **Scholarships and other Aid for Native Students Attending CMN:** Students attending the College receive financial aid and scholarship awards from Federal, State, foundation and private sources during the year. Privately-funded scholarships include awards designated for Native students and select awards designated for Menominee students. The latter includes the new Thomas E. Kitson Memorial Scholarship established in 2016-2017 by members of the Kitson family.

Continuing awards designated specifically for Menominee or other American Indian students were the Menominee Casino Scholarship, Nation Builders/MTE Scholarship supported with a match gift from Menominee Tribal Enterprises, Native Pathways Scholarships, Brian Nuske Memorial Scholarship, Spirit of Sovereignty (Land Tenure Foundation) Scholarship, 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.

■ **Technology, Infrastructure and Facilities:** The College's Information Technology department reports that its services to facilities on the two campuses support more than 800 PCs, laptops and Macs, as well as audio/visual equipment in each classroom and conference room.

Grants totaling more than $216,000 helped fund infrastructure improvements that started on the Keshena campus during 2016-2017. The work includes interior and exterior safety and security enhancements in the Glen Miller Hall

and the Community Technology Center. Glen Miller and Shirley Daly halls, the oldest structures on the Keshena campus, are benefiting with increased energy and water efficiency projects. Installations include new triple-pane windows and restroom fixtures.

The window project replaced units that were original to the building and offered only double-pane interior and single-pane storm glass. Water-related upgrades in Glen Miller Hall improved or retrofitted sink faucets, toilet flush handles and drinking fountains with state-of-art sensors, handles and valves that provide high efficiency. Glen Miller Hall also received newer drinking fountains having better seals and higher efficiency ratings. The new units are similar to those in other CMN buildings that enable users to fill/refill reusable water containers and thus reduce plastic use.

Planning started on upgrading and installation safety lighting, entry doorways, and a card swipe system for staff, student and faculty entering buildings and administrative areas. This will be enhanced with additional surveillance cameras in parking areas, entrances and hallways. In order to increase campus safety there will be additional monitors at various locations for CMN Safety and Security employees to view and oversee activity. Plans are also made for an additional window at the CMN main entrance for observing parking lots and visitors entering and leaving the main entrance. The reception desk's entry doors and other large glass windows near the atrium will be enhanced with a 3M application to increase emergency response time in the event unlawful intrusion.
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Facilities on both campuses are available to all enrolled students. Depending upon their program of study, students take classes at either the Keshena campus or metro Green Bay campus. CMN's state-of-art telepresence technology enables instructors in a number of courses to teach simultaneously on the two campuses. Faculty members typically alternate their presence between the two campus sites, with students at both sites participating via the system's high definition interactive visual and audio connections.

In late Spring 2017, the College and Tribe initiated a lease agreement that makes a portion of CMN's Cultural Learning Center available for Menominee Indian Tribe of Wisconsin's (MITW) Conservation, Tribal Education and Environmental Services Department. As part of the move, the Tribe's Education Office relocated from space in CMN's Glen Miller Hall to an office suite in the Cultural Learning Center. The College retains classroom space in the Center and shares access to the building's auditorium with MITW's departments.

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. All buildings 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 : While a continuing decline and leveling of enrollment numbers across the nation remain factors for CMN and most other educational institutions, the College was able to increase General Fund expenditures that most directly impact students. This included funding Student Services functions by more than $113,000 over the previous year and reducing expenditures for administration in the area by more than $189,000.

Financial adjustments across the College's budget reflected work by the administration and Board on policies, programs and operational systems. Finance Office initiatives included reviews of business procedures and assessments of the College's financial software.

Student Services activities expenditures from the General Fund for the College's 2016-2017 FY was as follows:

Category Description	FISCAL YEAR 2017 – GENERAL FUND			
	CMN General Fund	Grant Support	Tribe Support	Total
Student Services	$ 57,448	$ 295,662	$ 38,630	$ 353,109
Financial Aid	$ 51,176	$ 55,372	$ 34,412	$ 106,548

Student Services Administration	**$ 75,040**	**$ 128,152**	**$ 50,459**	**$ 203,193**
Recruitment	**$ 7,262**	**$ 0**	**$ 4,883**	**$ 7,262**
Registrar	**$ 104,536**	**$ 0**	**$ 70,293**	**$ 104,536**
Total Expenses	**$295,461.40**	**$ 479,185.62**	**$198,677.00**	**$ 774,647**

■ **Grants Total More than $5 Million:** Grant support for programs and projects of the College exceeded $5 million from awards made for 2016-2017 or for multi-year periods. The College received more than $753,000 from three non-profit organizations and the U.S. Department of Education for efforts to improve and expand curricular and degree activities. DoED-Student Support Services and other grantors awarded $295,863 for programs to enroll and retain low-income and other disadvantaged students.

Among other grants supporting programs at CMN that are of significant community interest are:

- Native American Career and Technical Education Program (NACTEP) continuing funds of $478,000 in support of education and training programs.
- U.S. Department of Education support totaling $400,000 of MITW Menominee Vocational Rehabilitation Programs housed on the CMN Keshena campus
- USDA's National Institute of Food and Agriculture (NIFA) awards totaling $311,735 for four projects supporting education, training and research on nutrition, food security, hands-on gardening, agribusiness and sustainability efforts in the Menominee community.
- National Science Foundation's first year award of $165,037 in support of Native students' success in CMN's Engineering career studies.
- American Indian College Fund awards of $56,600 for five projects focused on Menominee culture, literacy, traditional arts and language.

Community Development & Tribal Utilities

Crystal Chapman-Chevalier, Director

Community Development and Tribal Utilities 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 seven program areas including Utilities, 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.

For fiscal year 2017 accomplishments of the GIS Coordinator include the inclusion and improved accuracy of the Tribal Utility infrastructure. This project was performed in conjunction with the Indian Health Service utilizing their data, current GIS information, and staff experiential knowledge. In addition to these Utility improvements the GIS Coordinator participated in a grant application in conjunction with the Great Lakes Rural Community Assistance Program to provide training and new hardware to assist in improved utilization of GIS data in the daily functions and reasoning of Utility management. In addition to updating the Utility Data improvements were made to the current Utility Fire Hydrant data within GIS. This improved fire hydrant data includes accurate locations and fire hydrant attribute data.

In addition to the day to day functions or improving current data, the GIS Coordinator assists departments with maps, floor plans, and geographic awareness. Other job duties include assisting tribal members in map creation,

completing field data GIS services, and searches for additional data sets to add to our onsite system including the new wetland data downloaded from the National Wetlands Inventory earlier this year.
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 on full time operator and supplemented by the labor staff allowing the Keshena Transfer Site to offer hours six days a week on a seasonal schedule.

West Branch Brush Pit: Community Development operates the west branch dump pit located 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 form Tribal members only.

Camp 16 Pit: This is a gravel pit run site that allows Tribal members and Tribal/County Road Contractors access to this resource for extraction and dumping of gravel waste. The pit is maintained by the Menominee Tribal Enterprises Roads Department.

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, trustees, and Community Development Project Mangers. The Facility improvements for this past year include the painting and flooring installation in various locations including the detention center, police department and associated offices. Additional improvements to the Detention Center include updates to the electronic lock system, restroom fixtures, PA system, door hinges and manual locks. Renovations occurred in the Detention Center evidence processing room including replaced countertops, cabinets, flooring, and lights. Renovations also occurred in the Detention Center Control Room including; wall removal, and replacement of the flooring, cabinetry/desk and a/c unit. The LED conversion continues throughout the facility as lighting is upgraded. New ranges, a refrigerator, table, and microwave were installed in the Kitchen. Over the past year we experienced several equipment failures including the kitchen chiller, courthouse roof top air handing unit, and also the facilities elevator. The elevator received a new mother board, the chiller was repaired and has been added to the funding backlog, and the roof top units were repaired and are being changed out in a comprehensive project to improve air circulation and climate control in the Courthouse, this project will be extending into next fall. As cited in the Law Enforcement Centers Safety Abatement report the exit lighting in all locations was updated and fixed to be fully functional. The Safety Abatement report and all other BIA reports and documents were completed with the Maintenance Supervisor participating on monthly calls, and Community Development and LEC maintenance staff enrolling in Maximo Software training. All required maintenance service was performed through certified contractors on all equipment throughout the facility.

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 has been nearly complete for the end of FY17 however the project is awaiting specialized door locks to make the project move in ready.

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 2017 the following leases were acted upon by the Community Development Committee and the Menominee Tribal Legislature; 10 approved recreational leases, 51 approved residential leases, one agricultural permit, one program lease, eight cancelled recreational leases, and 59 cancelled residential leases. The Menominee Nation also received 79 warranty deeds from BIA as a result of fee to trust applications.

Over the past year the Community Development Committee has worked toward ordinance improvement to prepare for the future HEARTH implementation and also to improve service to the community in regard to real estate; these ordinances include the leasing regulations, camping regulations, and cemetery regulations. The draft Menominee

HEARTH (Helping Expedite and Advance Responsible Tribal Homeownership Act 2012) regulations were submitted to BIA in December 2016, once approved by the BIA and then MTL this ordinance will allow for the Real Estate office to handle all recreation, residential, agriculture and business lease applications free of BIA approval which can often slow the process significantly.

Tribal Utilities: The Tribal Utilities Department is responsible for the providing sewer, water, electrical, and septic service to the Menominee Reservation/County community as well as properly maintains and operates systems and facilities used in the delivery of these services.

Over the past year the Tribal Utility has been operated under Community Development and together the two departments have been working as a team. With the laborers competing cross training in their duties and the project managers and GIS Coordinator both assist in project planning and data gathering. Over the past year the department has worked to move toward improving in several areas.

Improving compliance has been the foremost goal of Utility staff under the current two Administrative Orders of Consent from the EPA. To improve compliance throughout the Utility department has met many of the goals sited within the AOCs including the recruitment of a Certified Wastewater operator, submittal of all DMRs, development of internal process documents, and the completion of onsite maintenance projects.

In addition to the compliance goals the Utility Department has also made strides for professionalism among its operators and technicians through the completion of several trainings and workshops, active pursuit of certification through DNR testing, and the updating of their existing uniform contract which has provided all staff with matching high visibility uniforms, and the streamlining of maintenance practices.

Finally, the Utility has been working toward increasing profits through customer accountability. An initiative under this goal has occurred through a partnership with Tribal Housing which now allows Tribal Utility the convenience of billing Housing for housing tenants with these tenant's utility payment being calculated in their monthly rental payment. In addition, the Utility staff now perform monthly delinquency checks and shut offs, both occur following policy; which allows customers adequate notice prior to service interruption and allows customers to arrange pay back agreements post service interruption. Through the housing agreement, customer accountability, and regular shut offs, the Utility department has noticed customers are more responsive to keeping up on payments.

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 managed the following construction projects: All LEC renovation Projects, Aging/CBRF addition, Woodland Bowl Retaining Wall, Tribal Attorney Offices remodel, Tribal Office reception area, Food Distribution loading dock improvements, Keshena Day Care Restroom addition. In addition to the construction projects managers also worked with various stakeholders to research and plan for projects that have not occurred in FY17, they include the Food Distribution Garage Addition, Domestic Violence Center Facility relocation/remodel, the Neopit Woodland Boys & Girls Club and Neopit Precinct relocation/remodel. Through the merger of Tribal Utilities and Community Development the Project Managers have assisted with Utility Projects including the Fire Hydrant database and repair project and the Neopit Seepage Cell implementation project.

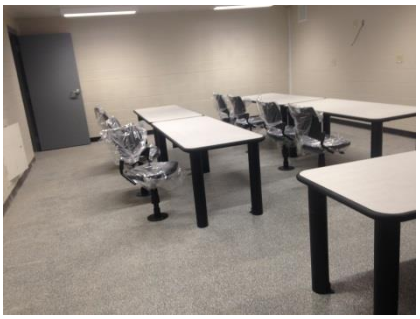
Road Maintenance: In accordance with Road Maintenance contracts/agreements the department administers all internal function of roadway maintenance through Community Development Labor staff and road maintenance contractors. Annual Road Maintenance contracts occurs with both Menominee County Highway Department (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 Tribal Transportation Program and Road maintenance contracts and TTP agreement. 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. Road Construction Projects were eclipsed by the larger construction projects occurring this year and the transition from Roads Contracts to a Tribal Transportation Agreement, a program that allows for more freedom on the Tribes part to determine funding focus and project modifications. The projects to occur include; Street lighting improvements

projects on campus drive near CMN, Hwy 47 near KPS, and a LED conversion throughout Go Around Road. In addition to the projects much planning occurred for the upcoming projects to include Rabbit Ridge Sidewalk, Maehnowesekiyah parking lot, Aging/CBRF parking lot, Sturgeon Park, and Chief Little Wave sidewalk. In addition to the in-house projects the Project Managers have been meeting regularly with the WisDOT and the Bureau of Indian Affairs (BIA) in the planning and preparations for the Hwy 47 2018 Round About Project and the 2020 Safety Project.

Aging Expansion Entrance

Aging Expansion Elder Deck



Detention Center Activity Room

Daycare Restroom

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 104,138**	**$211,187**	$ 368,226	$ 13,500	$ 55,914	**$ 752,965**
Fringe Benefits	**43,165**	**126,319**	150,686	500	32,125	**$ 352,795**
Training	**605**	**3,516**	14,293		879	**$ 19,293**
Supplies	**23,213**	**36,725**	42,641		15,130	**$ 117,709**
Contractual	**331,525**	**38,541**	26,479		22,070	**$ 418,615**
Utilities	**137,301**	**321,200**	9,495		81,146	**$ 549,142**
Indirect Costs	**32,342**	**61,620**	55,590	1,850	17,736	**$ 169,138**
Other Costs: (list below)						**$ -**
Construction	**2,000**		610,138			**$ 612,138**
Roads Contractual			600,000			**$ 600,000**
Totals ►	**$674,289**	**$799,108**	**$1,877,548**	**$ 15,850**	**$225,000**	**$3,591,795**
Fund/Totals Ratio:	18.77%	22.25%	52.27%	0.44%	6.26%	

PROGRAM INCOME/REVENUE	**FY2016 Fund Balance**	**FY2017 Amounts**		
		Generated	**Expended**	**Balance**
Sewer & Water and Electric	$ -	$897,558	$799,108	$ 98,450
Community Development		97,612		97,612
Totals		**$995,170**	**$799,108**	**$196,062**

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 FY17 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 nineteen (19) 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 two (2) Youth Supervisors.

As a whole our staff reviewed the Tribes' Mission, Vision, and Value Statements as well as our CRC Mission and Vision. Most staff has the Tribes statements posted in their offices for all to view. As our program has evolved since these were first created we took this time to review what our main purposes are and how we plan to bring these forth to our clients. Our Mission and Vision were revised to reflect this new outlook and shared with all staff.

Income Maintenance/ FSET/ Child Care SHARES: The Income Maintenance programs 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 1,173 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. We have struggled in this program to get to full staff of 3 Case Workers due to the demands of the training and understanding of complex policy. At the midpoint of the year we were at 2 full time Case Workers. 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 456 cases each, with the Director carrying a caseload of 261.

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, Care Wisconsin, as well as local and distant medical and nursing home facilities to assure community member's eligibility needs are met for medical needs. Our IM Lead Case Worker has been working collaboratively with Menominee Aging to work through the transition of Long Term Care cases to the Tribe. She meets monthly with their staff to review cases and assure all are up to date. This transition will increase our caseloads as well.

The Food Share Employment and Training 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 remains 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. The Case Worker sends meeting notices as well as makes 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 41 clients participate in orientation. These clients completed orientation and created a work plan. Some of the ways they earned their hours was: attending job skills trainings/classes, participating at the Job Center and working in area departments. Eleven (11) clients went on to secure employment as a result of the program. Supportive services of bus passes, gas cards, work clothes and incentives were granted to the participants to encourage their success during this transition. Many clients were referred for other services through UMOS, WIOA Job Training (477 and Job Center of WI) and Vocational Rehabilitation. This program is a requirement for people ages 18-49 that are Able Bodied Adults without Dependents (ABAWDS) who are requesting Food Share.

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 $166,402 and an additional $67,376.27 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 17 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 $46,200 was expended this year to 22 working families, a decrease from 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 sometimes especially when the unexpected happens such as car repairs or medical issues. This program is open for use by individuals one time in a 12-month period and for a total of five times (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 four clients with job experience in a paid or non-paid placement to gain the experience needed to increase their employability: Chairman's Office, Transit, East/West University, Tribal Utilities. Two 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 1,170 hours of manpower, at no expense to them, paid by our program equaling $8,482.50.

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: dental needs, hygiene needs, laundry needs, game/literacy night, cleaning needs, first aid and gift cards two times in December and August to assist with Christmas and Back to School. Some of the baskets were offered two times per year to meet the needs of clients out of pocket expenses. 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, work ready skills, 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, Menominee Job Center, 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 continue to be well attended with usually 12-14 participants per month. This calendar is open to all clients and the community as a whole to utilize. Participation in these activities continues to be low (2-4 people daily), we have tried reaching out to other agencies to advertise the availability of our trainings to increase attendance.

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

- 14 clients obtained part time employment throughout the fiscal year.
- 14 client obtained full time employment throughout the fiscal year.
- 7 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 2 clients obtained a High School Diploma and an incentive.
- 6 clients completed their initial assessment and began their AODA treatment plans.
- 1 client completed her certificate from the CNA program.
- 3 clients obtained reliable and appropriate housing.
- 6 clients obtained reliable child care so they could actively participate in the program.
- 1 TANF Case Worker successfully completed the Menominee Leadership Academy. She and Director attended the graduation ceremony.
- Sent 1 TANF Case Worker to Train the Trainer for "Real Colors". She has been able to assist with and execute the current trainings throughout our community. The CRC has supplied the workbooks required for all trainings. Our staff had this training in the past years and it was helpful for all to look at each other a little differently and begin to understand how others look at and handle situations depending on their "color". This is a valuable training and I encourage all departments to take part in the trainings offered.

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 served 129 clients throughout the year. 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 $11,554.51 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 on a case by case basis.

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

- 1 client completed their CDL training certificate and obtained full time employment that required this certification.
- 2 clients obtained their driver's license.
- 1 client obtained their high school diploma.
- 27 clients obtained part time employment.
- 23 clients obtained full time employment.
- 1 client successfully completed the AODA program.
- 1 client is currently a Language Immersion Trainee – this has been a goal of hers to complete.
- 3 Tribal Members were assisted with the Tribal Pardon process.
- 2 clients graduated from the CNA program from College of Menominee Nation. Each received a program incentive for completion.
- 2 clients completed their Associates of Arts and Science from College of Menominee Nation. 1 in Early Education and one in Natural Resources. Both received an incentive for completion.
- 1 Job Counselor completed a 120-hour Career Development Facilitator Training through The Center on Education and Work at UW-Madison to enhance her skills as a seasoned counselor.
- Completed a review with a Representative from the BIA office of our 477 program. She spent three days onsite meeting with staff, Administration and Finance. There were no findings in her report on our program. Suggestions were given on ways to combine other programs under the 477 "umbrella". Discussions will be held with Tribal Administration.
- Assistant Director wrote for and received and additional $25,000 in grant funding to be utilized next fiscal year to provide paid college internships as a part of our Summer Work Experience program.
- Received an award as the 2017 Outstanding Grantee at the 38th Annual NINAETC and PL 102-477 Conference in Los Angeles.

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 three of the six 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 $7,003.50 was expended on Work Experience Contracts to clients for a total of 966 hours of manpower.

This past year we have worked closely with the following departments: Historic Preservation, Chairman's Office, Transit, Tribal Clinic and CBRF.

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 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 meeting with clients from our community as her office is not located here but she services our community. She has been able to assist one of our elders in securing employment and accessing services available to them this past year. We have also worked with Brian Marquardt, the representative from DWD Veteran's Employment office to refer clients who may benefit from his services. UMOS was a new addition in our community this past year as well. They are working with Menominee Tribal Enterprise in filling employment needs. At least 4 of our clients were assisted with work placements through their program.

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 received 131 applications. Of these 38 applications were placed through Youth Services. The remaining 93 were offered positions through the Community Resource Center. Six applicants declined a position and another six were terminated (1 Quit and 5 No Call/No Show for three days). A total of 81 successfully completed the program. The team stressed the importance of job responsibility with the youth. Reminding them it is their responsibility to communicate with us if the job was not working out and to provide proper notice to their employer/supervisor before quitting.

All youth participated in a 6-week Summer Work Experience Program. Two Youth Supervisors were hired on a temporary basis to provide supervision to the youth. This year they worked with the Assistant Director to plan and execute this 6-week program. 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 four hours of training each week.

All youth were included in the 20 hours of training activities which included: Orientation, Community Drug Concerns, Cultural Awareness, Team Building and Leadership. 11 of the older participants were offered an opportunity to complete CPR training through the American Red Cross program. 16 youth that were short work hours assisted at Night Out Against Crime and the Pow Wow to earn their needed hours.

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 five to show them the growth that they have had over the session and to create discussion topics for areas of improvement needed. When used this tool is useful to open up communication between the youth and the supervisor to assess their strengths and areas that need improvement. Most of our youth come into the program with no work experience so this is a valuable tool to assess their progress.

Community Engagement Committee: This past year our staff has been very active on the Community Engagement Committee. We have 4 staff members that attend regularly and are all apart of separate 90 Day Work plans. These plans include: Fostering Futures, Absenteeism, Culture Camp, Safe Schools/Healthy Students Grant, and Tribal Justice Strategic Planning. 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 met with a group to discuss the gathering of common data that would simplify the application process for clients to all programs requested. This application would be a great asset to our community.

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, Sturgeon Feast, Sobriety Pow Wow, Youth Olympics, 3 on 3 Basketball Tournament, Night Out Against Crime, Breakfast with Santa, Menominee Nation Pow Wow Tiny Tot Session, 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, Toys for Tots, and Night Out Against Crime.

We held our 6th Annual Haunted Hallway October 2017. 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 Toys for Tots. The event was offered for two evenings to increase availability for the community to participate. Admissions this year was $3. Over the two evenings we had 536 community members visit the event. A total of $1,608.00 was brought in from admission and donated to Toys for Tots. The Tribal Police Department executed a Haunted Hay Ride as an added bonus which was a big hit with the attendees. 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, Menominee County Highway Department, Community Development, Menominee Veterans, WI Film and Bag, Senzigs and Charlie's County Market.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ -	$ -	$ 734,980	$187,132	$ -	$ 922,112
Fringe Benefits			339,694	101,934		$ 441,628
Travel			21,400	9,000		$ 30,400
Equipment			7,000	-		$ 7,000
Supplies			14,000	1,582		$ 15,582
Contractual			15,000	4,294		$ 19,294
Utilities			2,500	1,000		$ 3,500
Indirect Costs			114,498	35,035		$ 149,533
Other Costs: (list below)						$ -
Supportive Services			73,800	21,363		$ 95,163
Direct Assistance			106,880			$ 106,880
Building Maintenance			28,000			$ 28,000
Insurance			7,600			$ 7,600
Vehicle Costs			12,000			$ 12,000
Program Activities/Incentives			37,500			$ 37,500
Educational Stipends			10,500			$ 10,500
Totals ►	**$ -**	**$ -**	**$1,525,352**	**$361,340**	**$ -**	**$1,886,692**
Fund/Totals Ratio:	N/A	N/A	80.85%	19.15%	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, Outreach and Education, 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, presentations, and in-service training.

CONSERVATION LAW ENFORCEMENT STATISTICS

	Fiscal Year 2016	Fiscal Year 2017
Reportable Incidents	551	1147
Citations Issued	45	38
Warnings Issued	10	20
Complaints Received	132	134

Interagency Assists	41	90
In-service Hours	270	427
Permit/ID checks	148	117
Investigations	104	127
Court Appearances	2	14
Meetings Attended	96	127
Other	227	372

Administrative: Administratively, the Conservation Department provides service to the public by issuing game tags to over 2000 enrolled members, descendants and spouses. Registration records indicate approximately 310 deer, 5 bear, 20 turkeys, 2 fishers and 2 bobcats were harvested during the 2016-2017 hunting seasons.

The Conservation Department Has finally reached full-staffing for most of the year. The department made one hire December 11, 2016. The vacant CTAS Warden Position was filled by Jaime R. Guzman Sr. Guzman transferred from the Menominee Tribal Police Department. Guzman has 29 years of law enforcement experience. He is an avid hunter and fishermen and an asset to the department.

Conservation and Environmental Services began the year planning to obtain a Natural Resource Office that would house both departments. Tribal Administration assisted with the process. One option was to obtain an existing building, and to refurbish the structure to meet the needs of both departments. Another option was to seek funding to build a new facility. Neither option became feasible. In March the departments were offered a possibility of leasing the Culture Building at the College of Menominee Nation (CMN). The departments accepted the offer and moved to the new location in July. The department hopes to remain at the CMN for the duration of the seven-year lease.

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 to enforce treaty rights and provide protection of Tribal natural resources. Conservation Officers enforce Federal Laws and Tribal Codes to provide protection of resources and encroachment from outside threats. Wardens also assist the Menominee Tribal Police and Menominee County Sheriff's Department when necessary.

The Bureau of Indian Affairs (BIA) requires internal policies for Conservation law enforcement funding. Additional BIA funds were obtained to assist with the development of internal policies. The department was able to get 6 polices in place for this year. The policies required approval of the Tribal Administrative Committee, Law Enforcement and Resource Protection Committee.

Conservation Warden In-Service Training:

- Crime Scene Photography and Evidence Collection
- Obtaining and Conducting Search Warrants
- Drug Identification and Recognition
- Wildland Fire Origin and Cause Determination
- WDNR Clean Boats, Clean Water
- Wild Ginseng Enforcement
- Ginseng Symposium and Coordination Meeting
- Waterfowl Identification and Enforcement
- Raptor Education and Handling
- Logger Rescue Training
- Taser Certification
- Hunter Education Instructor Training
- Law Enforcement Administration
- BIA Partners in Action Conference
- Effects of Lead Bullets on Wildlife
- Introduction to Incident Command System
- Native American Fish & Wildlife Society Conference
- Semi-Annual Firearms Qualifications
- First Aid and CPR
- Physical Efficiency Battery

FY17 Conservation Internal Policies:

- #01-21 Uniform, Appearance & Equipment Standards
- #1-27 Body Worn Audio and Video Recording Device
- #02-01 Use of Force
- #02-24 Pursuit Policy
- #02-52 Ride-Along
- #04-16 Social Media

Outreach & Education: The Department does their best to provide information to the general public on safety, hunting, fishing, trapping and gathering regulations, program functions, and other laws relating to the natural resources. Conservation is proud of the ongoing safety programs that we provide; especially the hunter education and all-terrain vehicle safety courses.

This year was the 24th year that Conservation hosted the hunter education class. Over 400 students have completed the course since it was initiated in 1993. Thirty graduates completed the course this year. Hunter education is statistically proven to save lives and prevent accidents.

All-terrain vehicle safety is not as popular as hunter education; however, there were eleven graduates in the August class.

Community Related Activities & Outreach Events:

- Hunter Education – 30 graduates
- All-Terrain Vehicle Safety – 11 graduates
- Informational Outreach (Hunting, Fishing, Trapping, Gathering & Wild Ginseng)
- National Night Out Against Crime
- Outdoor Safety Presentation (CMN)
- Guerilla Marijuana Grow Operations (Assist Department of Justice)
- Cops & Bobbers (Assist Menominee Tribal Police)
- Wild Ginseng Presentation - WDNR (Wisconsin Department of Natural Resources) & USFWS (US Fish & Wildlife Service)
- Annual General Council
- Community Engagement
- Tribal Action Plan
- St. Michael's Annual Picnic
- Legend Lake District Community Outreach Event
- Menominee Culture Camp
- Memorial Day Parade
- Menominee Sturgeon Guard Program
- College of Menominee Nation Annual Transition Fair
- Junior Achievement and Youth Empowerment Ride-Along
- College of Menominee Nation Ride-Along

Conservation Committees & Meetings:

- Law Enforcement & Resource Protection Committee
- Menominee Conservation Commission
- Wisconsin Conservation Congress
- Emergency Management Committee
- Emergency Response Meeting
- Great Lakes Indian Fish & Wildlife Commission
- Tribal Chief Conservation Officer Meeting
- WDNR-Tribal Consultation Meeting
- USFWS-Tribal Consultation Meeting
- WDNR-Tribal Warden Meeting
- METP (Menominee Tribal Police)
- MESO (Menominee County Sheriff's Department)
- MTE Forestry (Menominee Tribal Enterprise)
- BIA – MTE Fire Operations
- LaMotte Lake Landing Agreement

- Camping Workgroup
- Reservation Abandoned Homes
- Menominee Tribal Legislature
- Legislative Community Meeting
- GSA Vehicle Information & Reporting
- COPs Grant Quarterly Reporting
- Tribal Prosecutor
- Tribal Administration
- Community Development
- Culture Camp Planning Meeting
- Natural Resource Building Planning
- Director Meeting
- Conservation Staff Meeting

Fish and Wildlife: Conservation staff assists Environmental Services with fish and wildlife surveys and data collection. The department also assists with nuisance animals; especially spring and summer black bear calls and complaints.

Fish and Wildlife Surveys & Calls:

- White-Tailed Deer Pellet Count
- Ruffed Grouse
- Sandhill Crane
- Lake Sturgeon Management
- Beaver Management & Population Control
- Chronic Wasting Disease Sample Collection
- 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. Department staff worked with Tribal Administration, Environmental Services, Community Development, Menominee Tribal Police, and Emergency Management to address abandoned homes on the Reservation. Special efforts were directed at mobile homes that present environmental and health concerns. Other concerns and efforts included outreach and education regarding the effects of lead bullets on wildlife and human consumption of game. The Menominee Conservation Commission arranged for the U.S. Fish & Wildlife Raptor Education Group Inc. to provide information regarding the use of lead for hunting and fishing.

Environmental Enforcement and Protection Efforts:

- Issue Citations for Tribal Code Violations
- Investigate and Enforce Surface Water Code Violations
- Investigate and Enforce Solid Waste Violations
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to Develop Stronger Codes and Regulations
- Provide Education and Public Outreach

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Summer Youth	BIA Policy	BIA Enforce	CTAS Year 3	TOTALS
Personnel Costs	**$ 186,942**	**$ 28,949**	$34,643	$ 84,723	$40,458	**$ 375,715**
Fringe Benefits	**75,117**	**5,000**	11,792	31,486	25,943	**$ 149,338**
Travel	**700**			50		**$ 750**
Training	**10,800**	**3,281**		2,000	5,237	**$ 21,318**
Equipment	**-**				52,758	**$ 52,758**
Supplies	**30,389**	**7,725**	22,000	10,160	23,720	**$ 93,994**
Contractual	**10,500**			3,050	3,550	**$ 17,100**
Space Lease/Rental	**3,400**	**1,259**	3,500	1,700		**$ 9,859**
Indirect Costs	**37,462**	**2,404**			13,832	**$ 53,698**

Other Costs: (list below)				9,570		**$ 9,570**
Cellphones	**2,600**			600		**$ 3,200**
Vehicle Lease	**12,000**		6,000	5,000		**$ 23,000**
Vehicle insurance	**4,000**			1,047		**$ 5,047**
Bldg./Equip Maintenance	**1,000**					**$ 1,000**
Vehicle Costs	**8,000**	**3,150**		1,500		**$ 12,650**
Program Activities	**7,000**			1,500		**$ 8,500**
Medical Services	**1,500**					**$ 1,500**
Program Act. Beaver	**4,000**					**$ 4,000**
Program Act Hunter	**2,000**					**$ 2,000**
Program Act Sturgeon	**2,000**					**$ 2,000**
Totals ►	**$ 399,410**	**$ 51,768**	**$77,935**	**$152,386**	**$165,498**	**$846,997**
Fund/Totals Ratio:	47.16%	6.11%	9.20%	17.99%	19.54%	

Early Childhood Services

Gary Pyawasay, Director

Early Childhood Services continues to provide early education services and a host of other services to children and families living on the Menominee Reservation and surrounding areas. 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 and early education experience as possible.

DAY CARE: Mission: The Menominee Early Childhood Services-Day Care mission is to help children develop positive self-image 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 along with a specialized program for families in need of 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.

FY17 Services: Day Care served a total of 88 children from 54 families in FY17. In addition to providing the day-to-day early education/child care services, the program also holds activities in hopes of increasing parent and community involvement at the center. In FY17 the program held the following family/community involvement activities: Monster Mash Halloween Party, Thanksgiving Social, Santa Visit, Easter Egg Coloring Event, Mother's Day Social, Father's Day Social, and Grandparent's Social. Also, special needs services (i.e. speech and language services, occupational therapy etc.) are available to the children on an as needed basis as a part of their Day Care programming.

Menominee Language Immersion Classroom: The program collaborated with the Menominee Language and Culture Commission, Education Department and Tribal Administration Department to open a Menominee Language Immersion classroom at the Day Care Center in FY17. The room was opened on September 5th, 2017, with early education/child care services being provided to eight infants exclusively using Menominee language. Four Menominee Language trainees, Toni Caldwell, Ann Wilber, Margaret Tomow and Luke Besaw worked hard to not only become certified Menominee Language instructors but also to become certified early education teachers for

this initiative. Currently three of these individuals are providing daily classroom teaching to the children in this room.

In FY18 Early Childhood Services will continue its strategic planning work with the Menominee Language and Culture Commission, Education Department, Tribal Administration Department and UW-Extension on the Menominee Language Immersion initiative. There have been discussions on opening an additional Day Care or Head Start immersion classroom once the children in the current immersion room advance in age.

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. A total of six children from three families were provided with these services in FY17.

Trauma Smart Training: All Day Care staff received the Trauma Smart model training during FY17 thanks to collaboration with the Menominee Indian School District and their Safe Schools/Healthy Students project. The Trauma Smart model was initially designed to help preschool children and the adults who care for them calmly navigate difficult life challenges or traumatic events and build resiliency skills. The Crittenton Children's Center has since expanded its Trauma Smart model training program to serve grade school children and with that Tribal School staff also participated in the training modules with our staff in FY17. Program staff also participated in the Smart Connections parent trainings which are detailed later in this report.

Dental screenings: In the spring of 2016 Early Childhood Services revised its agreement with the Tribal Clinic to include providing health screenings for children using full-day services at the Tribal Day Care. The initial intention was to provide the following health screenings in the 2016/17 program year: height and weight, vision, hearing and dental. This proved to be a larger task than initially anticipated but the program was able to make some progress in the area. Day Care was able to work with the Dental Hygienist to provide dental screenings were to Day Care children FY17. Program staff is working with the Tribal Clinic professionals to schedule visits for all of the health screenings for FY18.

Facilities Improvement Projects: The program completed the following facilities improvement projects in FY17:

- Foundation Repair: The project involved the waterproofing of the foundation and landscaping to prevent water from leaking in to the basement of the center. This project overlapped FY16 and FY17.
- Upgrade of center camera system. The upgraded system provides camera coverage in the classrooms, hallways, entrances and playgrounds. The program would like to thank the Tribe's Information Technology Department for installation and Tribal Facilities/Maintenance of the camera system. This project overlapped FY16 and FY17.
- Bathroom Installation: The program renovated the spaced previously used as a staff lounge and teacher storage area for use as a classroom. The main renovation project involved the installation of a children's bathroom which included child height toilets and sinks.
- Stove/Range: The program purchased a new stove/range for the center's kitchen.

Items for FY18

Child Data Management Software: The Tribal Day Care will be implementing the use of a new child data management software system in FY18. The Child Plus Software (which has been used by the Head Start/Early Head Start program for over 5 years) will be used by Day Care staff starting in the winter of 2017. While this software is designed for use by Head Start/Early Head Start programs there are many features that will benefit Day Care staff. Those features include electronic data storage (child/family/staff information), electronic attendance tracking, case management and a mass text/email feature to communicate with program families.

Health Screenings: As detailed earlier program staff is working to provide hearing, vision and height/weight screenings to children receiving full day services at the Day Care Center in FY18. These screenings are in addition to the dental screenings that began in FY17. As of the date of this report, program staff had secured the updated paperwork needed from parents and is working with Tribal Clinic professionals on scheduling the additional

screenings. ECS would like to thank the Tribal Clinic for allowing us to provide these additional health screening services to Day Care children and their families.

HEAD START/EARLY HEAD START Mission: Menominee 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)

As 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 FY17 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: $1,812,261; Expended $1,812,261
   - Bureau of Indian Affairs Part B. Awarded: $144,010; Expended $144,010
   - Bureau of Indian Affairs Part C. Awarded: $6,080.; Expended $6,080
   - Wisconsin Department of Public Instruction Head Start Grant. Awarded: $98,175; Expended $74,866
   - Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $277, 466; Expended $238,663
   - Menominee Indian Tribe of Wisconsin. Awarded: $384,532; Expended $384,532
   - Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: $10,000 Expended: $2,943

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 FY18 award: $1,812,261
   - 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 FY18 award: $79,910

- Bureau of Indian Affairs Part C: This funding is for age groups birth to three 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 FY18 award: $10,200
- 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 FY18 award: $60,912
- 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 FY18 award: $363,449
- 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 FY18 award: $486,373
- 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 FY18 award: $10,000

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

Early Head Start in 2016/17
Total number of children served: 94
Total number of pregnant women served: 25
Total number of families served: 77

Head Start in 2016/17
Total number of children served: 191
Total number of families served: 174

Supportive services units of 518 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. The last reviews we had were in FY16 when 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 containing medication that was not 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 and this and other progress is noted later in this report. The program has since been notified that it will receive another CLASS review which will provide the

program with another opportunity to improve the scores to a satisfactory level. As of this report, the follow up observation has not been scheduled by OHS. 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 in the program included participation in Parent Committee Meetings and Policy Council Meetings. Other program activities where parents participated included: Enrollment Extravaganza, National Night-Out Against Crime, Grandparents Breakfast, health component screenings, 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 (Valentines) 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 Preparation, Yoga for Kids, Overview of Parent Committee, Policy Council Election Process, Get Your Child Cooking as well as holiday themes and other educationally appropriate activities. Pregnant Mothers meetings were also held monthly and included the following training topics: Post-partum Depression, Breastfeeding, Car Seat Safety, Safe Sleeping Habits, Brain Development in Utero, Facts or Myths during Pregnancy, Fetal Alcohol Spectrum Disorder, Self-Care during Pregnancy, Health Literacy, Food Assistance Referral and Making Your Own Baby Food.

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

The current Head Start curriculum that is being implemented is titled Big Day for Pre-K and it provides the framework for progress toward school readiness goals. The school readiness goals, which are in the final stage of 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 has worked 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 to have the four-year-old classrooms visit the kindergarten rooms at Keshena Primary School. In FY16 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 and this practice continued in FY17.

Other Head start/Early Head Start program highlights include:

Disabilities/Early Exceptional Needs: Head Start/Early Head Start is unique in its abilities and efforts to provide children with disabilities, ages six weeks to five 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. In program year 2016/17 the program served 20 Head Start children and four Early Head Start children with documented early exceptional needs through our partnerships with the

Menominee County Birth to Three Program, Menominee Indian School District and Shawano Community School District.

Health Screenings: Per Head Start Performance Standards, all health screens are to be completed within the first 45-days of the child's entry into the program. 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 of children transitioning into kindergarten.

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 Community Health Nurse and Health/Nutrition/Safety Manger using the Etymotic Research Optoacoustic Emissions Scanner (ERO-OAE-SCAN) test system for children ages birth to three years. The Menominee Tribal Clinic Community Health program nurses assist with the four-year-old children by using an Audiometer. All children that test as a "Refer" are further assessed with an Otoscope check of the ear canal for wax/fluid and determination if a referral is needed for further medical treatment.

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 Well Child Check on file within their first 45-days of entering the program. In FY17 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 or their primary physician.

Immunizations: All children are required to have an immunization record on file. All 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 which includes one child that was provided with an exemption.

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 which is primarily done at the first home visit. Program staff reviews each child's questionnaire score 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. At the suggestion of our Mental Health Consultant or when a parent/guardian has expressed any concerns regarding their child's development the program holds an in-person special conference meeting with the parents/guardians to discuss recommendations on how to proceed. In FY17, 10 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 thanks to the efforts of the child's teachers and other HS/EHS staff.

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 initial issues taken on by this group were: reducing childhood obesity, increasing school readiness and reducing teen pregnancy. The Workgroup has since become much larger and has taken up more initiatives; in FY17 program staff participated in the following workgroups: Suicide Prevention Initiative and Physical Activity/Recreation Center Planning and Promotion, Absenteeism, Neopit Community Center, Fostering Futures and MISD Safe Schools/Healthy Students Initiative.

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. In an effort to further progress in becoming a trauma informed service provider, ECS provided all Tribal Day Care staff with training on the Trauma Smart Model in FY17 thanks to collaboration with the Menominee Indian School District. Educating the community is also a part of this model through its Smart Connections events and there are details on these efforts later in this report.

Transportation: All program 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 14 field trips throughout the program year to include: N.E.W Zoo, Appleton Children's Museum, various Pumpkin Patches visits, Trick-or-Treating, Keshena Primary Kindergarten visits and various other parks throughout the community. We had a total of 178 children who utilized transportation either on the A.M. bus routes or the P.M. routes.

CLASS Progress: In FY17 the program has been working on improving its CLASS scores (which are a measure of child-teacher interaction in the classroom). The program hired Samantha Anderson as Education and Disabilities Manager in the fall of 2016 and she became a certified CLASS Observer in the spring of 2017. This certification allows her access to show video resources from her training to staff and these videos are used as a part of our training process for this area. Also the Early Childhood Specialist from our Federal Training and Technical Assistance provider was on-site three times in FY17 to work exclusively with the Education and Disabilities Manager and teaching staff on improvement of the classroom education component. The work will continue in FY18 with continued training for the education staff from both the Education and Disabilities Manager and Early Childhood Specialist.

Facilities Improvement Projects: The program completed the following facilities improvement projects in FY17:

- Installation of camera systems in the Dolores K. Boyd and Middle Village Centers: This camera system provides camera coverage in the classrooms, hallways, entrances and playgrounds that adds a much needed safety measure for the children and staff of the program. The program would like to thank the Tribe's Information Technology Department for installation and maintenance of the camera system.
- Playground Upgrades: The program installed new playground equipment at the Dolores K. Boyd Center. The main jungle gym apparatus on the Early Head Start playground was replaced and an additional jungle gym apparatus was installed on the Head Start playground.
- Windows/Flooring: Windows were replaced in five classrooms and two classrooms had flooring replaced at the Dolores. K Boyd Center.
- Stove/Range: The program purchased a new stove/range for the kitchen at the Dolores K. Boyd Center.

ITEMS FOR FY18

Curriculum Review: The program will be assessing the current curricula used by the Head Start and Early Head Start programs. Currently the Early Head Start uses the Creative Curriculum and the Head Start uses the Big Day for Pre-K Curriculum. Options to consider will be implementing a new curriculum or purchasing updated versions of the currently used curricula. As per the Head Start Performance Standards the program will obtain parent input on any curriculum changes through the Head Start Policy Council and Parent Committees.

Trauma Smart Training/Smart Connections: The program is continuing with the implementation of the Trauma Smart training model in FY18. An employee of Early Childhood Services was trained to become a Trauma Smart Facilitator and will be providing the training to all new program hires. Also as a part of the Trauma Smart training model, Early Childhood Services and the Keshena Primary School will continue a partnership to provide Smart Connections training to the parents of the community throughout the 2017/18 program/school year. 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. As of the date of this report, efforts are being made to include Tribal School staff in providing the Smart Connections training sessions.

Technology in Classroom: In FY18 Early Childhood Services will be assessing classroom technology needs with an emphasis placed on the technology available to children. Given the growing use of technology in school systems, it is important that our program exposes program children to as much technology as possible to help them in the

transition to kindergarten and beyond. Some of the items we will be looking at are electronic devices used by the children that import data for child assessments and smart boards or interactive screen projectors for classroom use.

Comprehensive Budget for Head Start and Day Care

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 321,707	$162,979	$ 1,049,800	$ 150,073	$ -	$1,684,560
Fringe Benefits	143,872	86,297	466,251	64,068	-	$ 760,488
Travel	1,203	235	1,297	681	-	$ 3,417
Training	8,034	-	35,044	-	-	$ 43,078
Equipment	88,722	-	-	-	-	$ 88,722
Supplies	18,264	2,120	61,612	88,878	3,696	$ 174,569
Contractual	-	-	-	78,194	-	$ 78,194
Utilities	1,110	387	3,068	-	-	$ 4,565
Space Lease/Rental	2,432	1,765	26,418	-	-	$ 30,616
Indirect Costs	85,451	26,356	178,483	25,402	446	$ 316,138
Other Costs: (list below)	-	-	-	-	-	$ -
Transportation	35,954	-	182,987	14,294	-	$ 233,235
Cash Match-Food Program	99,795	-	-	-	-	$ 99,795
Building Maintenance	35,148	1,482	66,766	-	-	$ 103,396
Program Activities	3,899	772	4,073	-	798	$ 9,542
Operating Costs	78	97	4,227	51	-	$ 4,453
Direct Child Care Services	-	-	235,037	-	-	$ 235,037
Renovations	-	-	22,887	-	-	$ 22,887
Totals ►	**$845,671**	**$282,491**	**$2,337,949**	**$ 421,643**	**$ 4,940**	**$3,892,693**
Fund/Totals Ratio:	21.72%	7.26%	60.06%	10.83%	0.13%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Child Care Fees	$ -	$ 282,595	$282,491	$ 104
Head Start Sunshine Club	353	150	162	(13)
Totals	**$ 353**	**$282,745**	**$282,653**	**$ 91**

Education

Shannon Chapman, Director

The mission of the Tribal Education Department is to cooperatively provide assistance and support to Menominee and community residents who are in need of preparation to advance in the workforce or pursue higher educational opportunities.

With this mission statement, the Menominee Tribal Education department is one of many community resources that work together to support the overall 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 ongoing support to Menominee tribal members so that they may achieve their educational and professional development goals.

Shannon Chapman began her role as the Tribal Education Director in June 2016; taking the place of Virginia Nuske, who retired after serving the community as the Tribal Education Director for 41 years. Genevieve Tomow served alongside Virginia for 38 of those years as the Program Assistant, and she continues to serve the community in that role. Julie Schultz joined the Education Department in the role of the Adult Education Coordinator/Instructor (formerly titled GED Instructor) in October 2017.

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.

The Tribal Education office administers 3 programs:

- Adult Vocational Training: For students seeking a technical certificate/degree
- Higher Education: For students seeking a bachelor's degree
- Adult Education: For work-related development and individuals seeking a GED

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

There are numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors. The Education department developed the first Tribal Education newsletter in October 2016 to ensure this information is disseminated to the community. A Facebook page was also created in March 2017 to share information and resources with a wider audience. In addition to administering grants to students, both the Director and Program Assistant work closely with college and university financial aid departments, serving as advocates for students.

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.

The 2016-2017 school year saw a total of 44 Menominee graduates:

- 1 Doctorate Degree
- 4 Master's Degrees
- 11 Bachelor's Degrees
- 13 Associate's Degrees
- 15 Vocational/Technical Diploma/Certificates

The varying fields of study include: Office Technician, Electrician, Welding, HVAC, Cosmetology, Network Specialist, Business Administration, Accounting, Early Childhood, Nursing, Psychology, Criminal Justice, Healthcare Administration, Public Administration, Social Work, Creative Writing, and Organizational Leadership.

Successful Menominee Graduates from 1976 to 2017: The following indicate the total numbers of completions on record in the Education Department. These are confirmed completions; many more may have completed but have not notified our office.

- 85 Advanced Degrees
  - 7 Doctorate Degrees
  - 6 Juris Doctorate Degrees
  - 72 Master's Degrees
- 529 Bachelor/Associate Degrees
  - 454 Bachelor's degrees
  - 75 Associate's Degrees
- 438 Technical/Certificate Completions

Outreach: The Program Director has been involved with a variety of partnerships with local high schools, providing presentations and documents to the students in the effort to inform and assist them as they prepare

for post-high school plans. This includes information on financial aid, scholarships, and tribal grant information.

During June 2017, Tribal Education, with the support of several partnering community organizations, hosted a week-long "AlterNATIVE" program at the College of Menominee Nation. This event was facilitated by 3 Columbia University students and attended by 17 Menominee high school-aged students. The objective of the week-long program was to create a space where students could explore Native American history through the lens of Native Americans, examine contemporary issues throughout Indian Country, and most importantly: envision the future of their communities. The overall goal is to inform and empower young Native people to be agents of change in Native communities; with a focus on college and how it is a tool of self-determination and sovereignty. As an extension activity, in November 2017 this group of students will visit Columbia University and New York University (NYU) in New York City through a grant provided by the American Indian College Fund.

Partnership with Wisconsin Indian Education Association: The Tribal Education Department also maintains a close working relationship with the Wisconsin Indian Education Association (WIEA). WIEA is a non-profit organization that was established in 1985 by a group of concerned Indian educators to promote educational opportunities for Indian people in Wisconsin. With a unified effort by both Indian and non-Indian members, it has evolved into a pro-active organization that continually works on the issues that affect Indian education.

- WIEA works with Wisconsin's state legislators and annually addresses the state's governing bodies at the capitol. A part of these efforts include what is known as *Act 31*. In 1989 state legislators passed statutes collectively known Act 31 in an effort to infuse American Indian studies into public education. Since that time, Wisconsin has required instruction in the history, culture and tribal sovereignty of the federally recognized tribes and bands in the state at both K-12 schools and in teacher education programs. Since July 1991, anyone seeking a license to serve as a professional educator in the state must receive instruction in these areas. Act 31 was co-authored by the late Alan Caldwell, a Menominee tribal educator who was honored in the Menominee community by his colleagues at an August 2017 celebration commemorating the signing of Act 31 into law.

- The Menominee Nation will be hosting the 2018 WIEA Annual Conference at the Menominee Casino Resort on April 19-21, 2018. The theme is *Revitalizing Tribal Nations through Community Engagement*. The conference offers an opportunity to bring together community members, educators (both Indian and non-Indian), businesses, and organizations who are interested in Indian education. WIEA is the only state conference that specifically addresses Native American educational issues.

Recent Initiatives: During fiscal year 2018 the Tribal Education department began working, in collaboration with Tribal Administration, to increase the maximum tribal grant amount from the current amount of $2,200/year for all Menominee students in higher education. The current maximum grant amount of $2,200 has been in place since 1985. This collaborative group is also exploring funding and partnership options to support high school-aged tribal members who are seeking to begin their college education at the College of Menominee Nation.

Category Description	FISCAL YEAR 2017 Consolidated Budget					
	Education Judgement Funds	Tribal Supplement Funds	Federal	State	Other	TOTALS
Personnel Costs	$	$	109,376	$		**109,376**
Fringe Benefits			42,625			**42,625**
Mileage			728			**728**
Meeting & Related			1,130			**1,130**
Training & Related			6,004			**6,004**
Office Supplies			1,490			**1,490**
Program Supplies			1,638			**1,638**
Space Rent			8,021			**8,021**
Student Grants	173,285	22,435	285,880			**481,601**
Direct CSC (NON-IDC)			20,590			
Indirect CSC	18,384		19,735			**38,119**
Program Activities	5,373					**5,373**

Totals ►	$197,042	$22,435	$497,218	$0	$0	716,695
Fund/Totals Ratio:	27.49%	3.13%	69.38%	N/A	N/A	

Election Commission

Davey Jean Peters

Commissioners:
Alice Kessen, Chairperson
Yvette Ducane, Member
Ruth Waupoose, Member

Per Menominee Tribal Code Chapter 63-6 B, it was not necessary to hold a Primary Election last year with only seven (7) tribal members being certified as legislature candidates.

January 11 & 12, 2017 Menominee Tribal Legislature Main Election

"On Reservation" Candidates:

Eugene "Gene" Caldwell
Craig A. Corn
Ronald James Corn, Sr.
Rachel Fernandez
Mary Sullivan Menore
Jerrit O'Kimosh
Shannon L. Wilber

There were no "Off Reservation" Tribal members to certify.

Voting Results:

Absentee	159
Neopit Fire Station	185
Keshena Tribal Courts Building	443
Total	**787**

Top three vote getters:

Ronald James Corn Sr.	392
Craig A. Corn	384
Eugene "Gene" Caldwell	335

FY2017 Budget was $90,551

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget – Election Commission					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$32,965	$ -	$ -	$ -	$ -	$32,965
Fringe Benefits	20,065					20,065
Telephone	750					750
Contractual	5,962					5,962
Indirect Costs	8,443					8,443
Other Costs: (list below)						
Mileage	1,202					1,202
Meetings & Related	4,181					4,181
Office Supplies	16,935					16,935
Totals ►	**$90,503**	**$ -**	**$ -**	**$ -**	**$ -**	**$90,503**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Emergency Management

Ben Warrington, Emergency Management Coordinator

Mission - The mission of MITW Emergency Management is to Prepare, 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 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.

During the 2016/2017 winter season, Emergency Management assembled a team of Tribal Departments to assist the Menominee Tribal Department of Aging with snowplowing of local Tribal elder's driveways. This effort was a direct result of the Menominee Community Engagement process where local agencies come together to look for ways to improve services. The Tribal Departments assisting the aging Department were comprised of Police, Recreation, Food Distribution, Community Resources and Emergency Management.

The 2017 Menominee Nation Hazard Mitigation Plan was completed this year. Many Tribal Departments were involved in the planning activities which began in 2015. The plan outlines the many hazards that may affect the Tribe and provides for ways to reduce those hazards. The funding to complete the plan was provided by a grant from FEMA.

During the month of June 2017 the Menominee Forest was hit by straight line winds that damaged a large portion of the forest. Menominee Tribal Enterprise moved all logging contractors into the blowdown areas to begin cleanup activities. Some of the hardest hit areas are on the western most portion of the Reservation. Some of the blowdown areas will not have cleanup beginning until after winter freeze up.

June 2017 MITW Emergency Management was contacted to assist with damage assessment in the Stevens Point area after severe storms damaged many homes and businesses in the city. Shawano County had an outbreak of tornadoes in June which damaged several properties in the Pulaski area. MITW Emergency Management provided assistance to Shawano County Emergency Management after the storms damaged several homes and businesses.

The Menominee Tribe was invited to present information to Governor Walkers Taskforce on Opioid Abuse. Legislator Myrna Warrington, Police Chief Mark Waukau and Emergency Management Coordinator Ben Warrington attended the event and presented information to the Task Force on how opioid abuse has affected the Menominee Tribe. Lt. Governor Rebecca Kleefisch and State Rep. John Nygren are Co-Chairs of this task force.

MITW Emergency Management teamed with American Red Cross and the National Weather Service to attend a parent's night event at the Menominee Tribal School. Information was provided to students and parents regarding emergency preparedness, weather safety and Red Cross services. All participants received a disaster preparedness kit. Several people in attendance won door prizes provided by MITW Emergency Management.

Menominee Tribal Enterprise created an Emergency Response Workgroup that meets on a monthly basis to plan and train for emergency situations in the forest. The group is led by Forest Inventory Technician, Ron Waukau. MITW Emergency Management is an active participant in this workgroup. Some of the recent accomplishments of this workgroup are:

- Logger Rescue Training provided to MTE Logging contractors and local Emergency Responders.
- Emergency Medical Helicopter Landing zone construction and maintenance.
- GIS Mapping services for Emergency operations.
- MTE provided assistance to emergency services while searching for a missing person.

Effective October 2016, Emergency Management began managing the BIA Community Fire Protection contract and the Tribal Fire Protection Agreement. These funds assist the Tribe in providing fire protection services to the Menominee Indian Reservation. Emergency Management allocated a portion of the funding for lighting upgrades in the Fire Department facilities owned by the Tribe. All lighting at the South Branch Fire Department has been replaced with LED fixtures. Plans are being prepared for additional LED upgrades at the Middle Village Fire Department.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Fire Protection	TOTALS
Personnel Costs	$ 17,586	$ -	$ 8,960	$31,320	$ -	$ 57,866
Fringe Benefits	5,034		2,629	9,243		$ 16,906
Travel	686					$ 686
Training	2,131		1,367	480		$ 3,978
Equipment	12,201		6,609			$ 18,810
Supplies	4,221		3,091			$ 7,312
Contractual	5,794				66,719	$ 72,513
Utilities	211					$ 211
Space Lease/Rental	1,035		1,632			$ 2,667
Indirect Costs	3,791		2,613	4,223	1,311	$ 11,938
Other Costs: (list below)						$ -
Vehicle Costs	8,662		6,453			$ 15,115
Building Maintenance					5,936	$ 5,936
Totals ►	**$ 61,352**	**$ -**	**$33,354**	**$45,266**	**$ 73,966**	**$ 213,938**
Fund/Totals Ratio:	28.68%	0.00%	15.59%	21.16%	34.57%	

Enrollment

Yvette Ducane, Director

Enrollment is located in the basement of the FIC-Gordon Dickie Building. This location has a back entrance with no steps and handicap doors for our elders or handicap. The Enrollment Staff is able to receipt the Customers/Clients for a more expedient service.

The Enrollment Department works in coordination with Tribal Staff as well as programs requesting 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 establish a 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 unity by a common language, common experiences and common cultural traditions which allow them to continue to share their past, present and future.

Per Capita/Stumpage was issued on 12-13-2016 in the amount of $100 for Adults and $50 for all Minors.

Administrative Task: The Enrollment Department is funded with IDC and Tribal funds and staffed with one Full Time Director, one Full Time Administrative Assistant and one Full Time Research Technician. As of June 2017 the L & P Department's responsibilities have been added as a separate department to Enrollment. Enrollment staff has been cross trained to learn the L & P functions in the absence of the Administrative Assistant. Thanks to the community for having patience with the transitioning period.
The Enrollment Director and (1) Enrollment Committee Member was approved to go over budget to attend long overdue training "Emerging Trends in Tribal Enrollment" in Las Vegas July 28, 29 & 30, 2017, Presenter Terry Rainey-President, Automated Election Services. In attending this training it was most fulfilling in all the procedures

that's required in Enrollment such as Disclaimers, Adoption, DNA, Relinquishment, Lineal Descendant, Due Process of Law, Abandonment and many more. With this being approved to our budget, Enrollment will utilize the training for staff and Enrollment Committees throughout the years.

With this being said, I would like to extend my Maec Waewaenen to the current Enrollment Committee Listed below. They have serviced many dedicated hours to the Menominee Indian Tribe of Wisconsin being sworn in by our Menominee Tribal Courts and is truly committed to abiding by the Menominee Tribal Constitution and Bylaws.

DEPARTMENT INFORMATION
Yvette M. Ducane, Enrollment Director
Romona L. Webster, Administrative Assistant
Jody R. Boivin, Research Technician

COMMITTEE INFORMATION
Dorian Latender-Lyons, Chairwoman
Lynn Skenadore, Vice Chairwoman
Gena Kakkak, Secretary
Elizabeth Arnold, Member
Eva Johnson, Member

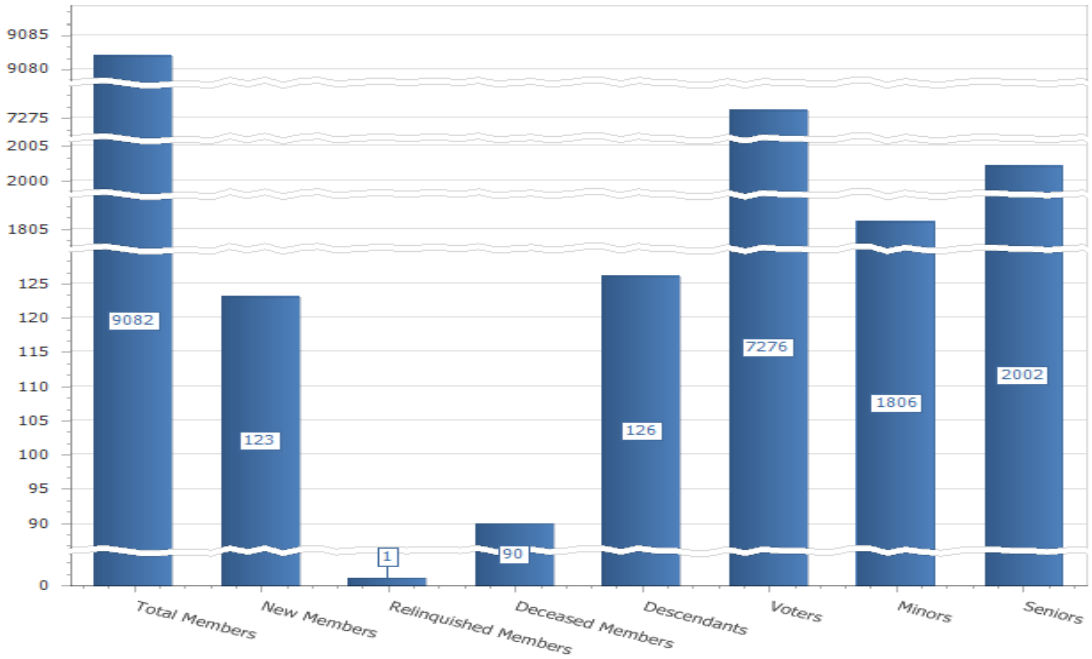
Report to the Menominee Tribal Legislature

The following report will contain information and data compiled within our department for the months of October 2016 through September 2017.

Living Enrolled Members - 9082

Activity:

Approved 123 applicant(s) for Tribal Membership
1 Tribal member(s) relinquished
90 Tribal member(s) passed on
Approved 126 applicant(s) for descendancy roll
7276 of our Tribal members are eligible voters
1806 are minor enrolled members
2002 members are over the age of 55



Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL - Enrollment	IDC - Enrollment	Tribal - License and Permits			TOTALS
Personnel Costs	**65,383**	**63,686**	98,447	-	-	**227,516**
Fringe Benefits	**20,694**	**30,691**	33,809			**85,194**
Travel & Related	**160**	**1,306**	150			**1,616**
Minor Equipment			955			**955**
Supplies	**2,118**	**1,231**	5,124			**8,473**
Contractual	**349**	**350**	0			**699**
Space Lease/Rental	**4,000**	**1,000**	3,445			**8,445**
Indirect Costs	**9,602**		15,405			**25,007**
Photocopies	**15**					**15**
Resale and Materials			6,820			**6,820**
Totals ►	**102,321**	**98,264**	**164,155**	**-**	**-**	**364,740**
Fund/Totals Ratio:	40.93%	32.46%	26.61%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Enrollment		4,806	101,160	(96,354)
L & P		147,844	145,674	2,170
Totals		**152,650**	**$246,834**	**(94,184)**

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. This year the ESD moved to a new location in the Culture Building at CMN along with the Conservation Department. This has been a positive change for the Environmental and Conservation Departments resulting in more space for the program.

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 from 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 636 acres of terrestrial and aquatic invasive species in the past year. Legend Lake and Moshawquit Lake were treated for Eurasian Milfoil this year. Approximately 318 acres were treated on Legend Lake and Moshawquit Lake had 100 acres treated. The ESD continued monitoring aquatic vegetation of other reservation lakes in 2017. Utilizing the latest in aquatic mapping technologies the ESD is mapping the aquatic vegetation on lakes and has also continued doing point intercept vegetation 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.

The ESD hired two invasive species technicians to monitor and treat invasive species on the reservation. They have monitored the following invasive species: Wild Parsnip, Phragmites, Purple Loosestrife, Japanese Knotweed, Honeysuckle, Japanese Barberry, Garlic Mustard and Spotted Knapweed. The combined area treated for all terrestrial invasive species was 218 acres.

Restoration Projects: The ESD has been working on the tire cleanup at the old junkyard on Kittecon Road. In FY17, 72 tons of old tires have been removed from the site. The total cleanup is estimated to be 82 tons total of tires removed which will be completed in FY18.

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 sturgeons 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.

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.

Fish and Wildlife: Black bears topped the list of wildlife concerns for much of the summer. The biggest issue with bears was garbage related and ESD continues to recommend keeping garbage indoors if possible or adding latches to the garbage can to make it inaccessible for bears. The ESD meets with homeowners and helps educate them on keeping the bears away from their homes.

During 2017, four stationary passive integrated transponder (PIT) antennas were deployed on the West Branch of the Wolf River (WBWR) to detect movements of tagged brook trout. Weather permitting; the antennas will continue to collect fish movements for the remainder of 2017. An additional 323 brook trout were tagged in 2017, for an existing total of 452 tagged brook trout in the WBWR. The average length of tagged brook trout is 175 mm and of all captured fish is 143 mm (Figure 2 Future plans for 2018, include deploying antennas during the spring to detect any post-winter movement made by brook trout.

The pond liners were installed at the walleye ponds on two ponds in the fall of 2016. The Tribe received approximately 15,000 spring fingerlings walleyes in early June. The walleyes were spread equally between the two operating ponds and raised until mid-August. Despite vandalism to the well pump house, the ESD was able to harvest 8000 walleyes from the two ponds. These fish were then stocked into Hazel, Crowell, Elma, and Burney Lake with each lake getting 2,000 walleyes.

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

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 77,160**	**$ -**	$252,794	$ -	$ -	**$329,954**
Fringe Benefits	**33,595**		115,045			**$148,640**
Travel	**1,000**		16,330			**$ 17,330**
Supplies	**2,000**		11,467			**$ 13,467**
Contractual	**11,572**		38,187			**$ 49,759**
Indirect Costs	**15,644**		34,123			**$ 49,767**
Other Costs: (list below)	**26,700**		35,345			**$ 62,045**
Totals ►	**$ 167,671**	**$ -**	**$503,291**	**$ -**	**$ -**	**$ 670,962**
Fund/Totals Ratio:	24.99%	0.00%	75.01%	N/A	N/A	

Food Distribution

Patricia Roberts, Director

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

In 2017 we distributed 16,754 cases of food to 6,725 participants of Food Distribution, the participants increased by 21 and the cases distributed increased by 572 compared to last year. We distributed 25,736 pounds of Emergency Food Assistance Program (TEFAP) and 164,326 pounds of donated food to 10,836 TEFAP Pantry participants. This was an increase of 1,383 in TEFAP cases distributed, but a decrease of 113,611 in pounds of donated foods and an increase in participants by 902 compared to last year.

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 the pounds and report them to Feeding America and in the TEFAP report and then are able to distribute to our food pantry participants. SAFPARC of Shawano donates food items when they have excess products.

Included in the food package for 2017 were Wild Rice, Frozen Salmon and Cherry Apple Juice. Up for consideration in the near future are frozen fruit and vegetables, and fresh eggs. We requested USDA to include wild rice as this is a cultural food for the Midwest Region we currently have it on our food package but issues have been arising for a steady vendor.

Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2017 was for the months starting June 1, 2017 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 develope 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 through the grant plus reimburses committee members travel to some of the meetings. We also include the two Northeast Region tribes with our Midwest Region Meetings and include their households in all purchases.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and 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 2017 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
Darrel O'Kachekum	Vice Chairperson	August 2017 – August 2020
Richard Plass	Secretary	August 2016 – August 2019
Nicole Fish	Commissioner	August 2016 – August 2019
Leah Pamonicutt	Commissioner	July 2015 – July 2018

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
Rose Ponfil	Background Inv. Spec.	July 2002 – present	14 years
Wade Waupekenay	Staff Auditor	March 2015 – present	1 ½ years
Teanna Davis	Sr. Compliance Officer	September 6, 2016 – present	1 year
Jean Grignon	Compliance Officer	Nov. 14, 2016 – Sept. 22, 2017	

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 25 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, we 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 that the integrity of the Menominee Casino Resort (MCR) is intact so we can assist in promoting, protecting, and reserving our rights, resources and culture. This is accomplished by ensuring that 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, the 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 that the property and assets are not used for unauthorized activities and;
- Waste, fraud, abuse and corruption are disclosed to appropriate authorities.

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

- 118 gaming licenses issued
- 135 renewed gaming licenses issued
- 0 gaming licenses revoked
- No material audit findings
- 12 mandatory internal audits completed
- 12 mandatory follow up audits completed
- Self-regulation continues to be maintained for 16 years
- Five staff and three Commissioners received up to date training for gaming regulators.

- Hosted the National Indian Gaming Commission regional training at the MCR. The training consisted of Human Trafficking, Active Shooter Training, Internal Audit, Tribal Internal Control Standards and System of Internal Control Standards.
- All Commission staff members have received the Real Colors training. This training has allowed the staff to better understand themselves and others on their team; improving our communication with each other and to those that we serve.

The services and the successes of the Menominee Tribal Gaming Commission 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 that we possess the resources to be successful in achieving our own mission statement.

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 2017 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	FY2017 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 Fellow Menominee's)

REPATRIATON OF BACKLUND MOUND GROUP MENOMINEE ANCESTORS AND THEIR FUNERARY OBJECTS On October 25th, a delegation from the Menominee tribe comprised of Tribal Chairman Gary Besaw, Tribal Consultant, Burton Warrington, archeologist Dr. David Overstreet, and Tribal Historic Preservation Officer and tribal NAGPRA Designate David Nahwahquaw Grignon traveled to the University of Michigan at Ann Arbor, Michigan. The purpose of the trip was to repatriate and bring home twenty Menominee Ancestor's human remains and associated funerary objects for reburial. The tribe had submitted a "Cultural Affiliation" claim and proved with the preponderance of evidence that the remains were indeed affiliated to the Menominee Tribe. Repatriation ceremonies were at held at the Menominee Logging museum and the ancestors were reburied at the Repatriation burial ground just off Crow Settlement Road. The repatriation was in accordance with the provisions of the Native American Graves Protection and Repatriation Act (NAGPRA).

TWO-MENOMINEE YOUTH CULTURE CAMPS The department once again conducted two Menominee Youth Culture Camps in July and August as a part of the Community Engagement Initiative and a directive from the Menominee Tribal Legislature. The first camp occurred on July 9-14 and the second camp took place August 13-18, both at Wayka Falls on the confluence of the Little West Branch of the Wolf and Wolf River. We had 22 Menominee youth in the first camp and in the second camp we had 28 youth all from the ages of 12-17. The youth were

immersed in Menominee language, history and culture during the week and heard legends and life stories from tribal elders, and processed wild rice in the traditional way. All of the youth participated in making traditional Menominee arts and crafts that included tobacco pouches, hand drums, lacrosse and shinney sticks, beadwork and other crafts. The youth listened to an archaeological presentation from Dr. David Overstreet and participated in the art of flint-knapping (arrowhead and spear points) and participated in Atal Atal game. Mary Webster gave her Red Road AODA presentation that was well received by the youth. This year Amanda Reiter, from the College of Menominee Nation participated with a "healthy food" curriculum and contributed a large amount of funds to both camps from a grant she is working under. Both weeks of camp ended with a Family night of which family members were invited to a traditional meal prepared by Laura Doud, who cooked throughout the week for the youth and ended with the traditional lacrosse and shinney where the youth played for Wellness and Healing in the Community.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT The department continues to monitor "federal undertakings" with compliance requirements to the National Historic Preservation Act (NHPA). Section 106 of the NHPA mandates "consultation" with tribes to assess historic properties in the "area of potential effect" of a federal undertaking in "consultation" with tribes. A project that uses federal funding, occurs on trust land, or needs a federal permit is mandated by the NHPA to comply with Section 106. The THPO is also a signatory on all forestry prescriptions because federal funding is used for forest management practices occur on trust land mandating compliance with Section 106. Some of the federal agencies we work with are the Federal Energy Regulatory Commission, Army Corp of Engineers, Federal Communications Commission, Indian Health Service, Department of Interior-BIA, Federal Highway Commission, and other federal agencies.

BACK FORTY MINE The department continued its opposition to the proposed Back Forty Mine Project. The proposed sulfuric acid mine projects has three permits approved, and is working on the last permit approval before it can begin. The department is currently working on ways to document the cultural landscape of the proposed mine area in hopes of bringing about consultation under Section 106 of the National Historic Preservation Act between the approval agency and the tribe.

STATE LEGISLATIVE STUDY COMMITTEE ON THE STATE BURIAL SITES PRESERVATION LAW The director is a member of the State Study Committee that will make positive changes to the State of Wisconsin Burial Sites Law 157.70. The final draft of the bill will be considered by the state Senate soon. Much discussion centered on the buffer zone around burial mounds, evasive testing to mounds to see if human remains exist in them and treating each mound as a burial site. The changes, surprisingly, were approved by the state assembly, but will be discussed in a state Senate hearing this winter. The reason for the tribe to be concerned is for overall protection of the mounds. The tribe needs to be concerned about the mounds and burial sites in the Legend Lake area that are not on trust land and are protected by the State Burial Sites Law.

2017 INTERNATIONAL CONFERENCE OF INDEGENOUS ARCHIVES, LIBRARIES, AND MUSEUMS The department received a grant from First Nations Development Institute for the director to attend the conference on October 9-13 in Albuquerque, New Mexico. The main purpose of the director attending the conference was to help find ways to promote Menominee artists here on the Menominee reservation. There were sessions that focused on Native artists such as "Native Artists as Catalysts for Community and Social Change". The session focused on Native artists as cultural bearers as catalysts for community engagement and social change. The Native Arts & Cultural Foundation was the facilitator for the session and helpful information was gained for our community artists. The director attended an evening event "Indigenous Views of the Night Sky" with presenters Walter Echo-Hawk, N. Scott Momaday and David Begay sharing their native perspectives and insights on the stars and the night sky. There were many good sessions regarding Native arts and tribal museums.

STURGEON FEAST AND CELEBRATION POW-WOW The department once again coordinated the 24thannual Sturgeon Feast and Celebration Pow-wow on April 15th at the Menominee Indian High School. Fifteen sturgeons were provided for the feast by the Department of Natural Resources and were smoked by Doug Cox, Jr., for the feast. The host drum this year was the Wind Eagle Singers and the head dancers were Pam and Stewart Boivin. The emcees were Joey Awonohopay and Jonesy Miller and the arena director was Gary Besaw. The head veteran dancer was J.J. Corn. There were ten drum groups present and about 250 dancers performing at the pow-wow. Several traditional dances were performed by the dancers that included the snake dance, feather dance, swan dance and two-step. Before the pow-wow there was the Annual Water Walk and Ceremony at Keshena Falls and walkers walked from Keshena Falls to the Menominee High School. Six-hundred people were fed at the feast and before the feast Menominee veteran Dennis Kenote took the spirit dish of food to the Wolf River as an offering.

ANNUAL LUMBERJACK BREAKFAST AND CULTURAL HERITAGE DAY On October 7th the department held its annual Lumberjack Breakfast and Cultural Heritage Day here at the Logging museum. Despite the rain and

wind we had the largest crowd ever to attend the event. We had several volunteers that helped cook, clean, serve and clean-up after the breakfast and we would like to say Maec Waewaenen to them. This year we had Dale Kakkak processing wild rice in the traditional way and Wade Fernandez playing traditional music and the flute for those attending. Several pies were auctioned off and we had several baskets for our basket raffle. We raised over three-thousand dollars for the upcoming Sturgeon Feast and Celebration Pow-wow.

MILES OF ART FALL FESTIVAL The department participated in the Miles of Art Fall Festival at the Menominee logging museum. Miles of Art has several sites where visitors can view and purchase arts and crafts in Shawano and Menominee counties. We had ten artists here featuring their traditional arts of loom beadwork, finger weaving, clay cast bronze jewelry, relief print making, black ash baskets, raised beadwork, egg etching, and paintings. Some of the artists were doing demonstrations of the arts and crafts on site. We also sold food at the event to raise money for the museum. The event was well attended by the public.

ANNUAL ARTS AND CRAFTS FAIR The department once again hosted the annual Menominee arts and crafts fair at the cultural museum in December. Several Menominee artists had booths selling their arts, crafts and paintings. Some of the items that were on sale were beadwork, paintings, earrings, wood carvings/baskets, beaded dream-catchers, moccasins/mittens, doll cloths, scarfs and dance regalia/quilts. Several community members attended the event and it was a great opportunity to buy gifts for family and friends during the holiday season.

MENOMINEE CULTURAL MUSEUM The cultural museum is open all year and we have received several visitors from around the regional area and different states. We have also had several school groups come for a tour of both the cultural and logging museum. We had a donation of a Menominee cradle board from a former teacher who worked on the reservation. She had purchased the cradle board from St. Anthony's gift shop and it was used in presentations at school. The cradle board is in excellent condition and is on display in the museum.

MENOMINEE LOGGING MUSEUM The logging museum is open from May through October is it takes about one hour to tour the museum. We have the largest display of logging artifacts in the Midwest and have visitors from around the country visit the museum. We had group tours of the museum and hosted several meetings in the bunkhouse. The museum bunkhouse has been used for meetings and other community activities. The department is continuing to upgrade and renovate the logging museum buildings and grounds. This repair and renovation will continue with the help of our cell tower review fees until completed.

TRIBAL HISTORIC PRESERVATION OFFICER'S REGIONAL MEETING The director attended the Mid-West Tribal Historic Preservation Officer and State Historic Preservation Officer meeting in Milwaukee in June. There were also representatives from Federal agencies at the meeting. There was much discussion in regard to compliance to Section 106 of the National Historic Preservation Act with federal agencies or the lack there of. The director had an opportunity to speak about the tribe's effort to consider the Back Forty Mine as a "federal undertaking". Federal agency representatives were in the audience, including one from the Advisory Council on Historic Preservation, but once again the Advisory Council said they did not want to interfere with federal agencies decision to give their regulatory responsibilities to the State of Michigan in regard to the mine.

MITW-CEMETERY COMMITTEE The director is a member of the tribe's Cemetery Committee. The committee is responsible of identify and protect existing cemeteries on the reservation. All of the traditional cemeteries have been documented as well as the Christian cemeteries. The committee is also working on updating the policy for the new Menominee Nation Cemetery.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 136,278	$ -	$ -	$ -	$ -	$ 136,278
Fringe Benefits	68,471					$ 68,471
Travel & Related	612					$ 612
Equipment	4,500					$ 4,500
Supplies	3,300					$ 3,300
Contractual	6,400					$ 6,400
Indirect Costs	23,191					$ 23,191
Other Costs: (list below)						$ -

vehicle cost	**1,700**					**$ 1,700**
advertising	**1,115**					**$ 1,115**
Telephone	**1,150**					**$ 1,150**
Building Maintenance	**1,850**					**$ 1,850**
Totals ►	**$248,567**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 248,567**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	**FY2016 Fund Balance**	**FY2017 Amounts**		
		Generated	**Expended**	**Balance**
Logging Museum Tours	$ 1,867		$ -	
Cultural Museum Tours	1,906			
Museum Fundraising	4,566	27,111	28,020	(909)
Cell Tower Reviews	83,344	212,600	43,435	169,165
Sturgeon Feast	(860)	13,620	9,414	3,346
Lumberjack Breakfast	1,490	1,050	2,275	265
Culture Camp	6,040	9,700	11,689	4,051
TOTALS	**$98,353**	**$264,081**	**$ 94,833**	**$ 175,918**

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 41 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, two (2) Cleaning Team Members, eight (8) Maintenance Team Members, seven (7) Home Rehab 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 remaining mutual help unit 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, and a source of income. 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 demonstrate the need from

these modifications. The program requires an application, a background check, and a source of income. 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 serves enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs; these services can ensure elders live in a safe and healthy home. 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; and a source of income. 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 fourteen (14) rental units for use in the program. The program requires an application, background check and proof of income for the program. MTHD is accepting applications and 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 assisting ten (10) Residents find permanent places to stay this past year. While some were able to move on and find a permanent place to stay, others were not able to and continue to work with programs they were referred to. Five major barriers our Residents face when looking for a permanent place to live are: no income, lack of credit, past criminal history, evictions, and basically cannot afford to pay the full rent by themselves (low income).
From October 1, 2016 to September 30, 2017, the Eagle's Nest Emergency Shelter served 184 families comprised of 93 children and 91 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.

We have worked with the IT Department to develop a Program to assist with being able to track homelessness in one central database and will start implementing this program in November of 2017.

Department Future Plans: Below is a list of future plans MTHD will be forward with in 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 5 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 program 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.
MTHD recently had staff complete training under the Pathways Program which will assist Tribal members with Home Ownership knowledge. The program will allow our staff to provide information about home ownership, the steps needed and other relevant information for assisting them in their home ownership journey. We continue to search for home ownership options for Tribal members.

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 make 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 the 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 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$130,431**	**$ -**	$1,276,288	$ -	$ 11,692	**$ 1,418,411**
Fringe Benefits	**66,766**		545,594		7,738	**$ 620,098**
Elder Assistance	**5,324**				-	**$ 5,324**
Training	**7,036**		2,762		-	**$ 9,798**
Equipment	**8,895**		-		-	**$ 8,895**
Supplies	**77,215**		47,431		36,872	**$ 161,517**
Contractual	**37,159**		58,005		7,579	**$ 102,743**
Utilities	**11,174**		93,719		24,897	**$ 129,790**
Program Activities	**8,435**		478		-	**$ 8,913**
Indirect Costs	**47,165**		229,615		-	**$ 276,780**
Other Costs: (list below)					-	**$ -**
Building Maint.			63,648		71,765	**$ 135,413**
Construction Grants	**55,955**		47,232		-	**$ 103,187**
Insurance					1,807	**$ 1,807**
Vehicle Cost./Vehicles	**32,880**		56,055		-	**$ 88,935**
Rental Assistance			8,426		-	**$ 8,426**
Garbage/Recycling			15,010		6,353	**$ 21,363**
Subsidy	**67,857**		199,220		-	**$ 267,077**
Land Acquisitions	**304,143**				-	**$ 304,143**
Construction/Reno.	**14,877**				-	**$ 14,877**
Donations	**14,430**				-	**$ 14,430**
Totals ►	**$889,742**	**$ -**	**$2,643,483**	**$ -**	**$ 168,702**	**$3,701,928**
Fund/Totals Ratio:	24.03%	0.00%	71.41%	N/A	4.56%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
HUD/NAHASDA	$ (156,468)	$2,728,994	$2,348,220	$ 380,774
515 Apartments	3,548	61,234	74,009	(12,775)
202 Apartments	36,853	141,523	159,513	(17,990)
Non-Program Income	275,589	150,000	166,945	(16,945)
Totals	**$ 159,522**	**$3,081,751**	**$2,748,687**	**$ 333,064**

Human Resources

Tasha Caldwell, Manager

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

Departmental Strategic Plan: The Human Resources Department developed a strategic plan to align our goals and objectives with the Tribal Strategic Plan. Based on the mission and goals of the Department, we developed three objectives to improve our service delivery to include:

1. Develop and implement a comprehensive approach to workforce recruitment, hiring, retention and planning resulting in an effective workforce to meet the present and future needs of the Tribal government;

2. Improve supervisory and performance management practices across the Tribal government

3. Increase efficiency by providing basic human resources and transaction processes utilizing technology advances

Objective #1: The Department completed a review and evaluation of existing processes, resources, and methods to meet our recruitment needs. As a result of this review, we found that the completion of our third objective was critical to improving recruitment, retention and employee engagement goals of our strategic plan. We will continue work through our internal workgroup to accomplish greater engagement with candidates and our existing employee population.

Objective #2: The purpose of this objective is to review policies, procedures, employee development programming, and methods of engagement. During this fiscal year, Human Resources worked in collaboration with Administrative Committee to review policy changes and move to Governmental Affairs for MTL approval. The Department also began work on development of revised department procedures and strategic revision of Department processes to streamline functions of Human Resource staff to better meet the evolving needs of our employee population.

Objective #3: Throughout FY2017 much of Human Resources planning and action centered on completing work on the solicitation and review of Human Resources Management Systems. This involved an evaluation of our existing Human Resources Management system and identification of areas requiring improvement. Once the evaluation was complete, we completed an assessment detailing the existing needs and future capabilities needed to accomplish the objectives identified in the strategic plan. The evaluation and assessment assisted the development of the plan to replace the outdated systems. Over FY2017, the Department, with the help of a stakeholder team, conducted a thorough review and evaluation process of software from interested vendors according to our existing and planned future needs. At the conclusion of FY2017, the Department processed 8 software vendor reviews and identified the top three software vendors who best fit the Department's needs in a Human Resource Management System. The Department will complete this process and begin implementation in the coming year.

Community Engagement & Tribal Action Plan: The Human Resource Department joined the Community Engagement Workgroup and Tribal Action Plan in 2017 to assist and identify where the Department could provide assistance to accomplish the goals. The Department joined the Absenteeism workgroup and assisted in the development of the community survey on Absenteeism. Additionally, the Department examined our metrics and developed processes to track the information concerning absenteeism related to recruitment and retention. The goal is to collect & analyze relevant data and develop needs-based solutions using training and/or program enhancement to address issues that result in absenteeism within the workplace.

The following graph depicts the gross annual salary for fiscal year 17 ending September 30, 2017 and to include the previous year as well. This provides an estimate concerning the gross payroll growth and/or stabilization throughout the previous two years. This also reflects the total employee count at the end of each fiscal year. Please note this data is calculated as of the end of September 30, 2017. This does not indicate that we had started with 818 employees at the start of the fiscal year. In summary at year ending of September 30, 2017, we had 546 Menominee employees, 36 Menominee descendants, and 9 Menominee spouses.

Fiscal Year	10-01-16 to 9-30-17	10-01-14 to 9-30-15
Payroll	31,957,103.45	29,729,040.50
Employee Count	1138	1151

Human Resources Vacancy, Recruitment & Retention Efforts: The information depicted below details the current year ending September 30, 2017 and that for comparison the year ending September 30, 2016 concerning job openings, interviews, resignations, discharges and layoffs.

	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Job Openings	224	216
Applicants	1396	1373
Interviews	872	840
Manager/Supervisors	16	Not reported
Technical/Professional	123	Not reported
Clerical	18	Not reported
General	67	Not reported
Emergency Hire	30	Not reported
Resignations	85	125
Discharges	83	59
Layoff/leaves	16	37

Recruitment & Retention: This table provides information concerning the accession rate and separation rate of employees within the Tribal employment structure. Accession rate is the number of new employees added to a payroll during a certain period. The Tribe has added new employees at a rate of 3% over the last fiscal year. The separation rate measures the percentage of employees who left the organization during the reporting period. The Tribe's separation rate over the last fiscal year is 2%; this indicates that 2 percent of the average size of the tribal workforce has separated from tribal employment.

	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Accession Rate	3%	Not reported
Separation rate	2%	Not reported

Drug-Testing Program: The Tribe conducts drug testing of tribal employees. The Human Resources Department utilizes two different sites for urinalysis collections; Menominee Tribal Clinic and Maehnowesekiyah. All tests are tested for confirmation by Cordant Forensic Solutions. We also use Marshfield Clinic for any hair follicle testing that can be used in conjunction with our urinalysis testing. We use a ten panel testing process that can detect the presence of amphetamines, barbiturates, benzodiazepines, buprenorphine, cocaine, MDMD/ecstasy, Methamphetamine, Methadone, Oxycodone, PCP/Phencyclidine, THC/Marijuana, Morphine/Opiates. Employees' who test positive for illegal drugs and/or abuse/misuse of prescription drugs are subject to termination. If an employee test positive for a prescription drug, they must produce a statement from the physician concerning the positive test result. We are now going into the third year for drug testing of synthetic drugs as well. This graph represents the number of positive tests that we had for the current year ending September 30, 2017.

Positives - Drug Testing	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Alcohol	3	4
Synthetic	0	0
Marijuana	8	8
Cocaine	5	7
Other (Prescription Drugs)	31	Not reported
Total	47	19

Employee Assistance Program: The Employee Assistance Program is a benefit offered to employees of the Tribal Organization. This program can be used by employees to assist them in addressing areas of concern that may have a negative impact on their personal or work life. The program offers assessment, short term counseling, and referral

services for a wide range of concerns such as; gambling problems, mental health issues and substance abuse. The EAP Coordinator in the Human Resources office receives and processes administrative referrals (employees referred by Supervisor) and self-referrals to the EAP program.

EAP	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Mandated	4	7
Self-Referral	6	12

Background Process: Many positions within the Tribal Government structure require background certification and/or licensure. These are determined by the essential functions, span of control, and direct-contact with sensitive/vulnerable populations, which are required by law. The Tribe fulfills these requirements by conducting background checks at the local, State, and Federal levels. The Human Resources department processes a large quantity of detailed background checks, confirmation of licensure, and finally review/verification of sexual offender registry records. Background Investigation and Adjudication are required for many positions and serve to fulfill our obligations. Below is a summary of the background checks the Human Resources Department conducted in fiscal year 2017.

Background Checks	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Local	425	411
State	647	596
Federal	279	233
Motor Vehicle	134	122
Sex Offender	239	289

Appeals: The Menominee Indian Tribe's Appeals process is the method that affords Tribal employees due process concerning employment actions pertaining to suspension or termination of employment with the Tribe. This table represents the total number of hearings that were conducted by the Human Resources Department during the fiscal year ending 2017. The Tribe's Appeals process incorporates two levels of mediation; the first level involves a hearing conducted by a three person panel. The hearing officers must meet eligibility requirements to serve on the Hearing Officer Pool. In the case of terminations, either party may contest the determination of the hearing panel to the Tribe's Administrative Committee. The Administrative Committee may determine to move the contested decision to the final administrative step. In the second level, the Administrative Committee selects two hearing officers to review the information presented in the first hearing, to include documents and recording of the first hearing. A determination is rendered and is the final Administrative step. Below is a summary of the Appeals cases for the fiscal year, ending September 30, 2017.

	10/1/2016 - 9/30/2017	10/1/2015 - 9/30/16
Appeals	11	15
Resolutions/Management	7	Not reported
Resolutions/Employee	3	Not reported

Tribal Preference: Under Chapter 170 of the Code of the Menominee Nation, the Human Resources Department is responsible for carrying out the mandates of Tribal Preference in Employment for the Tribal Government. The Menominee Indian Tribe's decision to implement Tribal Preference in employment is a political practice used to increase economic and employment opportunity on Reservations. The average composition of the Tribal employee population has remained consistent throughout FY2017 at 67%.

Category Description	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$348,836**	**$ -**	$ -	$ -	$ -	**$ 348,836**
Fringe Benefits	**156,588**					**$ 156,588**
Travel	**500**					**$ 500**
Training	**75,000**					**$ 75,000**
Supplies	**13,000**					**$ 13,000**

Contractual	**48,000**					**$ 48,000**
Space Lease/Rental	**18,534**					**$ 18,534**
Other Costs: (list below)						**$ -**
Photocopies	**2,000**					**$ 2,000**
Adverting	**1,500**					**$ 1,500**
Dues & Memberships	**600**					**$ 600**
Equipment Lease	**2,500**					**$ 2,500**
Minor Equipment	**3,500**					**$ 3,500**
Totals ►	**$ 670,558**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 670,558**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

The Human Resources Department consists of the following personnel: Stacie Bowman, Merlynn Johnson, Annette Peters, Verdene Schlichting and Tasha Caldwell.

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 fourteen full time professionals, the department consists of two 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 twenty-six different sites.

Year in Review: The past year was one of improving security needs and beginning a major software upgrade

- Security cameras systems were installed at the Daycare and Head starts to aid in creating a safe environment for the children they serve. IT now maintains approximately 300 security cameras across multiple facilities to provide a sager work environment.
- Switch and power upgrades to the network were completed replacing obsolete equipment and increasing network speed.
- Major software upgrades were begun, moving to new versions of Microsoft server, Exchange for email, and Skype for Business for instant communication. Windows 10 was vetted and began to roll out to departments on new equipment in September.
- A new Intranet called MenomiNet was released to aid in internal communications and information sharing. The Application area continued to add new programs to help departments replace paper processes, fillable forms to assist with data entry and multimedia expanded its video offerings.
- IT received and responded to over 6,400 requests for support.

Year Ahead: The year ahead will be one of finishing the major software upgrades and instituting new policies

- In reviewing the state of the PCs and laptops throughout the organization, we were drastically falling behind where we need to be. A new policy called Basic Technology will begin October 1, which will allow IDC to replace equipment faster and more consistently lessening dependence on the success of grants and individual budgets.
- A new version of Office will be purchased for the entire organization to move us to the latest version and bring one consistent application across all departments.

- The need to meet the current requests for service will result in a new position being added – IT Support Specialist to be able to assist in all Service areas of the department.
- IT will be investigating our printing environment and see where we can save costs without affecting need.
- A community wide data sharing system is inching closer to reality and a platform may have been found to support it. IT will assist as part of the implementation and this could have far reaching effect on improving service delivery and being able to measure program effectiveness including how to adjust to new trends.

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 who do more directly affect the lives of the community. When those departments can do their jobs, faster, better, and more accurately through technology then we have done our job.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ -	$ -	$ -	$ -	$ 783,168	$ 783,168
Fringe Benefits					352,040	$ 352,040
Travel					1,000	$ 1,000
Training					10,000	$ 10,000
Supplies					6,000	$ 6,000
Contractual					280,750	$ 280,750
Space Lease/Rental					20,525	$ 20,525
Other Costs: (list below)						$ -
Vehicle Cost					8,500	$ 8,500
Postage & Copies					25	$ 25
Computer Upgrading					388,000	$388,000
Totals ►	**$ -**	**$ -**	**$ -**	**$ -**	**$1,850,008**	**$1,850,008**
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, Family Medical Leave 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, two Benefit Specialists, a Property and Casualty Specialist, an Occupational Health, Wellness & Safety Specialist and a Benefits Technician.

Location: Insurance Department offices are located on the first floor of the Gordon Dickie 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 FY2017, the Tribe's healthcare plan covered 816 employees with a total of 2,081 lives. Annual premiums collected totaled $14,227,477.00 while medical claim payments ($11,574,194.09) and prescription drug claim payments ($2,232,736.00) equaled $13,806,930.09.

The Nurses' Hotline, which is open to both employees and Tribal members, received 1,218 calls in FY2017.

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. FY2017 cost of this benefit was $180,319.60. 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 FY2017, 514 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 FY2017, voluntary Long Term Disability covered 513 employees. During FY2017, 52 employees received short-term disability benefits.

Dental: Employees are provided dental insurance from Delta Dental. In FY2017, the annual maximum benefit was increased to $2,000. Dental insurance was provided to 790 employees insurance and paid claims amounted to $67,516.91.

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 9-30-2017 were $36,131,012.68 representing 969 accounts. 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 FY2017, 182 loans were processed, 7 hardship withdrawals and 208 distributions made.

Workers Compensation Plan: MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2017, 73 workers' compensation claims were reported which resulted with $61,335.89 paid for medical; $29,733.37 paid for indemnity; and $942.06 paid for expenses. Claims reserves for medical are $30,903.97 indemnity $1,749.34; and expense $828.40. 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 $9,951.65.

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 FY2017, 75 burial assistance payments totaling $202,122.50 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 WRDC. In FY2017, the property coverage premium was $398,241 and provided $270,413,316 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $338,987. Insurance provides coverage through Amerind Insurance for all rental units and Housing buildings at an annual cost of $142,862.00.

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. The Insurance Department maintains the approved drivers' list for all current employees and randomly audits the driving records of current employees. In FY2017, 345 driving records were evaluated.

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 FY2017, 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 FY2017, 134 employees contributed $97,690.80 to Flexible Spending accounts.

Employee Wellness Benefits: ***Journey…*** is a volunteer wellness program available to all employees of 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 are 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 FY2017, 86 employees took advantage of the Healthy Lifestyle Benefit.

Employee Trainings: Insurance Department personnel conducted various employee trainings in FY2017 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 FY2017, 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 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$305,034	$ -	$ -	$ -	$ -	$ 305,034
Fringe Benefits	140,689					$ 140,689
Travel	1,000					$ 1,000
Training	13,000					$ 13,000
Supplies	14,700					$ 14,700
Contractual	5,950					$ 5,950
Space Lease/Rental	12,350					$ 12,350
Other Costs: (list below)						$ -
Employee Recognition	25,000					$ 25,000
Liability Insurance	100,000					$100,000
Totals ►	**$ 617,723**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 617,723**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Internal Audit

Alicia Wilke, Acting 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 2017 Highlights: During Fiscal Year 2017, Internal Audit completed the following assignments:

- ✓ Two program audits (operational, compliance, and financial)
- ✓ Two process audits
- ✓ Two follow-up audits
- ✓ Six consultations, recommendations, and reviews of departmental and process policies
- ✓ One internal investigative engagement
- ✓ Tracking, review, and resolution of 11 improper activity reports
- ✓ Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start
- ✓ Preparation of monthly 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 reporting and monthly review of Menominee Tribal Legislature credit card use
- ✓ 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.
- ✓ Review of Chairs Office Policy and Procedures
- ✓ Operating process manuals for all positions in one department
- ✓ Submitted Risk Assessment Questionnaires to all departments, compiled scoring and prepared future Audit Plan

Single Audit FY2016: 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 2016 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for 33 Type B Tribal programs to help identify programs which require an audit
- 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 2016 single audit included:

- ✓ A timely submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status
- ✓ 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 FY2017 Budget Summary

Category Description		
	Other	**TOTALS**
Personnel Costs	$ 142,191	**$ 142,191**
Fringe Benefits	69,969	**$ 69,969**
Travel	161	**$ 161**
Training	12,824	**$ 12,824**
Supplies	2,464	**$ 2,464**
Contractual	139,862	**$ 139,862**
Space Lease/Rental	5,130	**$ 5,130**
Dues & Membership	341	**$ 341**
Totals ►	**$ 372,943**	**$ 372,943**
Fund/Totals Ratio:	100.00%	

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, or other forms of consultation engagements is a step forward in our mission to improve operations in the departments of the MITW. Internal Audit wants all of the departments to know that we are available and will gladly provide training or consulting activities.
- ❖ Internal Audit continues to participate in the Community Engagement sessions, allowing our department the opportunity to help the community.
- ❖ Completing the Real Colors training has made the department aware that we are alike in a lot of ways. This has made us stronger as a department knowing we are all able to be efficient and effective in our job duties.
- ❖ Participating in the Tribe's Journey Program has given us the knowledge we need to better our health and our minds. This helps during the stressful crazy times we may have in the office.
- ❖ Menominee Leadership Academy was another program in which we participated. The value of touring Tribal businesses in operation and working with other employees to help gain knowledge as a leader to benefit the tribe was a very gratifying experience. The MLA projects we worked on were a rewarding experience. Reading one on one with children in a classroom at Tribal School and fundraising throughout the community for Historic Preservation to help keep the language, art and history alive for the Menominee people was an honor for us.
- ❖ With the loss of the Director we have made changes within the department to create a friendly and inviting atmosphere. We want department staff to come see Internal Audit if there is anything we can do to help their department.

Judiciary

Stephan Tourtillott-Grochowski, Chief Justice

Posoh Mawanew Weyak!

The court has two (2) new Deputy Clerks, a new JustWare Coordinator, a Wraparound Facilitator, and a new Office Manager. Jenelle Vargas and Michele Reed have joined the court in the role of deputy clerks. This year in April, Jon Askenette left his position with the court and relocated out of state. After trial and error, Dolores Martin, our former Office Manager, decided to take on the position and is now acting as the JustWare Coordinator. Judith Lyons transferred over to the Courts from Transit and she is now our new Office Manager. Last, but not least is Lloyd Frieson. After a few years of searching and finally having the position transferred to the court, Lloyd was

hired as the Wraparound Facilitator for Menīpaniw, our drug court program. This position will help the Menīpaniw team deal with the participants' trauma.
Michael Panlener, a Judicare attorney, has been providing representation to our juveniles and other tribal qualified tribal members since last year. Unfortunately, one of our lay advocates is no longer able to take cases here because he is now working for the Oneida Nation as defense counsel. Congratulations to Wes Martin. Although this is good news for Wes and the Oneida Nation, this means that the court and the community has one less legal counsel who regularly practices at the Menominee Tribal Courts. We are in need of qualified individuals who are eligible to practice here.

Last year in November 2016, we had a court assessment. The assessment was completed by the Jacobson, Magnuson, Anderson & Halloran P.C. This law firm is located in St. Paul, Minnesota and they have a contract with the Tribal Justice Support Office at the Bureau of Indian Affairs to conduct these assessments. In June we received notice that the assessment was approved by the Office of Tribal Justice and in July the report was presented to the Legislature. Believe it not, our court system is not perfect; but neither is it as bad as everyone would like to believe. Recommendations were made based upon the comments and the interviews conducted. Some of those recommendations included: develop a lay advocate training program, coordinate with Legal and Finance to find ways to collect on outstanding fines and fees, promote the Court's independence by transferring all hiring decisions for administrative court personnel to the Court, hire a consultant to access the physical layout of the Wilmer J. Peters Judicial Center and recommend those changes that will increase the security of this facility, hire at least one full-time public defender for criminal matters, develop a policies & procedure manual for court personnel, develop how-to pamphlets for the community, update the court's website to include forms, deputize the bailiff, and digitalize our supreme court decisions. These are just a few of the recommendations made. With a few exceptions, these recommendations can all be accomplished. However, some require money and other recommendations should be directed elsewhere. What we will be doing is using the report to request additional funds. Hopefully, our request will be answered affirmatively.

Major Menīpaniw Accomplishments: In 2017, Menīpaniw continued on with year 2 of the joint BJA/SAMHSA Adult Drug Court Enhancement Grant. The grant was originally written to include wraparound care for the Menīpaniw participants with that position being housed at Maehnowesekiyah. However, things change. In June 2017, a wraparound facilitator was hired and placed under the court's roof. The purpose in hiring a wraparound facilitator is to increase the program's efficacy and to help the Team deal with the participants' trauma. The team can now refer all incidental participant needs to the facilitator.

Menīpaniw continues to utilize trauma informed care methods for their participants' benefit.

Menīpaniw has been successful in expanding its mandatory drug screens to include weekend and holiday hours in order to help participants avoid possible drug use and other addictive behaviors which are triggered by Holiday 'free time'. We still need to expand this to an even greater level. But it is a work in progress. Menīpaniw once again participated in the annual Night OUT Against Crime by hosting a face painting booth. We also showcased our mission and vision statements, along with facts about prescription drug use/abuse. Members of the team, as part of the grant requirements, attended the National Association of Drug Court Professionals (NADCP) conference in National Harbor, Maryland in July. This NADCP conference coincided with a mandatory training provided by SAMHSA.

Although Menīpaniw is still struggling to enroll eligible individuals into the program, we continue to find ways to offer our program to more defendants. This diversionary court program has been in existence since 2002. Menīpaniw has one more year left on the joint grant.

Highlights, FY2017: Menīpaniw held 47 court sessions and provided over 100 hours of hands-on service at Community events.

CASE FILING STATISTICS-FY 2017

TYPE	FILED	HEARINGS
MOTOR VEHICLE	740	1244
Curfew, Underage Drinking, OWI-Underage, and Truancy	49	856
Conservation, Dog, and ATV Ordinance violations	55	59
Appeals	4	n/a
Restraining Orders/TROs	36	39
Adult Criminal	305	2638

CIVIL*	184	294
Juvenile/JIPS	30	161
TPRs/Adoptions	2	4
Child Support/Paternity	47	198
Private Custody + Visitation	15	45
EXTRADITIONS	58	55
THC possession, Civil Disorderly Conduct, and Public Consumption	43	83
Concealed Carry	3	n/a
Marriage Licenses	3	n/a
TOTALS	1574	5976

*Civil cases include Small Claims, Garnishments, Large Claims, Employment cases, Divorce, Probate, Relinquishments, Name Changes, Guardianships, and Ch. 51 commitments.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	BJA/SAMHSA	TOTALS
Personnel Costs	**$ 49,193**	**$ -**	$394,151	$ -	$ 53,980	**$497,324**
Fringe Benefits	**11,848**		51,113		29,914	**$92,875**
Travel & Training + Related	**424**		2,103		19,466	**$21,993**
Equipment			1,327			**$1,327**
Supplies	**1,608**		5,560		762	**$7,930**
Contractual	**1,629**		21,603		51,329	**$74,561**
Program Activities					20	**$20**
Program Supplies					60	**$60**
Indirect Costs	**15,667**				15,990	**$31,657**
Other Costs: (list below)						**-**
Telephone	**125**		621			**$746**
Cellphones	**520**		2,411			**$2,931**
Jury Fees	**2,243**					**$2,243**
Witness Fees	**829**					**$829**
Other Expenses	**13,657**					**$13,657**
Dues & Membership			250			**$250**
Direct CSC Non-IDC			108,445			**$108,445**
Indirect CSC			57,709			**$57,709**
Direct CSC-(IDC)			2,828			**$2,828**
Totals ►	**$97,743**	**$ -**	**$648,121**	**$ -**	**$ 171,521**	**$917,385**
Fund/Totals Ratio:	10.65%	0.00%	70.65%	N/A	18.70%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Fines & Fees		$ 75,065	$ -	$ 75,065
Filing Fees		9,441		9,441
Court Costs		7,892		7,892
Other Fees & Charges		6,665		6,665
Child Support Costs		8,641		8,641
Totals		**$107,704**		**$ 107,704**

Language and Culture

Joseph Pakāhcekaew Awonohopay, Director

Daycare Immersion Room: 2017 and also 2016 were monumental years for our people as we started the very first Menominee Language Immersion Daycare room. This was not an easy task, but with hard work, dedication and commitment we opened the doors on September 5, 2017. Eight Menominee families put their faith and trust in our team to care for their babies and to speak Menominee while passing on our rich traditions and culture. On a daily bases our beautiful language can be heard through speech, songs, stories and games with our babies.

Currently our Immersion Daycare room is set up for birth to one-year-old Menominee babies. We are working diligently to create a sound and stable birth to five-year-old Immersion program over the next couple years as our first group of Menominee babies grow.

Our main focus is to promote, preserve and protect our beautiful God given Native Language, Culture and traditions for future generations. The recovery and revitalization of our language is key to the success of our Tribe and the rearing of successful youth that will one day take their place in the work force or as Menominee leaders. 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.

Language Trainee Development: From the original 10 enrolled Menominees, we successfully graduated four Tribal members from the first round of Immersion training in the summer of 2017. Also during this time, we hired six new Immersion Trainees to continue growing the program. With continued hard work and determination, we hope to graduate another group in 2018 that will take their place in our Menominee Immersion Daycare room to help us expand.

Language Teacher Certification: In the Spring of 2017 MLCC was proud to certify 11 Menominee Tribal members that currently work in the bilingual programs in our schools and in the Immersion Daycare room. We continue to assess our goals every quarter and again we examined the way we are preparing our Teachers for the classroom and the proper Professional Development to make them classroom ready now and in the future. Not only with language development, but also with classroom management, curriculum designing, lesson plan writing and many other key skills to ensure they will be successful.

We restructured the testing process in 2016 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.

Immersion Charter School Planning: In the fall of 2015 our Tribal Legislature approved the first Menominee Language Immersion Training Program and also College of Menominee Nation was authorized by the State to be the license holder for up to seven Charter schools or programs. We still hope to some day open a Charter, but for the immediate future we have started the Immersion Daycare room. As that work continues, a strategic planning workgroup has been meeting to develop a strategic plan to guide us to a full immersion charter school.

Commission: 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 nine 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 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 some words, to Tribal members that know many words and some phrases and there is a limited few that are close to semi functional, one second language fluent and three to five first language fluent speakers still with us which gives us the 0.001% figure you see above.

Elder Gatherings: Every Wednesday we hold "Keckīwak Mā̄wacēsenok" (They gather the elders) as a place our elders 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 through our Immersion Training Program continues to hold free Menominee Language class during the summer each calendar year and also winter

classes to keep tribal members involved. Also MLCC with UW Extension has been sponsoring a series of Traditional story telling events during the long winter months.

Dictionaries & Books for purchase:

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

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 428,867	$ -	$ -	$ -	$ -	$428,867
Fringe Benefits	289,572					$289,572
Travel	6,500					$ 6,500
Supplies	670					$ 670
Contractual	700					$ 700
Space Lease/Rental	32,883					$ 32,883
Indirect Costs	85,105					$ 85,105
Totals ►	$ 844,297	$ -	$ -	$ -	$ -	$844,297
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Law Enforcement

Mark K. Waukau, Sr., Chief of Police

Throughout the 2017 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 continued to be very proactive in our own efforts as well as by collaborating with the various programs, schools and service providers. Throughout our involvement in many initiatives the law enforcement program again worked aggressively to promote public safety, education and awareness on the important issues that impact the daily lives of our elders, adults and children, as we remain committed to serve and protect.

This year four newly hired individuals from our communities were hired to become police officers, and are anxiously waiting to attend the basic recruit training program at the Indian Police Academy, Federal Law Enforcement Training Center in Artesia, New Mexico. It is our belief that when we hire individuals from our communities, our retention of officers will be more sustainable. Your police department will have police officers that will better understand the needs of our communities, be more sensitive, yet more committed to assist our families in their time of need.

With the efforts of law enforcement engaging with our communities through the NADGI Task Force (Native American Drug and Gang Initiative), of the continuing problem of synthetic marijuana, we were instrumental in a nationwide effort with the Drug Enforcement Administration (DEA) to seize a major distribution business located in Midwestern and East Coast region of the United States, responsible for trafficking synthetic marijuana into our communities. As the Community Grassroots initiative grew stronger, walks and marches continued to be done as awareness to the problem throughout our communities. Education continued to be provided in our schools and communities with the support of your police department. This year, several individuals were indicted and subsequently charged in the Eastern District Federal Court in Green Bay, WI, for distribution of synthetic marijuana. Although it has determined that we cannot arrest our way out of this problem, the Menominee Tribe has participated in the development of a 2017-2020 Tribal Action Plan, which is a strategic plan for tribal and organizational efforts to improve the health and well-being of our communities, by reducing the misuse of substances and strengthening families.

The Tribal Police Department, along with the support and direction of the Center for Innovative Change (CIC) consulting firm from Appleton, WI, we were able to finalize policies and procedures in revamping our Evidence Room Process. This resulted in major changes on how evidence is processed and secured. With the physical aspects

of storing and processing evidence, we are in the final stages of completing the newly designed LEC Evidence System.

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. In regards to the development of the Neopit precinct, the former Neopit Head Start is under construction and will be the new Woodland Boys & Girls Club (WBGC), when construction is finished, the Neopit precinct will replace where the WBGC is currently located. The facility will allow for improved delivery of services by other programs to the community.

The Menominee Tribal Police Department's primary source of funding continues to be thru the Bureau of Indian Affairs and the Menominee Tribe. The FY2017 budget for your law enforcement services program consisted of funds received thru a BIA 638 program budget in the amount of $995,700 and the MITW budget was decreased by $66,192.00 with a total amount of $1,099,480.00. The Tribal Police was also allotted an Emergency Transport budget of $14,702.00. In addition, $181,400 direct contractual services were awarded from the BIA which was allocated to the LES program.

Category Description	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$ 578,372**	**$ -**	$ 882,066	$30,000	$ -	**$1,490,438**
Fringe Benefits	**205,430**		346,147	5,130		**$ 556,707**
Travel	**-**		2	10,000		**$ 10,002**
Training	**2,000**		20,429			**$ 22,429**
Equipment	**16,657**		362,402			**$ 379,058**
Supplies	**4,400**		13,685	46,752		**$ 64,837**
Contractual	**205,336**		176,835	4,900		**$ 387,071**
Utilities	**150**		218			**$ 368**
Indirect Costs	**106,630**		166,575	9,959		**$ 283,164**
Other Costs: (list below)						**$ -**
License & Permits	**100**		40			**$ 140**
Vehicle Costs	**1,550**		2,743			**$ 4,293**
Telephone	**250**		258			**$ 508**
Cellphone	**2,449**		2,845			**$ 5,294**
Equipment Lease	**1,321**					**$ 1,321**
Equipment Maint.	**2,500**		2,091			**$ 4,591**
Confidential Funds	**500**		1,007			**$ 1,507**
Medical Services	**800**		480			**$ 1,280**
Totals ►	**$1,128,445**	**$ -**	**$1,977,822**	**$106,741**	**$ -**	**$3,213,008**
Fund/Totals Ratio:	35.12%	0.00%	61.56%	3.32%	N/A	

Law Enforcement Activities: During Fiscal Year 2017 the Menominee Tribal Police Department continues to remain committed by engaging in our communities to include supporting the following events:

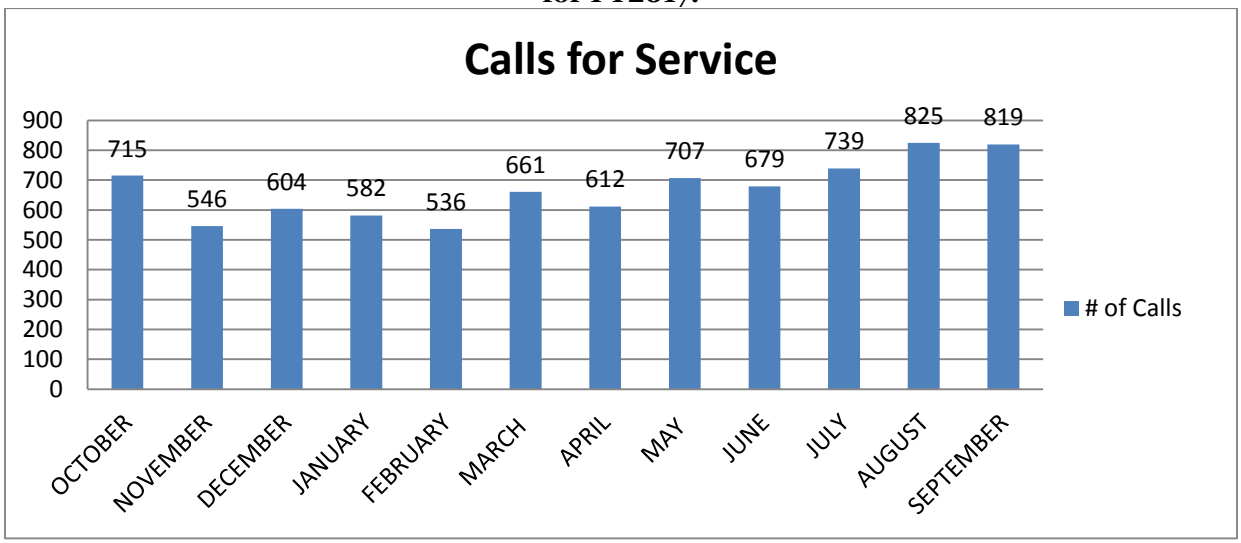
- 1st Annual Tribal Police Softball Tournament
- 20th Annual 3 on 3 Youth Basketball Tournament
- 28th Annual Summer Youth Olympics
- 5th Annual Badges for Baseball
- Annual Christmas Shop with a Cop event
- Annual Cops & Bobbers
- Annual Youth Culture Camps at Wayka Falls (July & August)
- CRC/Tribal Police Haunted hallway/hayride

- Kiddie Crime Stoppers March – Keshena Head Start
- Lumber Jack Breakfast
- National Night Out Against Crime – MIMS Neopit
- Neopit Grassroots community meetings
- Provided Law Enforcement Honor Guard
- St. Michael's Church Fall Festival
- Tribal Police Golf Outing/fundraiser for Shop with a Cop
- Tribal Police Fundraisers to assist various programs and community events

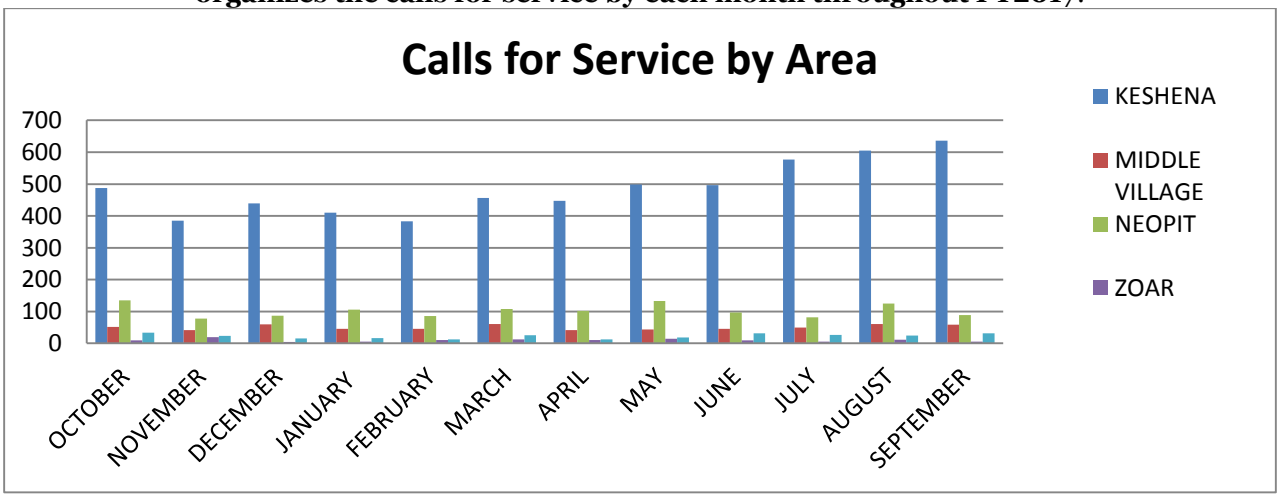
Tribal Police Department: The Tribal Police Department consists of 31 employees: 20 sworn officers, 4 non-sworn officers, 1 Office Manager, 4 Crime Victims Program staff, 2 Sex Offender Registry and Notification Program staff.

During the fiscal year 2017 the number of calls for service generated by the Menominee Tribal Police Department totaled 8,025. There was a decrease of 467 incidents from FY2016. There were a total of 1,754 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 FY2017.



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 FY2017.

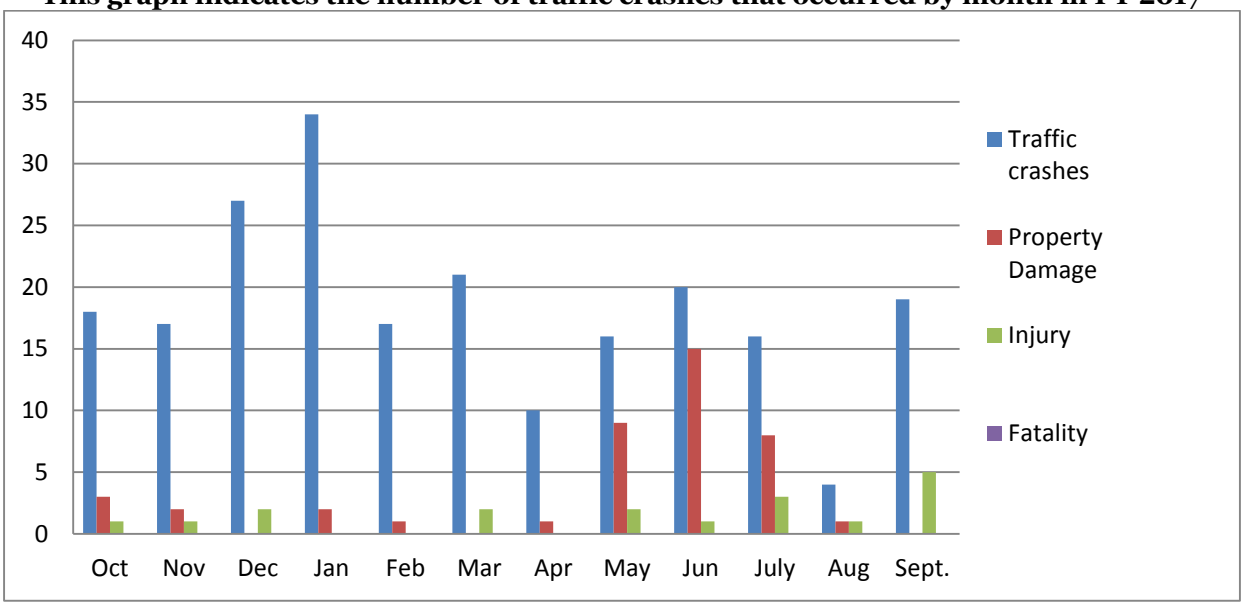


The Menominee Tribal Police Department continues to enjoy great relations and work diligently with the FBI Office and the U.S. Attorney Office from Green Bay, Milwaukee, and Madison. During this fiscal year the ERP Committee and Legislature approved the Title 21 application process, which allows for our officers to conduct drug investigations with them to target drug sources outside the jurisdiction of our tribe. Our officers received in depth training from the Evidence Response Team (ERT) from the Milwaukee Office. This is essential in our efforts to

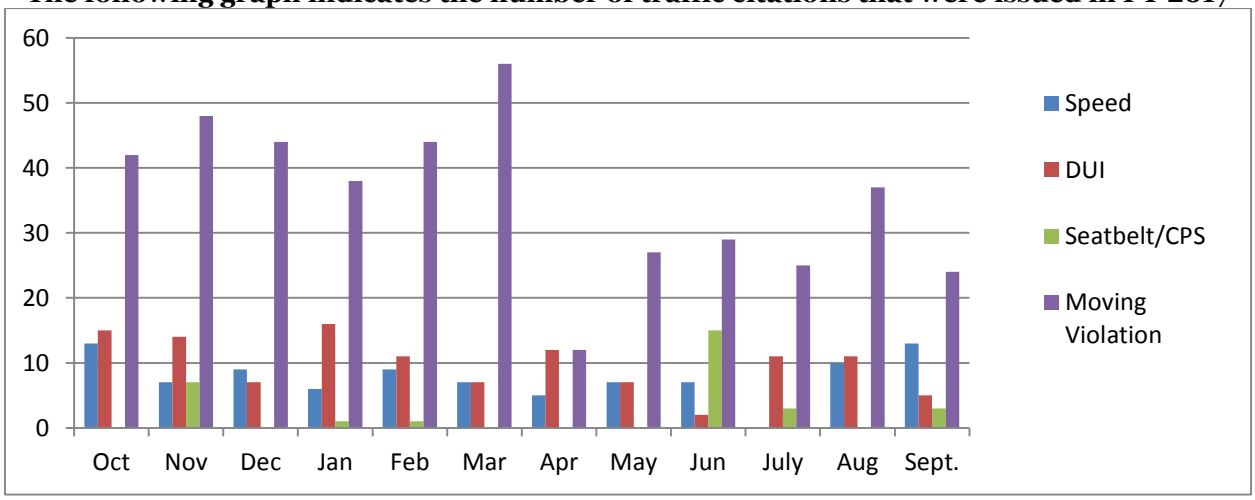
preserve crime scenes and gather evidence which subsequently are referred to Federal and Tribal Court. It is our intention to utilize an application process in FY2018 for Title 18, which will allow for our officers to conduct criminal investigations outside our jurisdiction as well. This fiscal year the Menominee Tribal Police has worked with these entities which have resulted in federal indictments of sixteen individuals from the Menominee Reservation to federal court. These indictments pertain to crimes being committed and drug cases investigated in our communities.

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 0 motor vehicle fatalities during FY2017. 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. The mobilizations are nationwide, consisting of: Click It Or Ticket, Drive Sober Or Get Pulled Over, and Don't Shatter The Dream. We were able to continue with our Highway Safety Checkpoints, one during the 2016 Christmas Holiday Season, and the other being a saturation patrol during the 2017 Annual Menominee Nation Pow Wow.

This graph indicates the number of traffic crashes that occurred by month in FY 2017



The following graph indicates the number of traffic citations that were issued in FY 2017



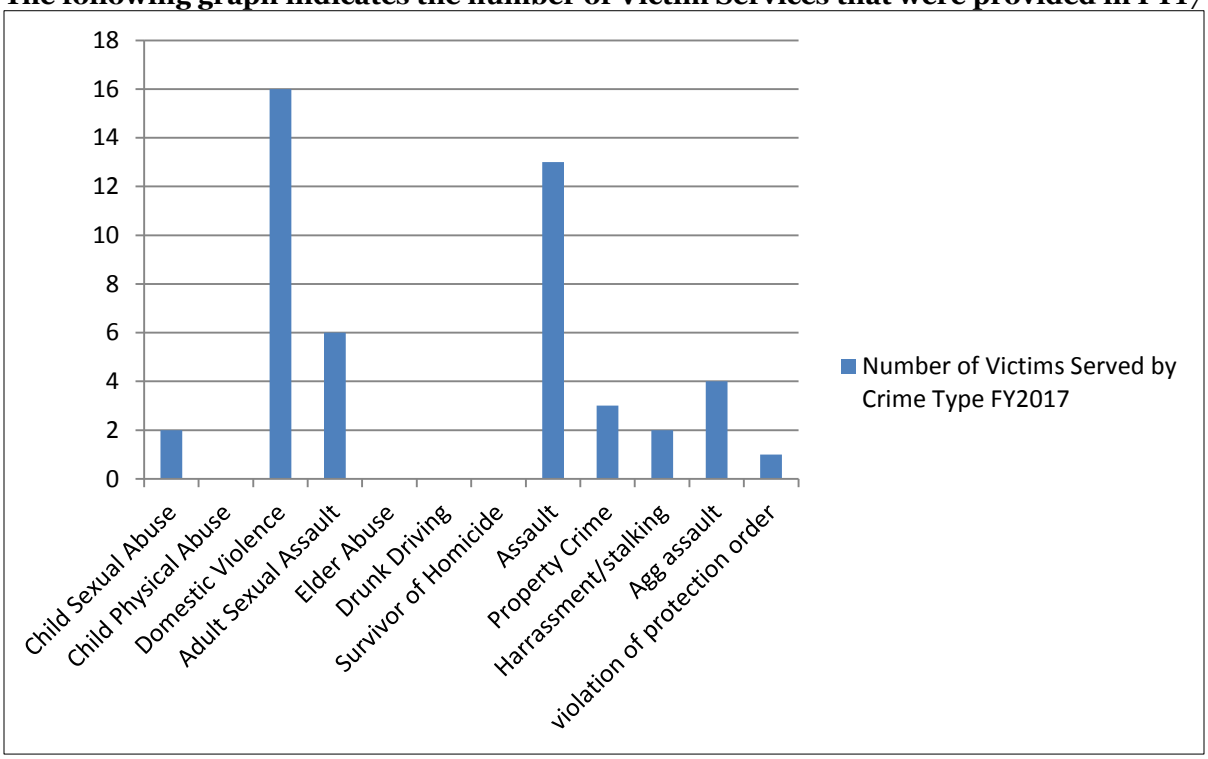
CRIME VICTIMS PROGRAM: The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. The CVP has a rotating on call schedule for crisis response. The staff can be reached by law enforcement for 24-hour coverage for crisis response to victims of crime including, but not limited to, property crime, DUI fatalities, assaults, domestic violence, sexual assaults and

survivors of homicide. The program assisted fifty-four (54) new clients during fiscal year 2017. The services include advocacy, crisis intervention, referrals to needed services, notifications, transportations, and criminal justice support.

This program has had a decrease with new clients in the past year; the decrease in new clients served is in part due to the decline in the calls for service to the police. The effort by Program staff on getting our information out to the community has helped with the community trusting the program and reach out for assistance.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ -	$ -	$116,270	$ 80,554	$ -	$ 196,824
Fringe Benefits			70,534	52,797		$ 123,331
Travel			12,166	552		$ 12,718
Training			6,144	5,334		$ 11,478
Supplies			14,762	1,462		$ 16,224
Contractual				2,800		$ 2,800
Space Lease/Rental			600			$ 600
Indirect Costs			23,005	14,892		$ 37,897
Other Costs: (list below)				1,220		$ 1,220
Direct Assistance			24,113			$ 24,113
Vehicle Costs/insurance			2,860			$ 2,860
Totals ►	**$ -**	**$ -**	**$270,454**	**$159,611**	**$ -**	**$ 430,065**
Fund/Totals Ratio:	N/A	N/A	62.89%	37.11%	N/A	

The following graph indicates the number of Victim Services that were provided in FY17



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

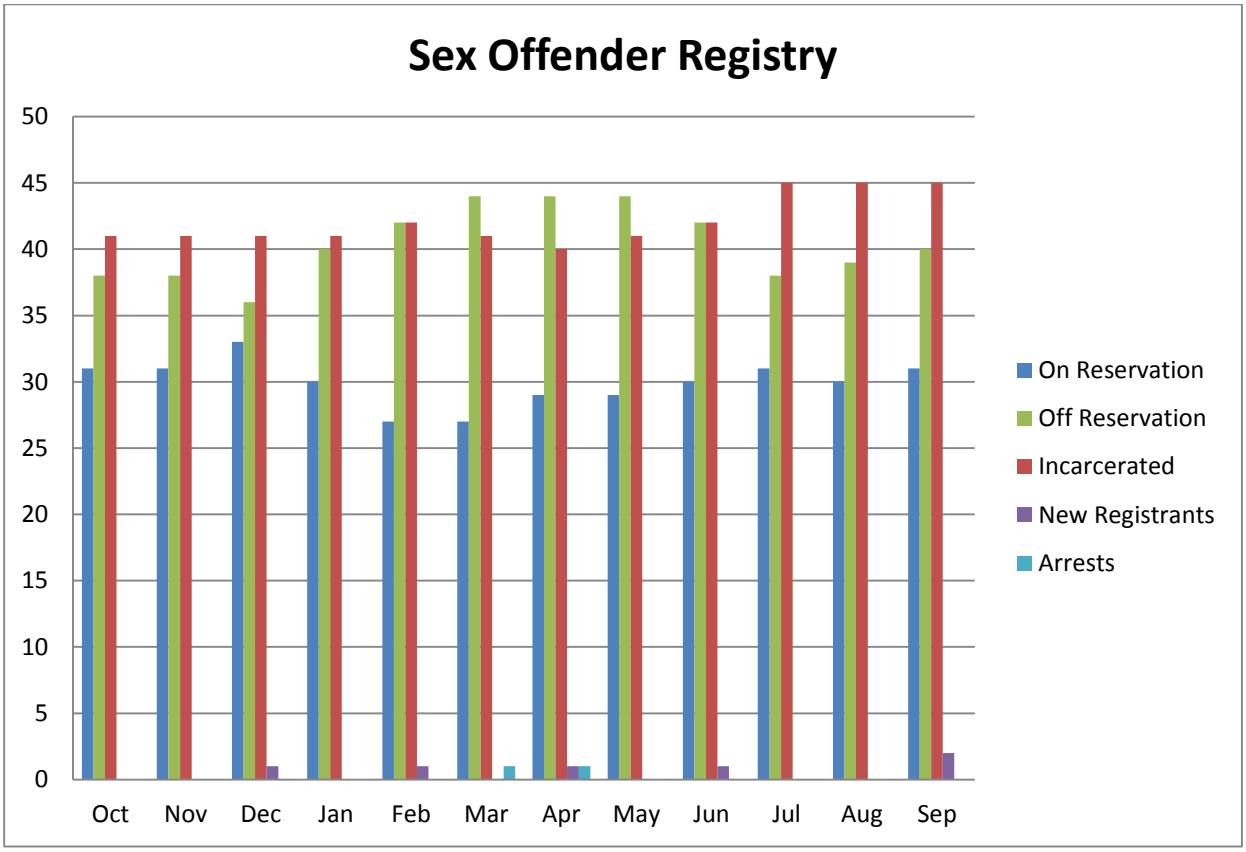
Office. The Sex Offender Registry Coordinator and Research Coordinator have federal funding (Grant # 216-AW-BX-0034) through ***September 30th, 2018.***

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 continuing to assist Fox Valley Technical College and other Tribal Agencies with research, planning and training 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 2017 over 116 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 29.91 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 over 2 offenders with violations of Tribal, State and Federal Sex Offender Registry rules.



Legal Services

Lindzey Spice, Director

Description of the Department: The Department of Legal Services employs the 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; Jeffrey Jazgar Assistant Tribal Attorney (Child Support/Social Services Emphasis) and Guy Keshena, Legal Assistant.

The department is located on the first floor of the main Tribal Office Building.

Description of services provided by the Department: Legal Services provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These services include attending

meetings and advising the Tribal Legislature and Tribal Committees. The Department drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. The department provides Tribal programs with legal assistance for various programmatic needs.

The department 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 considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended in FY2017 became Tribal law upon passage by the Tribal Legislature through the ordinance process.

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

The Department also represents the 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 on 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.

The Department of Legal Services also represents the Child Support and Social Services Department in a variety of court actions. Over the past year, the Legal Department has been working with these Departments to streamline processes and update 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.

Category Description	Legal Services FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 324,328**	**$ -**	$114,431	$ -	$ -	**$ 438,759**
Fringe Benefits	**84,310**		34,400			**$ 118,710**
Travel	**4,250**		500			**$ 4,750**
Training	**4,074**		1,000			**$ 5,074**
Equipment	**14,500**					**$ 14,500**
Supplies	**7,900**		814			**$ 8,714**
Contractual	**1,460**		15,112			**$ 16,572**
Dues and Memberships	**4,545**		1,519			**$ 6,064**
Space Lease/Rental	**10,518**		2,569			**$ 13,087**
Indirect Costs	**46,916**					**$ 46,916**
Photocopies	**50**					**$ 50**
Totals ►	**$ 502,851**	**$ -**	**$170,345**	**$ -**	**$ -**	**$ 673,196**
Fund/Totals Ratio:	74.70%	0.00%	25.30%	N/A	N/A	

The total budget allocation for the Department for FY2017 was $673,196.00. Of this amount, the Department spent $447,265.28 in tribal funds and $84,641.46 in federal (IDC –Indirect Cost) funds for a total of $531,906.74. This left an overall unspent amount of $141,289.26, which was due mostly to the difficulty the Department had in filling an attorney position that remained vacant for most of the fiscal year. Unspent tribal funds did go back into the Tribe's general fund.

Program Income and Revenue for FY2017

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Legal Services Provided to Tribal Entities (WRDC and MCR)	$ -	$120,000	$120,000	
Totals		**$120,000**	**$120,000**	

Legal Services generated $120,000.00 from MIGA/MCR and WRDC for providing legal services and representation to those entities in FY2017. This revenue funded the salary, fringe benefits and costs associated with providing services to these entities.

Community Engagement Efforts: In FY2017, 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. Casey Family Programs assisted the Tribe in development of the remainder of the children's code. The Workgroup has completed a comprehensive draft code for both Children in Need of Protection and Supervision (CHIPS) and Juveniles in Need of Protection and Services (JIPS), Delinquency, Guardianship, Adoption, and other provisions necessary in a Children's Code. The Workgroup has been meeting with key players who will be responsible for implementing provisions under the code to receive feedback on the drafts. Additionally, the Workgroup has identified a variety of forms, policies, procedures, etc. that will need to be developed for the Tribe to fully implement the Code. The Workgroup has developed a transition plan to ensure that these items are addressed. The Workgroup will continue to meet to address Code revisions and items identified in the transition plan so that the Code can be sent to the Legislature for adoption in FY 2018.

Services to be provided in FY2018: Legal Services intends to provide a variety of legal services to the Tribal Government and 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 upon for research. This has been done through the use of online 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 can provide this service to tribal members, as well as tribal government officials and employees, at no cost.

Lending & Tribal Tax

AnnMarie Johnson, Director

Department Overview: The department consists of four employees: Annmarie Johnson; Director, Michael Wescott; Assistant Loan Officer, Roberta Reiter and Doris LaTender; Lending/Tribal Tax Specialists. The Lending & 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. with the exception of designated tribal holidays.

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. Personal and Emergency Loans are administratively approved based on eligibility on a weekly basis. The department reports to the Budget and Finance Committee.

The Tax Commission is responsible for assessing and collecting the following Tribal taxes: Menominee Casino Resort Hotel tax, Construction Material tax, Fireworks, Gas Excise Tax, and Cigarette & Tobacco Tax. Along with Tribal Tax Collection, the department is required to file various State and Federal refunds. 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 submitted on a bi-monthly basis.

The Director is responsible for monitoring the Menominee preference for contracting. The primary functions of the Tribal Code 25: Contracting is promoting business opportunities, economic development and self-sufficiency to Menominee Tribal business owners by providing preference in contracting opportunities provided by the Tribe and its chartered entities. The Director monitors the contract/bid process to ensure Menominee Tribal business owners are receiving preference pursuant to the ordinance and enforcing the provisions of the ordinance within the contract/bid process. In FY17, there were five requests for proposals. All requests for proposals were posted on the Tribe's website and a paper copy was posted on the Tribal Offices Bulletin Board. There were no bids received from any Menominee Businesses. The Menominee Workforce Requirement did not apply to four contracts as the proposals. There are two construction contracts that are ongoing and both submit the required payroll reports for workforce monitoring. Both companies are currently in compliance with the required 20% Menominee Workforce Requirement.

Most of the tax revenue is received from cigarette and tobacco with 88.76% ($920,046) 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 is collected monthly based on the Casino hotel occupancy. The Federal Excise Gas Tax Refund is a tax that is included in the price per gallon on gas purchased through various department vehicles. The Fireworks Tax is assessed to local vendors. The Construction Tax is assessed on construction materials consumed by a commercial project. Menominee Tribal Legislature (MTL) has the authority to waive construction tax.

Category Description	**FISCAL YEAR 2017 CONSOLIDATED Budget**					
	Loan Fund	**Program Income**	**Federal**	**VITA Program**	**Tax Commiss.**	**TOTALS**
Personnel Costs	**$ 93,260**		$ 41,078	$ -	$ 33,204	**$ 167,541**
Fringe Benefits	**29,582**		10,422		5,957	**$ 45,960**
Travel	**672**		-	151	1,344	**$ 2,167**
Training	**8,568**		3,668	-	-	**$ 12,236**
Equipment			-	2,000	-	**$ 2,000**
Supplies	**7,750**		1,990	766	144	**$ 10,650**
Contractual	**7,952**		-	7,189	-	**$ 15,141**
Space Lease/Rental	**6,679**		2,716	525	706	**$ 10,626**
Indirect Costs	**16,322**			1,094	4,280	**$ 21,696**
Other Costs:				-		**$ -**
Meeting & Related	**3,240**					**$ 3,240**
Totals ►	**$174,025**	**$ -**	**$ 59,872**	**$ 11,725**	**$ 45,635**	**$ 291,257**
Fund/Totals Ratio:	59.75%	0.00%	20.56%	4.03%	15.67%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Menominee Loan Fund (Personal Loans)	$1,232,533	$ 225,687	$ -	$ 225,687
Menominee Revolving Loan Fund (Business Loans)	949,408	47,351	-	47,351
Menominee HUD/CDBG Loan Fund (Home Imprvmt.)	378,532	25,895	-	25,895
Menominee Down payment Loan Fund (Home Asst.)	50,019	2,626	-	2,626
Menominee Emergency Fuel Fund (Heating/Energy)	92,521	8,962	-	8,962
Cigarette and Tobacco Revenue		920,047	-	920,047
Hotel Tax		86,435	-	86,435
Fireworks Tax		270	-	270
Construction Materials Tax		(4,987)	-	(4,987)
Federal Gas Excise Tax		34,801	-	34,801
Totals	**$2,703,013**	**$1,347,087**		**$1,347,087**

**FY17 Construction Materials Tax $7,637, prior year adjustment entries done within fiscal year.*

The Menominee Loan Fund issued 1,095 loans with a cumulative total of $1,257,220 and refinanced 170 loans for $312,659 for the fiscal year. The maximum loan level is $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. There were no business loans submitted in FY16 however there were 4 inquiries in which Loan Fund staff assisted one business in successfully obtaining a loan from their own financial institution.

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 15 loans were issued for a collective amount of $98,220. 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 is $7,500.

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 209 loans issued for a total of $112,000 for this fiscal year. The maximum loan for this program is $500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. One new loan was issued for a total of $2,500 for the year.

Volunteer Income Tax Assistance (VITA) Program: The Lending & Tribal Tax Department participates as a Volunteer Income Tax Assistance (VITA) program for the community. In FY17, the VITA Site Coordinator and 5 staff completed 467 tax returns. The department marketed the announcement for volunteers however have not receive a positive response. The department has three computers within Lending & Tax for tax payers who can prepare their own taxes but lack a PC or internet access. Tax preparation assistance is available for these individuals who would like to prepare their own taxes or have them completed by staff.

Current goals achieved in FY2017 include:

- Revised Loan Fund Policies and Procedures for collections according Tribal Ordinance for Debt Collection.
- Preliminary research for the feasibility of a partnership for a local bank branch with the Oneida Tribe of Wisconsin.
- Ongoing research for other tax revenue generating activities.

- Implemented File Director software to reduce paper intensive process with assistance from the IT Department. This process will be ongoing and will reduce paper and free space on the department share drive.
- Utilized IT services in the design of videos regarding the Construction Materials Tax procedure, Menominee Preference, and marketing brochures for all loan fund programs.

FY2018 Department Goals:

- Further develop collections procedure for accounts that are delinquent within Loan Fund Programs to Legal Department.
- Research State Tax Intercept Program for collection on delinquent accounts.
- Continue ongoing research for other tax revenue generating activities.

Licensing & Permits

Yvette Ducane, 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.

Administrative Tasks: In November 2016, Menominee Tribal Legislature incorporate all the amendments for Ordinance 16-28 to the Code of Menominee Indian Tribe of Wisconsin Chapter 409 "Marriage". Some of the requirements that the applicant MUST be prepared to show legal documentation to establish: Your Age – certified copy of your birth certificate and driver's license, Identity- a certified copy of your birth certificate and social security card, Your Residence – Mail, voter registration, driver's license, how your last Marriage ended-a certified copy of divorce certificate or divorce /annulment decree or a certified copy of death certificate. This FY17 we had issued two (2) permits issued.

L & P department issues a large amount of ID cards, such as Tribal, Descendant and Spouse IDs, Tribal Department & Federal 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 an issued 122 licenses this fiscal year.

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 until JUNE 2017. As of JULY 2017 this department has been overseen by Enrollment Director and staff. Main focus has been to cross training the entire Enrollment staff to learn the L & P functions in the absence of the Administrative Assistant. This was a large added commitment to our Enrollment staff with the Tribe exercising those recognized powers and having the residents and businesses comply with the Tribal Codes such as Tribal Licensing, Titles, Liens, Handicap Cards, Personalized plates, Sanitation, Construction, Filing Fees, Food, Seller Permits, Cigarettes/Tobacco, Kayak, Rafting, Dog Tags, ATV Stickers, Ginseng Licenses, Boat Landing, Dumping Permits and Minnowing. I would like to thank the community for having patients with the transitioning period. The Enrollment will be one department and budget listed as Enrollment/Licensing and Permit for FY18.

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.

The revenue generated by the department in Fiscal Year 2017 is approximately $147,921.54. The department was approximately $27,411.90 under our projected revenue. In the past four fiscal years, revenue has continued to decline.

The department was allocated $164,155.00 this fiscal year. Expenditures for FY17 totaled approximately $146,673.76 which is approximately $18,481.24. **under** our expenses projection. The department continues to follow the cost containment measures implemented in 2009.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL - Enrollment	IDC - Enrollment	Tribal - License and Permits			TOTALS
Personnel Costs	**65,383**	**63,686**	98,447	-	-	**227,516**
Fringe Benefits	**20,694**	**30,691**	33,809			**85,194**
Travel & Related	**160**	**1,306**	150			**1,616**
Minor Equipment	**0**	**0**	955			**955**
Supplies	**2,118**	**1,231**	5,124			**8,473**
Contractual	**349**	**350**	0			**699**
Space Lease/Rental	**4,000**	**1,000**	3,445			**8,445**
Indirect Costs	**9,602**		15,405			**25,007**
Photocopies	**15**		0			**15**
Resale and Materials	**0**	**0**	6,820			**6,820**
Totals ►	**102,321**	**98,264**	**164,155**	**-**	**-**	**364,740**
Fund/Totals Ratio:	40.93%	32.46%	26.61%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Enrollment	-	4,806	101,160	(96,354)
L & P		147,844	145,674	2,170
Totals		**152,650**	**$246,834**	**(94,184)**

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 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 our operations remains the same

The program currently operates under the new leadership structure that was implemented at the end of last fiscal year. This Leadership Team consists 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 Intake Center, Wraparound services, Batterer's Intervention Program, and Youth Treatment and Prevention programs.

Grants & Projects Coordinator – Darla Ann Dick

This position 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.

Together and with a team of highly dedicated employees, programming continues to move forward and clients remain at the forefront of all programming decisions.

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

Leadership Team

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

Maehnowesekiyah Team

Tabitha Helsinger, Office Manager
Rodney Lyons, Lead Facilities Technician
Kerry Wilber, Accounts/Records Coordinator
Bryan Waukau, Client Records Specialist
Lisa Kelley, Receptionist
Varlin Basina, Assistant Cook
Michael Boivin, Head Cook
NaTasha Tomow, Prevention Specialist
Kala Wilber, Prevention Coordinator
Lisa Annamita, Intake Worker
Mary Webster, Cultural Healthy Lifestyle Educator
Brandon Waupekenay, Domestic Violence Intervention Facilitator
Leeann Bartz, Wraparound Facilitator
Natalie Cornelius, AODA Counselor
Jennifer Wilber, Lead AODA Counselor
Katherine LaGrow, Clinical Therapist
Rachel Seegers, Substance Abuse Counselor
Ronaele Clasen, Social Worker
Lyle Tucker, House Supervisor
Jennifer Lidbury, Registered Nurse
Stephanie Bugler, Supportive Services Clerk
Bernadette Bear, House Aide

Terri Webster, House Aide
Sabrina Molina, CNA – House Aide
Cassandra Houghton, CNA – House Aide

OUTPATIENT SERVICES: Maehnowesekiyah Wellness Center offers a comprehensive range of outpatient services which include AODA education, individual counseling and Primary Day Treatment. All of our programming is certified by the State of Wisconsin, assuring quality services are delivered to our community. Program structure is based on best practice and an integration of Menominee values and culture. Assessments and treatment team review are used to determine the level of care needed for each individual client. Educational and therapeutic counseling in group or individual settings are provided by certified AODA counselors and mental health practitioners. Our licensed Psychiatrist provides consultation for clients, pharmacological follow-up and assists with overall program supervision needs.

Throughout the year, our outpatient services have been evaluated and enhanced to meet the current needs of our clients. The continued development of programs and training for our counselors has improved our client-centered approach. This includes the utilization of evidence based practices such as mindfulness, the stages of change, and motivational interviewing; ensuring that all are culturally relevant and trauma informed. Creating individualized treatment plans that meet each client where they are at on their road to recovery.

Over the next year, the agency will be creating new and improved services geared toward mental health and trauma processing. This includes treatment practices that are specific to our current population, which address the effects of historical trauma.

The agency also intends to develop a new peer support recovery group, utilizing those who have found success in their sobriety. Creating a new avenue of support for those within the community that is primarily developed and maintained by group members. We look forward to the positive impacts this will bring to the community and agency.

RESIDENTIAL: Maehnowesekiyah Wellness Center runs a 45 day, co-ed, community based residential program (CBRF) that is licensed by the state of Wisconsin. The program can accommodate up to 16 clients (8 males, 8 females) and provides a live-in environment that immerses participants in culture and acclimates them to personal responsibility and values. The agency is committed to improving client services and has made a number of enhancements throughout the year.

A Case Manager position was added to provide more comprehensive services to participants in both aftercare and future goal setting. This position allowed the agency to assist in career placement, educational goals, housing options, basic life skill growth and development and any other areas identified by a client. The Case Manager also improved the agency's ability to coordinate outside appointments for clients and allowed for easier integration of care when needed.

In the future, Maehnowesekiyah plans to find creative ways to provide more support for our clients transitioning out of treatment. The agency hopes to create transitional housing, to not only enhance our programming but also to offer a safe and supported living environment for those exiting treatment services. This also provides opportunity for the new peer support group to have an active role in encouraging and supporting a healthier community.

The agency has also begun to plan for the development of a new CBRF and women/family treatment programming. This is an area that the agency has wanted to enhance for some time and hopes to bring those plans to fruition in the upcoming years. This along with CARF accreditation will be added to a five year plan that will be developed during this program year.

PREVENTION: Our Prevention Department provides programming and community outreach to youth and residential clients. Some of the services provided include:

- Age specific substance abuse curriculum
- Community presentations/education
- Collaboration on community prevention initiatives
- Provides direct wraparound support services to homeless youth and their families

Our Prevention Team has worked steadily on increasing their presence within the community through events and presentations at local agencies; delivering a training program that focuses on educating youth about substance abuse and its effects on the body. Through pre-testing with the students, the curriculum is then delivered in a way to address the knowledge gaps identified and ensure new/beneficial information is retained. We have successfully

had over 100 6th graders attend this weekly training over the last year. We will continue to adapt the curriculum to emerging trends and also hope to increase programming to other local schools and agencies.

This year has also been heavily focused on planning for our Partnerships for Success grant through Great Lakes Inner Tribal Counsel. This grant has allowed us to not only continue supporting current prevention activities such as lock boxes, community presentations, Drug Take Back Events and culture camps but will also allow for more community outreach and culturally based healing interventions to our youth.

Through our prevention programming, we also provide services to our residential clients focused on cultural and healthy lifestyles. The clients have been able to engage more with local elders through weekly Kechiwak meetings to learn Menominee Language and Culture, and have also been active in nearly all the community events this year. We have expanded our Positive Indian Parenting teachings to all residential clients, which in turn, has enhanced our holistic and trauma informed approach with the clientele we serve.

Our Wraparound program had turn over this year but has continued to be developed. One enhancement that was added this past year was a focus on homeless and runaway youth within the community. We hope to increase numbers in the upcoming year and look forward to expanding the Wraparound concept throughout the entire community.

BATTERER'S INTERVENTION PROGRAM: Maehnowesekiyah Wellness Center's Batterer's Intervention Program is focused on treating individuals for domestic violence, power and control, and healthy intimate partner dynamics. Services include the following:

- Batterer's Assessments
- 24-week separate male & female groups
- Community education/presentation

The Batterer's Intervention Program operated three groups throughout the year; two male groups and one female. During this reporting period, approximately 44 clients went through the programming. This year was heavily focused on continuing the program but also planning and applying for funding to enhance batterer's treatment at the agency. Our new program facilitator has also attended several trainings throughout the year. This continues to be helpful in enhancing the existing program and regaining the Wisconsin Batterer's Association Certification.

Goals for this upcoming fiscal year are to build a Menominee specific batterer's treatment program, continue to increase collaboration with all appropriate tribal and county agencies, as well as expand trainings and certifications held by the agency and staff.

INTAKE WORKER: A new developing approach geared toward streamlining treatment at the agency has taken flight this year. A 24 hour/on call intake center will be open to community members and other local agencies for on-the-spot UA and breathalyzer testing, information and referral to treatment programming for the agency, community support and resources. This new program will be located at the Diversion Center (next to the residential house) where a specially trained intake worker can assist with any treatment related needs and provide a safe and confidential space for families looking for support and/or help for someone.

OVERALL PROGRAM ACHIEVEMENTS: Alongside service delivery, our program continues to grow in many different ways. Over the last year, our management team led the task of not only converting existing internal policies and procedures from paper to electronic, but also began updating them as well. With the large turnover in leadership that our agency experienced over the past five years, policies and procedures needed to be evaluated and updated for consistency. Our management team continues to oversee this project and has also instilled an internal process for policy approval.

The agency also participated in a program audit with the Tribe's Internal Audit Department. The following areas were reviewed by audit staff:

- Interviewed the Assigned Assistant Administrator and Financial Fiscal Monitor to have them share any concerns they may have.
- Reviewed grant documents for the goals and objectives of the awards.
- Policies and procedures were reviewed.
- Job descriptions were requested and reviewed to ensure proper segregation of duties.
- Other staff responsible for cash handling was interviewed to gain an understanding of his/her job responsibilities and to answer any questions or address any concerns.

- Accounts Receivable was reviewed. No issues found.
- The Directors were interviewed to gain an understanding of the department and to address any questions or concerns they may have.
- Purchases were reviewed to verify that they were reasonable, necessary and allowable.
- FundWare budgets, income statements and transaction details were reviewed for unspent funds testing.
- Purchases were reviewed to verify if they were properly recorded and that any edits were reasonable and allowable.
- Grant documents, budgets, income statements and detail reports were reviewed for proper billing and coding of salaries for the BIP program.
- FundWare income statements and transaction details were reviewed for testing third party billings.
- Gift card disbursement logs were tested for completeness of tracking purposes.
- Client Reports received from Maehnowesekiyah were utilized for file testing information. 25%-39% of files were tested for completeness, accuracy and determination of compliance within program requirements.
- 20% of DV Shelter files were reviewed for completeness, accuracy and determination of compliance within program requirements.
- Reviewed and tested the Maehnowesekiyah Asset Inventory Report and procedures followed for additions or deletions.
- Two approved driver lists obtained from Insurance 30 days apart were compared to the Maehnowesekiyah Department Listing. Job descriptions were reviewed for ADL requirement. Termination Dates were obtained.
- Client Grievance Policy #A-25 was reviewed followed by each filed complaint and questioning the Directors and Office Manager.
- A test sample of receipts and deposits were chosen. Testing was performed on 15% of all daily bank deposits and receipts between 2/1/15 and 1/31/16. Receipts were reviewed for accuracy and alterations. Any voided receipt was also reviewed to ensure accuracy. Receipts were reconciled with the deposit ticket to verify accuracy. Mail log procedures were reviewed. The deposit was verified with the receipt from the Central Cashier to ensure all deposits were made in a timely manner.
- Programmatic reports were requested from Maehnowesekiyah for testing. Financial reports were reviewed from Finance ledger books.
- FundWare budgets, income statements and transaction details were reviewed for testing of Cash Match and In-Kind entries.
- Verified disbursements with petty cash ledger and receipts.
- Tested 25% of staff timecards for proper timecard entries, edits, and approval.

As a result of the program audit, the agency received a total of sixteen itemized recommendations for improvement. This being the first year with a new Leadership Team in place, the information collected was a valuable tool to have in moving the agency forward. The Leadership Team has used this audit to continue to improve processes, identify urgent action items, and ensure staff remain informed and are following required procedures. The program will also utilize this report at its state certification site visit at the end of November 2017; demonstrating that the agency partakes in many program audits throughout the year and is always looking at ways to ensure compliance in all areas. The new Leadership Team has set very high goals in regards to compliance and will continue to work at perfecting its practices across all services and program areas.

The Wellness Center's Leadership Team took a very active role in the development of the Menominee Action plan this past year. The Team participated in and also assisted in the facilitation of planning workshops designed to evaluate data and statistics, identifying obstacles and challenges within the community, and developing strategic pillars for the plan. The team will continue to work on the plan as we move into fiscal year 2018.

With the help of IHS dollars, several special projects were completed over the past year. These projects included sidewalk and stair replacements, energy audits, fire alarm system replacement, flooring updates, and wall treatment updates. Alongside this work, the team began making interior design updates as well. Working to create a more therapeutic and safe environment for our visitors and staff.

Throughout the year, Administrative staff worked diligently in finding a solution to the outdated and cumbersome record management system at Maehnowesekiyah Wellness Center. Locating a program that would meet the needs of the agency in regards to monitoring, billing, and tracking was a tall order to fill. Nevertheless, our team was able to locate and purchase a new system that met all agency requirements. The new system purchase was finalized

during the month of September 2017, and implementation will begin during the first week of November 2017. Program conversion should be completed in early 2018.

Taking into consideration the wide array of services and level of high needs clientele that we serve, our agency also began to establish a self-sustaining staff development program. Our goal was to create a holistic staff development training program that not only had a trauma informed care approach, but also addressed self-care needs for staff. It was our hope that this would not only lower staff turnover, but also increase the quality of care to our clients. This year's staff training program included the following:

- De-escalation techniques
- Trauma response
- Self-care
- Professional boundaries
- Risk assessment
- Agency cross training
- Trauma informed care – Historical Trauma education
- Crisis intervention

Maehnowesekiyah Wellness Center's staff development and training program will be evaluated and updated on a yearly basis in order to meet the current needs of our staff and client services.

The month of September was a particularly busy month for our agency. September is nationally recognized as Recovery Month across the United States and is dedicated to awareness, understanding and education on substance abuse treatment and mental health. September served as a way of celebrating the process of recovery and the successes of every individual who has made the courageous steps needed for change. Highlighting the importance of consistent prevention programming, treatment accessibility and dedicated professionals and recovery services throughout multiple agencies within the community. We dedicate this month to every individual who has chosen recovery and the strong supporters who stand next to them through it all. The events held during the month were as follows:

- 09/08/17- Cosmic Bingo Night
- 09/15/17- Awareness Walk
- 09/20/17- Color Kickball Event
- 09/29/17- Family Fun Night

COMMUNITY OUTREACH: Throughout this year Maehnowesekiyah Wellness Center participated and/or contributed to the following community outreach activities and events:

- Winter Round House – 8 week consecutive sessions
- Held Quarterly Positive Indian Parenting Classes
- Contributed to Menominee Culture Camps
- Supported National Institute on Drug Abuse – Drug teen facts week
- Prescription Drug Take Back Event
- Supported Youth Education 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
- Served as an active member on Health & Family Committee
- Participated in several Fostering Futures initiatives
- Active member of the Tribal State Collaboration for Positive Change Workgroup
- Hosted Youth Event – Native Values, Healing & Education
- Member of Coordinated Community Response Team
- Member of Tribal Justice Strategic Planning Committee
- Took and active role in updating the following tribal codes:
    - Domestic Violence Enhancer Code
    - Children's Code

- Attended Quarterly Community Engagement Workgroup
- Attended Quarterly Tribal/County Collaboration Workgroup
- Hosted WI Express Students – Provided college student education
- Provided counseling services at Keshena Primary School and Student Health Center

HIGHLIGHTED STATISTICS

- 163 Batterer's Treatment groups were facilitated
- 83 Batterer's Treatment assessments were completed
- 174 AODA Assessments completed
- 2,475 total bed nights utilized for residential treatment

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Food Service		82,860.40	82,000.00	
3rd Party Payors/Contract Residential		349,272.50	400,000.00	
Assessment Fees		10,260.50	20,000.00	
Perpetrator		4,449.50	10,000.00	
UA Testing		85,316.09	90,000.00	
Other		34,006.00	60,000.00	
Maehnowesekiyah Headquarters		46,000.00	46,000.00	
	Totals	**612,164.99**	**708,000.00**	

Maintenance

James Dudek, Director

The focus of the Menominee Tribal Facilities Department during the 2017 Fiscal Year has been to improve the condition of the tribal facilities. These facilities house multiple Departments that serve the Menominee People. The Facilities Department Staff provide clean, comfortable, safe and functional spaces for the tribal employees and the community members being served. The Facilities Department performs routine maintenance of all the building mechanicals, grounds keeping, and daily janitorial services. The Facilities staff is available upon request to the tribal employees for equipment repair, moving of office furniture and adjusting the work space to fit the departmental needs.

Over the past year a complete assessment of each tribal facility has been performed. Based on these assessments and community needs building updates and repairs are being prioritized by a team of representatives from several departments. Early last year the kitchen area of the Keshena Senior Center received a minor renovation from floor to ceiling. A ceramic tile floor, fresh paint, new faucets and LED lighting were installed. To address safety and code issues a designated hand wash sink, touchless hand soap and hand towel dispensers were installed. The out dated range hood fire suppression system has been replaced. And the leaking roof was replaced with steel and matching fascia. Improvements have also been made at the Neopit Senior Center, Zoar Community Center and the South Branch Community Center.

The Facilities Department is making slow but steady progress toward a single unified Facilities Maintenance Group during FY2017 we added the South Branch Community Center and the Keshena Senior Centers to the facilities we are responsible for. As of October 1, 2017 Aging, CBRF, Neopit Senior Center, Domestic Violence Shelter,

Maehnowesekiyah its Residents House and Intake Facility have all become our responsibility as well. We have established a common supplier of maintenance, housekeeping and cleaning supplies for all the facilities we manage. We are currently using data collected from the building assessments and work order software to develop preventive maintenance schedules for the mechanical systems.

Although the Tribal Facilities department rarely has the opportunity to interact directly with the Tribal members we serve our hope is that by providing the tribal departments and their programs with facilities that support the Mission, Vision and Values of the Omaeqnomenewak (People of the Wild Rice) the staff of the Tribal Facilities Department is contributing to the future of the Omaeqnomenewak.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 265,764	$ 797,739	$ -	$ -	$ -	$ 1,063,503
Fringe Benefits	$143,626	32,621				$ 176,247
Training	1,062					$ 1,062
Supplies	3,230					$ 3,230
Contractual	39,815					$ 39,815
Utilities	692,103					$ 692,103
Space Lease/Rental	14,881					$ 14,881
Other Costs: (list below)		99,888			81	$ 99,969
Mileage	203					$ 203
Program Supplies	2,123	23,139			941	$ 26,203
License & Permits	57					$ 57
Minor Equipment	4,778	3,571				$ 8,349
Vehicle Fuel	591	350				$ 941
Telephone	463	5,573				$ 6,036
Cell Phones/Pagers	505	266				$ 771
Vehicle Leases	18,148					$ 18,148
Property Insurance	75,000					$ 75,000
Building Maintenance	662					$ 662
Equipment Maintenance	85					$ 85
Vehicle Costs	4,303					$ 4,303
Garbage & Recyclables	35,575					$ 35,575
Totals ►	$1,302,974	$ 963,147	$ -	$ -	$ 1,022	$ 2,267,143
Fund/Totals Ratio:	57.47%	42.48%	N/A	N/A	0.05%	100%

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Transfer from 1803	$159,367	$159,367	$ -	$ 159,367
Transfer from1807	370,571	370,571		370,571
1820 Space Rent		267,577		267,577
Other		223		223
Total Expenditures			269,714	(269,714)
Totals	$529,938	$797,738	$269,714	$ 528,024

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.

STAFFING: The Menominee Nation News operates with a staff of four (4): One (1) Director/Editor, one (1) Administrative/Design Assistant, and two (2) Reporters.

SERVICES: We offer a variety of services to our readers.

• ***Local News Coverage:*** The reporters attend events, conduct interviews, take photos and compile information for articles. To request coverage or submit story ideas, please call (715) 799-5167 or email derdmann@mitw.org.

• ***Advertising:*** We offer display ads, thank you ads, happy ads, memorials, wedding/birth announcements, special holiday wishes. Individual submissions must be paid for in advance. For more information, please call (715) 799-5167 or email derdmann@mitw.org.

• ***Subscriptions:*** We offer 1st class and 3rd class subscriptions on a quarterly and yearly basis. There is a 1st class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

The subscription rates are as follows:

1st class	3rd Class
3 months: $16.00	3 months: $13.00
6 months: $25.00	6 months: $20.00
9 months: $34.00	9 months: $27.00
12 months: $42.00	12 months: $32.00

The option to mail a single paper is also available for $3.00/paper. If interested in subscribing to the Menominee Nation News, send your name and address, along with your payment, to Menominee Nation News, P.O. Box 910, Keshena, WI 54135 or stop by our office located in the Gordon Dickie Building. Subscriptions begin at the beginning of the month.

• ***Non-Subscription Sales:*** As of October 2017 we have a total of twenty (20) distribution sites where the newspaper can be purchased. This includes seven (7) sites in Keshena, two (2) sites in Neopit/Middle Village, one (1) site in Gresham, one (1) site 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. Complimentary copies of the newspaper are provided for our elders

at the meal sites in Neopit and Keshena and for the residents of the CBRF in Middle Village. The complimentary copies are to stay on site, so all can enjoy reading the paper.

• ***Other:*** 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. 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 receive money for NSF checks that are returned.

ANNUAL BUDGET: The Menominee Nation News is 100% tribally funded. The department was awarded $319,935.00 for fiscal year 2017. The departments' actual expenses for fiscal year 2017 amounted to $273,912.89. This is a total savings of $46,022.11 for the year.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$155,753	$ -	$ -	$ -	$ -	$155,753
Fringe Benefits	92,139					$92,139
Travel	2,700					$2,700
Training	999					$999
Equipment	5,000					$5,000
Supplies	13,900					$13,900
Contractual	13,000					$13,000
Space Lease/Rental	6,594					$6,594
Indirect Costs	29,850					$29,850
Other Costs: (list below)						$ -
Totals ►	$319,935	$ -	$ -	$ -	$ -	$319,935
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 2017 was set at $48,003. The total amount generated was $52,908.30.

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Subscriptions	$ -	$6,417	$ -	$6,417
Non-Subscription Sales		10,004		10,004
Advertising		32,352		32,352
Other		4,135		4,135
Totals		**$52,908**		**$52,908**

Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.

Operation of Tribal Government

Gary Besaw, Tribal Chairman

Our Menominee Culture and Beliefs Guide our Work and Decisions

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.

Our annual report is created to keep our Tribal members informed of the operation of the tribal government, what our Tribal Legislators have been working on, and the progress made throughout the year.

As Tribal Legislators, there are core pillars which guide our Legislators in their duty as elected leaders to serve the Menominee Tribal people.

• Exercising Tribal Sovereignty	Tribal Law & Governance	Awāēhsaeh
• Enriching Tribal Culture	Environment & Spirituality	Mahwāēw
• Enhancing Tribal Services	Engagement & Communication	Mōs
• Fostering of Relationships	Data Monitoring & Surveillance	Otāēqciah
• Caring for our Tribal Members	Healing Families & Communities	Kenēw

These core towers of strength drive the actions of our Tribal Government and Menominee Tribal Legislature, both as individual Tribal Legislators and as a unified governing body. We continue to make progress as we work hard to achieve the Tribe's Mission: "*To promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.*"

The Operation of the Tribal Government remains vigilant in its effort to advocate on projects, legislation and policy that promotes and protects the core pillars of our Tribe. As part of this effort, each legislative year, the Legislature develops Tribal Legislative Goals to focus the legislative activity for the year. The Legislators work closely with standing committees, commissions, task forces, Tribal Administration, departments, and existing initiatives to help inform and guide decisions and actions on these legislative goals.

1. **Economic Development**: We provided advisory, advocacy, and legislative services to support our community to achieve economic development, business development, and job creation successes. Guided by our tribal strategy to improve the quality of life for our members and communities, we met with our tribal Charter entities to strive for more effective and accountable enterprises, operational efficiency and improve regular and comprehensive reporting to Tribal leadership. We ensured the Tribe's Chartered Wolf River Development Company developed plans to operate in a more efficient and profitable manner and defined systems to monitor and report enterprise operational results. We supported efforts to establish and create network of business relationships within the region, such as with Bay Bank, Oneida Nation owned financial institution. We collaborated with our business entities-Menominee Tribal Enterprises and Menominee Casino Resort to enter in a Naming Rights Sponsorship for the Menominee Nation Arena located in Oshkosh, Wisconsin.

2. **Food Sovereignty**: We led to define initiatives to raise our tribal ability to shape our own tribal food system, define our tribal nourishing diets, and develop policies and practices to ensure our tribal food access, security, and sovereignty. We laid the foundation to move forward on our own Menominee Tribal Food Code and Agriculture Department, which included establishing relationships with leaders in indigenous food systems. We initiated collaborative partnerships with University of Arkansas, School of Law, Indigenous Food and Agriculture Initiative to begin developing our own Tribal Food Code and planning for our own Tribal Agriculture Department.

3. **Environmental Task Force**: We continue to lead in aggressively advocating and fighting against the proposed Back Forty Mine. The Back Forty project is an open-pit mine and minerals-processing facility proposed by Aquila Resources, Inc. The site borders the Menominee River and is located within a Menominee cultural landscape that includes tribal burial grounds, ancient agricultural sites and ceremonial sites of cultural significance to the Menominee Tribe.

   The Tribe continues to share its concerns in a variety of forums, starting in 2015 with a formal resolution in opposition to the Back Forty Mine; and in a letter to the U.S. Environmental Protection Agency ("EPA") and

U.S. Army Corps of Engineers ("Corps") demanding that the Corps and EPA exercise federal authority over Clean Water Act permitting decisions involving the river and adjacent wetlands.

On Nov. 6, 2017, the Menominee Tribe, represented by Earthjustice, provided the U.S. Army Corps of Engineers and the U.S. Environmental Protection Agency a 60-day notice of intent to sue the agencies for their failure to take responsibility for this portion of the permitting process. The Clean Water Act's 60-day advance-notice requirement is designed to allow the parties to work through issues prior to engaging in litigation. The federal agencies have until early January to act, or the Menominee Tribe is prepared to pursue federal litigation on these critical wetlands issues. This 60-Day Notice puts the federal government on notice that we expect meaningful consultation and federal regulatory agency action on this important issue. If we continue to be ignored and the agencies fail in their duties, we are prepared to pursue federal litigation.

The Tribe has been vocal about its objection to the open-pit mine project, and to the State of Michigan exercising Clean Water Act jurisdiction over the permit that would allow mine developers to fill and excavate Menominee River wetlands. On Friday, December 8, 2017, the Michigan Department of Environmental Quality (MDEQ) determined that mine developer Aquila Resources, Inc.'s Michigan wetlands permit application was complete—despite the fact that components of the application previously deemed necessary are still missing or incomplete. MDEQ has allowed minimal time for the public to review the voluminous application, or to raise issues and make comments—with a single public hearing on the permit scheduled for January 23, 2018, in Stephenson, Michigan. For its part, the Menominee Tribe is thoroughly reviewing the application and preparing both written and verbal testimony

The Tribe has made its objections clear at every step of the permitting process for this open-pit mine and large, industrial minerals-processing facility. The wetlands permit is of great concern because, under the current proposal, the mine pit would span 84 acres and be 750 feet deep, reaching far beneath the river's natural waterline. According to the mine developer's own statements in the environmental assessment, it has the potential to negatively affect hydrology throughout the area for years. The Menominee Tribe's view is that the Clean Water Act makes it clear that the Menominee River and its adjacent wetlands are federal waters which cannot be legally controlled solely by the State of Michigan, making MDEQ the wrong agency to determine the future of this permit.

4. **Constitutional Task Force:** We continue analyze, consider, and bring forward constitutional changes to better meet the needs of our Tribe. A Constitutional Task Force was formed to guide any constitutional changes and prepare amendments for Menominee Tribal Legislature. The Task Force is reviewing several provisions of the Constitution including provisions regarding the powers of the General Council The Task Force continues to work on the following issues previously identified by the Task Force for potential revisions to the Constitution and Bylaws:
    - Remove the secretarial election requirement for tribal elections:
    - Rights of Nature;
    - Blood Quantum;
    - Qualifications of Tribal Chairperson;
    - Forest Management;
    - Changing the Name of the Tribe.

    In addition, the Task Force will review any other areas of revision requested by the Tribal Legislature.

5. **Prepare Menominee Language Immersion School for Success:** We continue to advocate and support our efforts to enhance our Tribal language and culture through legislative support for a Menominee Language Immersion School. We have established an immersion program in the daycare, starting with our first Menominee babies.

6. **Natural Resources Forest Management Infrastructure:** We continue to strive for collaborative environmental and natural resource protection and management, communication, and planning across all our tribal lands and management departments. Our Conservation Department has moved to new office space on the campus of our College of Menominee Nation.

7. **New Resources for Youth (Facility):** We continue to advocate for planning and funding to support a new Menominee Family Center.

8. **Synthetic Drugs/Opioid Abuse:** Our Tribe continues to lose tribal members to synthetic marijuana and opioid abuse overdoses. This has pushed our Tribal to formal action. We have sought government to

government partnership with local, state, national, and intertribal agencies. We are diligently working with our tribal departments and programs from our treatment centers to Tribal Police to address, create, and initiate action.

9. **Community Engagement & Its Impact on the Community:** Our Tribal Governing body continues active involvement in existing community engagement initiatives such as Tribal Action Plan, and Informed Care Initiatives. We have defined our Legislative Goals to run in tandem with our tribal community engagement programs, plans, activities, and projects.

Our Tribal Government works with Tribal, national, and state leadership to create a stronger understanding of our Tribe, our rights, and issues. Our Legislators work to address issues, challenges, and pursue opportunities in partnership with our Tribal programs and entities, our Congressional members, tribal advocates, such as NCAI, GLITC, NIEA, NIHB. Throughout 2017, our tribal leaders have actively participated as presenters, speakers, witnesses, or sponsors on a variety of issues.

The operation of our Tribal Government has advances its legislative work and benefits to our Menominee Nation, through our collaborative work of our Tribal leaders, the work of tribal staff and entities, and our supportive partners and consultants.

Our Tribal Legislature continued their work in Washington DC this year with multiple meetings with US. Congressional Representatives and federal agencies to lobby and advocate against the Back Forty Mine, Amber Alert to include Tribes, The Tribe also engaged on the federal level by supporting and commenting on various proposed bills.

Our Tribe engaged lobbyist to work for the Tribe in the State's Capital. Under the Tribal Legislature direction, our lobbyist works to help move forward a variety of our Tribal Legislative priorities, including Tribal Adolescent Treatment Center, Hemp Production, Mining Moratorium Bill, Foxconn Bill, CWD, Family Care Waiver, Indian Education Act 31, Safe Haven, Indian Burial Mounds, Tribal ID Bills, Treatment Alternatives and Diversion Bill.

The Menominee Tribe helps sponsor and participate in a number of community events to help foster public awareness of our Tribe's presence and support initiatives serving our Tribal members.

The Chairman's office consists of dedicated staff, including Linda Peters, Office Manager, Melissa Cook, Intergovernmental Affairs Manager, and our recording clerks, Sharon Madosh, Kristy Corn, Ann Smith, and Georgia Tourtillott.

We are proud to report our 2017 activities to the Menominee Tribal members whom we serve, and we hope to have honored in our efforts.

IGA/Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 46,655	$ -	$ -	$ -	$ -	$ 46,655
Fringe Benefits	17,837					$ 17,837
Travel/Mileage	1,136					$ 1,136
Meetings and related	2,938					$ 2,938
Program supplies	8,471					$ 8,471
Office Supplies	4,468					$ 4,468
Space Lease/Rental	1,316					$ 1,316
Indirect Costs	8,522					$ 8,522
Totals ►	$ 91,343	$ -	$ -	$ -	$ -	$ 91,343
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

OTG/Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Contingency	TOTALS
Personnel Costs	$ 147,537	$ -	$ 112,918	$ -	$ -	$ 260,455
Fringe Benefits	39,660		32,458			$ 72,118
Travel/Mileage	5,602		4,337			$ 9,939
Training	4,783		1,897			$ 6,680
Equipment	14,010		1,224			$ 15,234
Office Supplies	7,521		9,160			$ 16,681
Contractual	173,752		3,920			$177,672
Donations	-		-		2,922	$ 2,922
Space Lease/Rental	9,215		9,215			$18,430
Indirect Costs	52,896		-			$52,896
Taxes	5,977		-			$ 5,977
Photocopies	-		2,648			$ 2,648
Cell phones	788		788			$ 1,576
Advertising	2,261		66			$ 2,327
Committee meetings	15,106		11,653			$26,760
Legislative meetings	40,186		25,521			$65,708
Meetings and related	34,334		102			$34,436
Program supplies	3,562		-			$ 3,562
Minor equipment	16,071		-			$ 16,071
Dues and memberships	7,312		-			$ 7,312
Vehicle costs	2,905		-			$ 2,905
Totals ►	$ 583,477	$ -	$215,907	$ -	$ 2,922	$802,306
Fund/Totals Ratio:	72.73%	0.00%	26.91%	N/A	0.36%	

Oskeh – Waepeqtah (DV Shelter)

Courtney Windorski, Program Manager

Oskeh – Waepeqtah Domestic Abuse and Sexual Assault Program provides a safe environment for survivors and children to receive emergency shelter, outreach advocacy or children's advocacy.

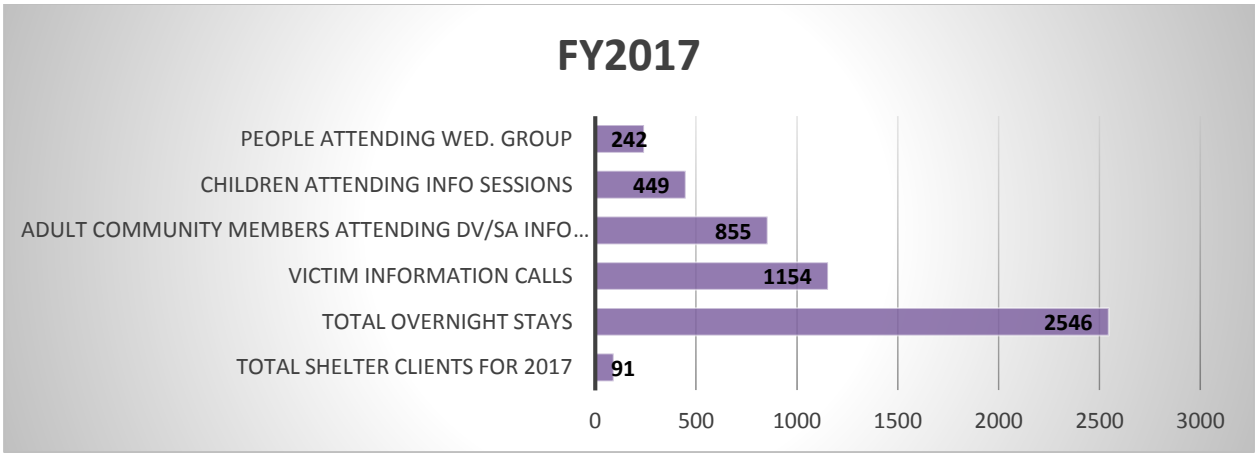
Advocacy can include, individual meetings with an advocate, making referrals for additional support services provided by tribal or county agencies, collaborating with school systems, or referrals for counseling services. By providing advocacy the family will gain knowledge about domestic violence, support networks, and their safety. They will be able to label and address feelings while strengthening parent-child relationships, decreasing self-blame and developing conflict resolution skills.

Over the course of 2017, our plan was to ensure all survivors who sought out services were treated with respect, dignity and compassion. In order to accomplish this, we had to overcome some barriers that prevented the program from operating at its full potential. One of the barriers was the ability to maintain adequate staffing for the 24-hour emergency shelter and outreach services. In order to address this barrier we needed to recruit applicants for positions that fit the criteria for an advocate. The program has been fully staffed since May 2017. The Program is currently staffed by a Program Manager, an Outreach Advocate, a Children's Advocate and six Shelter Advocates. Another barrier was lack of training, due to staff shortages the ability for staff to attend training was an issue. Training is important to strengthen and build upon employee's skills and knowledge to ensure a well-rounded, trauma informed service. As of September 2017, all Oskeh-Waepeqtah staff has successfully completed an advanced domestic violence and sexual assault course as well as technical assistance training.

One of the biggest areas of focus coming on board with the program was to concentrate on building upon the collaboration and education with different departments to work closely with survivors. One specific way was increase the attendance at the Coordinated Community Response Team Meeting every month; which has been the main focus of 90 day plans within the Tribal Justice Strategic Planning workgroup for the Community Engagement Meeting. Some adjustments have been made to the CCR meeting so it becomes more solution-orientated after an area of weakness is identified. To date there is regular attendance from Tribal Police, Menominee Aging, Tribal Courts, Menominee Head Start, Social Services and Shawano Probation and Parole departments. The current focus is concentrating on child survivors and what can be done to support them growing up in a positive healthy environment.

One of the largest areas of struggle for survivors is housing. The program has limited time to work with them and the housing waiting lists for Tribal, Shawano County and City far surpasses the amount of time they can stay in the shelter. An area that is currently being explored is a grant proposal to address the Transitional Housing needs of victims/survivors. If awarded, this grant could address the housing struggle for victims/survivors. During this transition time, the goal is to enhance case management services with survivors to promote some goal -focused outcomes such as budgeting, job-readiness, back-up plans and support systems.

Lastly, I want to note that the Mission, Vision and Value Statement of the Tribe are demonstrated in our everyday work with survivors within our agency. It is our goal to ensure we are providing the highest quality services to survivors and their children and in doing so maintaining the highest confidentiality standards to ensuring the well-being and safety of all those who utilize services at Oskeh-Waepeqtah Domestic Violence and Sexual Assault Program.



Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 25,464		$268,319			
Fringe Benefits	6,706		85,298			
Travel	1,092		1,684			
Training			13,448			
Equipment			1,375			
Supplies	1,000		14,672			
Space Lease/Rental	300		12,050			
Indirect Costs	4,094		43,488			
Direct Assistance	884		9,061			
Membership Fees	200		201			
Vehicle Costs	880		1,500			
Totals ►	**$ 40,620**	**$ -**	**$451,096**	**$ -**	**$ -**	**$491,716**
Fund/Totals Ratio:	8.26%	0.00%	91.74%	N/A	N/A	

Probation/Parole

Diana Taubel, 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 went through some personnel changes this fiscal year. In July 2017, Diana Taubel was transferred from the Director of Licensing and Permit to the Acting Probation/Parole Director. Ms. Taubel comes with five (5) years of experience in Probation & Parole, having worked in the department from 2000-2005. The department has two individual probation/parole officers who handle their own unique clientele, they also divide the Domestic Violence clientele with PO Rebecca McCann supervising the clientele who are 30 years or younger and Director Diana Taubel supervising those clients older than thirty. Ms. Taubel also supervises all the Sexual Assault clients. 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, Community Engagement Workgroup, Community Coordinated Response Team and Enforcement and Resource Protection Committee. The department has 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, order and track all office equipment and maintain supplies. She has helped with data entry and scanning of closed cases and presentence 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 supervise around 85 Active Probation/Parole clients with overall totals of 330 clients (Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes). 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: The department still utilizes the department vehicle which is used for home visits, supervision of community service workers, the transport of clients to inpatient residential facilities as well as employee training opportunities and meetings.

Unmet Needs: The department would prefer a Domestic Violence/Sexual Assault Probation Officer added to the department. This would help to better divide the caseload. We will seek funding from various areas to meet this need.

A GPS monitoring system would help address both client and agency needs. With capacity challenges 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. We have experienced numerous occasions where clients had conditions where a GPS monitoring system could allow home incarceration and be able to monitor client's medical appointments.

The department is looking to certify staff in administering Preliminary Breath Tests (PBT) on clients who are suspected to be under the influence of alcohol.

Additional Services: We have improved our service to our clientele by offering a stipulation to revocation for clients who may be in need of other services, such as AODA counseling. 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 sign an Alternative to Revocation/Treatment Agreement (ATR). In this agreement, he/she agrees to certain conditions of probation, such as deadlines to pay fines, complete community ATR hours (similar to community service), complete AODA counseling, etc. It is the department's hope that the extra conditions will benefit the clients' needs.

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.

Menipaniw: The Menipaniw (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 Menipaniw for an interview by the team. If accepted, the sentence is stayed and if not then they go back into criminal court for the sentence to be imposed. The sentence is jail time with half of the jail time imposed and the remaining time stayed to probation, AODA Assessment, fine, court costs. As a participant in the program, they will be required to call in to Maehnowesekiyah Monday-Friday between 8:00 – 10:00 a.m. to see if they are on the random urinalysis list which also includes a random test for synthetic marijuana. If selected the individual has until 4:00 p.m. 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 needs. Once the individual completes the program then the drug charges are expunged from their record. The program only allows first and second time offenders. Three team members along with t the Chief Justice attended the Annual National Drug Court Professionals training in Washington, DC July 7-12, 2017 (State Training).

The Court Coordinator and Probation Director worked on issues with the Buffalo Software program. According to the Court Coordinator SAHMSA has a new database they will be requiring Drug Courts to utilize rather than the Buffalo Software.

Some of our team members attended a meeting at the Shawano County Court House to provide input regarding our Drug court program. Shawano County is looking into establishing their own Drug Court in the near future.

Menipaniw's Wrap-Around Facilitator started working with our program. The facilitator will be working closely with our clients to assist with their needs such as college enrollment process, driver's tests, etc.

The Fiscal year ended with the following stats for Menipaniw:

- 23 total clients
- 18 absconders
- 05 active clients
- 07 referrals
- 07 interviews
- 07 accepted
- 04 not accepted
- 03 tabled
- 05 no shows for interviews
- 06 terminations
- 03 transitioned.

PROBATION/PAROLE – Probation Officer (PO): Rebecca McCann

PO McCann's probation case stats for the year besides Menipaniw client is as follows:
Average probation client case load 18-21 years of age.

For this past year I had the following stats in this age category:

- Alternative to Revocation/Treatment Agreements-8
- Jail Visits-11
- Office Visits-465
- Statement of Facts filed-3
- Probation Revocation Hearings 4
- Parole Hearings-1
- Court Appearances-559
- Meetings-53
- Extensions-2
- New Sentencing Orders Receive-5
- Apprehension and Detention issued-11
- Tolled 1
- Released clients-03, 2 of which completed their orders, 1 incomplete order

Domestic Violence: I supervise clients convicted of Domestic Violence. My case load in this area consists of males and females aging from 18-30 years old.

I had a total of the following for this past fiscal year:

- Average DV case load is - 56
- Revocation - 8
- Statement of Facts filed - 7
- Releases - 4
- Sentencing orders received - 21
- Repeat offenders - 11
- New - 10
- Office Visits - 607
- Meetings - 11
- Apprehension and Detentions issued - 26
- Alternative to Revocations/treatment Agreements - 11

PO McCann's overall average case load on a monthly basis is 110 which include probation, Menipaniw and DV clientele.

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Cases at Year End	331	Arrested Clients for the Year	186
Total Clients at Year End	240	ATR's given for the year	36
Clients with Multiple Order's	59	Menipaniw Clients	23
Active Clients at Year End	49	Menipaniw Active clients at Years End	5
Absconders at Year End	165	Menipaniw Absconders	18
Clients Incarcerated at Years End	45	Menipaniw Transitions	03
Wanted Clients at Years End	9	Menipaniw Terminations –	07
Clients With Tolled Time	0	Self-Terminated	05
Released & Revoked Clients at years End	93		
Statement of Facts for the Year	31		

Fiscal YTD (October 1, 2016 thru September 30, 2017)

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 22,584	$ -	$ 62,607	$ -	$ -	$ 85,191
Fringe Benefits	7,373		34,144			$ 41,518

Supplies	**832**		1,016			**$ 1,848**
Contractual	**-**		3,526			**$ 3,526**
Indirect Costs	**3,311**					**$ 3,311**
Other Costs: (list below)						**$ -**
Cell Phones/Pagers	**236**		852			**$ 1,088**
Vehicle Costs	**828**		2,850			**$ 3,678**
Medical Services	**322**					**$ 322**
Totals ►	**$ 35,486**	**$ -**	**$104,996**	**$ -**	**$ -**	**$ 140,481**
Fund/Totals Ratio:	25.26%	0.00%	74.74%	N/A	N/A	

PROGRAM INCOME/REVENUE	**FY2016 Fund Balance**	**FY2017 Amounts**		
		Generated	**Expended**	**Balance**
N/A	$ -	$ -	$140,481	$ (140,481)
Totals			**$140,481**	**$(140,481)**

Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department operates under the Indirect Cost Pool, providing a variety of supportive services to the programs of the Menominee Tribe. The PMA Department consists of the following staff:

- 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's Procurement Policy:

- Review and approval of purchase requisitions and check requests under policy guidelines.
- 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's 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 as needed.
- Policy modification, compliance and training.

Under the guidelines of the Accounting Manual's Travel Policy:

- The PMA Department has overall responsibility of the Travel Policy which extends to include assistance with travel preparations, hotel reservations, verifying allowable cost advance payments and reconciliation of the vouchers.

- Policy modification, compliance and training.

Under the guidelines of the Tribal Code Chapter 44 Debt Collection:

- Management of the Debt Collection Database information as provided by programs.
- Assist programs in coordinating applicable contracting provision restrictions and payments.
- Report data information monthly to Administration and quarterly to Departments.
- As of September 30, 2017 the total active Tribal Debtor List balance as reported by all MITW programs is $1,588,181. The Tribal Courts fines/fees are not included in that number.

Accomplishments during Fiscal Year 2017:

- Projects advanced under the competitive bid process were: #001 Food Provision contract to Reinhart Foodservice, #002 Module Homes purchase (not executed), #003 Public Safety Records Management system to Zuercher Technologies, #004 LP Gas services contract to Ferrellgas, #005 Neopit Facilities Renovations to Schinko Construction, and #006 Cigarette and Tobacco Services to Midwest Food/NTC.
- The PMA Department obtained equipment for qualified departments under the Federal Excess Property Program with an original value of $1,062,193 including 3 dump trucks, a wrecker, 7 other trucks, 2 bull dozers, 2 trailers, 2 deck mowers, and other useful equipment.
- The PMA Department began using PublicSurplus.com web auction to dispose of vehicles and larger equipment items, excluding scrap sales and small items that are sold as point of sale as needed. This change to a national buyer's market has greatly increased competition for the sale of items. The total revenue generated this past year from the disposal sales of vehicles, equipment, office furniture, etc. was $64,769.
- The Tribe is in the process of looking at and revising the travel policies and procedures to make efficiencies in coordinating and executing employee travel.
- The Menominee Tribe's LP gas contract for Fiscal Year 2017 was awarded to Ferrellgas at $0.965 per gallon for the MITW programs, Menominee Tribal Enterprises, College of the Menominee Nation, and is also offering this rate to Tribal Members.

The Fiscal Year 2017 Indirect Cost budget for the PMA Department was established at $259,403 with preliminary operating expenditures of $241,998, and Internal Services expenditures for postage for programs of $31,455 which is billed back to programs.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	IDC Budget	TOTALS
Personnel Costs	$ -	$ -	$ -	$ -	$ 155,131	$ 155,131
Fringe Benefits					74,819	$ 74,819
Training					4,000	$ 4,000
Supplies	55,000				6,050	$ 61,050
Contractual					9,400	$ 9,400
Space Lease/Rental					4,003	$ 4,003
Other Costs: (list below)					3,000	$ 3,000
Vehicle Costs					3,000	$ 3,000
Totals ►	**$ 55,000**	**$ -**	**$ -**	**$ -**	**$259,403**	**$ 314,403**
Fund/Totals Ratio:	17.49%	0.00%	N/A	N/A	82.51%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Internal Services Postage	$ -	$ 39,846	$ 31,455	$ 8,391
Revenue from Sales of Asset Disposals		64,769		64,769
Totals		**$104,615**	**$ 31,455**	**$ 73,160**

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 the 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 and Responsibilities: The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law. 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: The current staff includes the Tribal Prosecutor, Assistant Tribal Prosecutor, Domestic Violence Prosecutor, two Legal Secretaries, and a 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:

- Greater communication with victims of crime through correspondence notifying them of their rights when charges are filed and the initial appearance date for the defendant, and additional communications.
- Seizure and auction of assets involved in drug dealing.

Statistical Data: For FY 2017, the cases prosecuted by the Prosecutor's Office included the following types of cases:

542 Prosecutor Criminal

470	Prosecutor Motor Vehicle
172	Prosecutor Ordinance
149	Prosecutor Domestic Violence
64	Prosecutor Juvenile
25	Prosecutor Commitment
20	Prosecutor CHIPS
10	Prosecutor Child Sexual Assault
5	Parole Domestic Violence
5	Prosecutor Adult Sexual Assault
3	Prosecutor JIPS
2	Prosecutor Concealed Carry Application
2	Parole Criminal

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$ 80,693**	**$ -**	$125,326	$ -	$ -	**$206,019**
Fringe Benefits	**21,036**		17,926			**$ 38,961**
Training	**1,969**					**$ 1,969**
Supplies	**1,500**		2,875			**$ 4,375**
Contractual	**1,000**		513			**$ 1,513**
Indirect Costs	**11,012**					**$ 11,012**
Other Costs: (list below)	**739**		1,200			**$ 1,939**
Totals ►	**$ 117,949**	**$ -**	**$147,839**	**$ -**	**$ -**	**$265,788**
Fund/Totals Ratio:	44.38%	0.00%	55.62%	N/A	N/A	

Social Services

Carol Corn, 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 and five Social Workers. 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 2017 Tribal Social Services provided Indian Child Welfare case management to forty-one (41) new families and averaged sixty-three (63) children per month receiving services. There was an average of eighteen (18) of those children referred from Menominee Tribal Court with the remainder of children under State Circuit Court orders. In FY17, Tribal Social Services assisted with twenty-three (23) children being successfully reunified with a parent. We brought three (3) children home from out of State non-Native placements to Menominee homes on/near the Reservation. We had six (6) children move to permanency through Guardianship and one (1) child under a permanent voluntary placement.

Social Services staff assists adult adoptees with accessing sealed adoption records for the purpose of enrollment in the Tribe. We also assist adults 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 three adults enroll in the Tribe as full tribal members and one adult as a descendant.

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 19 IIM accounts in FY17 and processed 16 requests. All IIM forms have been updated. All of the adult Guardianships have been reviewed and orders updated where needed. 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 twenty-nine (29) families a month who are receiving the Kinship Care grant. She had forty-one (41) unduplicated caregivers and seventy-two (72) unduplicated children who were covered under this grant. We have seen an increase from FY16. We requested and received two increases in funding to meet the needs of our families this year. Our Kinship Care Social Worker organizes agency folders with information on Trauma Informed Care and ACES. She gathers information on Trauma to share with the agency staff.

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. Our Family Preservation worker is receiving clinical supervision for counseling children/families with the assistance of Oneida Behavioral Health. In addition to the respite caseload, this worker is able to provide counseling services in home, school or community to a small intensive caseload. This worker received training this year in Art Therapy, Play Therapy and on Domestic Violence. She has been trained and certified in Cognitive Behavioral Therapy. She is averaging a small intensive caseload of eight (8) children providing play therapy to the children in the school or home setting. She has been able to increase her respite daycare services to 3-6 children. This year the worker is collaborating with Youth Services to assist in the facilitation of a Teen Girl's Support group at the Tribal School and the Middle School. She has also made herself available for limited crisis counseling.

Significant changes within the Department in FY17 include entering an agreement with the State of Wisconsin for reimbursement of case management costs through a Title IV-E pass through agreement. This allows for Social Services to generate revenue for services that are being provided to our children and families. The agreement went into effect on July 1, 2017. Social Services applied for and have been awarded two grants for FY18. Social Services have posted for a Coordinated Services Team Coordinator. This person will have a small caseload of families that they will assist the family in obtaining and coordinating services to make their lives easier. The other grant is CTAS purpose area 6. With this grant, we will be hiring a social worker to work with families who are falling through the cracks of the system. These families will be identified through our child protection team and multidisciplinary teams and offered supportive services, resources and counseling. We have been provided with funding for one additional child protection position through tribal funds, so in FY18 we expect three additional staff within our Department.

In FY17, Social Services have been working with Legal Services, Tribal Administration and other Tribal departments along with Case Family Programs to develop a Menominee Children's Code. Part of our strategic plan is to implement our own Children's Code that will address and support the needs of our children and families. We will begin planning the transitioning of child protection services of our children from Menominee County to the Menominee Tribe. Tribal Social Services would like to work with our families to maintain children in the home and on the Reservation whenever possible by providing earlier intervention and support services.

Social Service employees participate on various committees and initiatives within the Tribe and with outside agencies. The committees we participated in this year consisted of Health and Family Services, Community Engagement, Fostering Futures (Trauma Informed Care), Safe Schools and Health Students (MISD), Children's Code Committee, Coordinated Community Response Team, Multidisciplinary Team (Federal), 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, Zero Suicide 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 participate in training on trauma informed care this year ranging from one to five trainings each. The Kinship Care worker continues 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 18, we plan 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 will promote the message that child protective services are here to provide support and resources to our families to keep work build a stronger healthier community.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 100,587	$ -	$227,238	$ 5,755	$ -	$ 333,580
Fringe Benefits	33,033		48,830	1,951		$ 83,814
Travel	5,068		4,224		711	$ 10,003
Training	191		2,754		2,637	$ 5,582
Supplies	1,449		1,161		414	$ 3,024
Contractual	280			30		$ 310
Space Lease/Rental	1,209			1,535		$ 2,744
Indirect Costs	31,933		1,645	951	557	$ 35,086
Other Costs: (list below)						$ -
Dues/membership	315					$ 315
Photocopies	8		133			$ 141
Direct Assistance			5,547	165,880	186	$ 171,613
Minor Equipment			1,360		1,461	$ 2,821
Inter-dept. Direct Asst.			25,068			$ 25,068
Telephone	111		402			$ 513
Totals ►	$ 174,184	$ -	$318,362	$176,102	$5,966	$ 674,614
Fund/Totals Ratio:	25.82%	0.00%	47.19%	26.10%	0.88%	

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, one tanker, 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 2017:

- The departments responded to 244 calls as of December 1, 2017
- Replaced outdated S.C.B.A. air packs, masks and tanks
- Purchased newer brush truck
- Combined fire training with other surrounding departments to better utilize funds related to training

2018 Goals and Objectives:

- Purchase new main pumper
- Reduce the amount of C.O. related calls
- Reorganize staffing of departments to better our response to calls
- Address fire hydrant problems

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.
- Shawano Area Fire Department- combined training costs to better utilize funds related to training

Funding: In 2017, 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, as well as the following established partnerships:

- Menominee Head Start
- Menominee Tribal School
- Menominee Tribal Clinic
- Menominee Casino and Resort
- Menominee Department of Aging
- Menominee County
- Menominee Community Resource Center
- Menominee Eagles Nest
- Menominee Indian School District
- Aspirus Langlade Hospital
- Care Wisconsin
- Inclusa
- Lac du Flambeau Band of Chippewa
- Lakeland Care District
- Langlade County
- Shawano County Department of Social Services

In addition, MDOTS continues to assist Tribal Departments not only with transportation needs and services, but also with maintenance and repairs of their vehicles.

Department of Transit Services Mission Statement: To provide safe, efficient and reliable transportation services to our customers so that they can access opportunities for employment, health care, recreation, education and public services in a professional environment while sustaining the mission, vision and values of the Menominee Tribe.

MDOTS has a staff of 133 employees which includes:

- Administrative staff: (1) Transportation Director, (1) Transportation Coordinator, (1) Transit Finance Manager.
- IT staff: (1) Senior Programmer/Systems Analyst, (1) Program System Analysts and (1) Web Applications Developer.
- Dispatch Operations: (1) Mobility Manager/Dispatch Supervisor, (1) Scheduling Assistant, (8) Full Time Dispatchers, (10) Part Time Dispatchers and (3) Receptionist/Clerical Assistant.
- Transportation: (1) Driver Supervisor, (1) Scheduling Assistant, (28) Full-Time Drivers, (28) Part Time Drivers and (10) Bus Monitors.
- Lac du Flambeau: (1) Supervisor, (1) Full Time Driver, (7) Part Time Drivers and (4) Part Time Dispatchers.
- Antigo: (1) Supervisor (1) Full Time Driver, (7) Part Time Drivers, (1) Full Time Dispatcher and (2) Part Time Dispatchers.
- Mechanics: (1) Mechanic Supervisor and (6) Full-Time Mechanics.
- Facility Maintenance: (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker and (2) Full-Time Housekeepers.

2017 Accomplishments

- Completed the Staffing Work Group Process, which will have allowed the Department to address efficiency and work flow goals. Several staff positions were eliminated and others created. Recommendations were reviewed and approved by the Administrative Committee and Department of Human Resources. Full implementation of this project will take place beginning in December with the new position hires. The Administrative Team will continue to evaluate for effectiveness and make applicable adjustments in 2018. The changes made were accomplished without adding to the Departments budget.
- Complaint procedures were refined and Transit IT is working on software that will allow Transit supervisors to more efficiently and effectively address and process complaints allowing the Department to be more responsive to public concerns. Implementation has been moved to early 2018.
- Successful prior year grant administration and future year applications for the formula funds awarded to the Tribe to provide assistance for capital, planning and operational needs to support public transportation in rural areas and formula funds for federally recognized Indian tribes with assistance for public transportation services, respectively.
- Reviewed Madison and Milwaukee Route and implemented changes that have allowed the route to run more efficiently and effectively while still maintaining services. Modifications to the route have also provided additional driver hours to address gaps in operational schedules when feasible.
- Reviewed and reaffirmed MDOTS existing partnerships, focusing on possible service improvement opportunities and/or expansions; MDOTS maintains sixteen different partner agreements for transit services.
- Addressed concerns over accounts receivable processes and implemented provisions to address moving forward including budget meetings and additional staffing.

2018 Goals:

- Develop a formal program and plan to address short term and long term capital needs for the Department.
- Develop cost savings through the continued review and revision of existing Departmental accounts and identify opportunities to leverage additional funds for operational and capital expenditures.
- Continue to evaluate current routes and transit schedules to determine efficiency and effectiveness; implement changes particularly in regard to driver schedules.
- Continue to review Department of Transit Services workflow and address opportunities through our departmental organizational structure with regard to staffing patterns, job descriptions, and training needs.
- Enhance community outreach program including ridership groups and advertising campaigns to determine effectiveness and plan implementation of required changes.
- Continue to attend meetings that allow opportunities to enhance services to the public and promote participation in services offered by other entities.
- Successfully negotiate the relocation of the DMV from Transit Services to the Wolf River Mall. This move will allow Transit Services to improve work flow, alleviate space concerns and maintain DMV services to Menominee County and Community.

Richard Ducane - Transportation Coordinator: In 2017 I spent much of my time assisting the Transit Director with acclimating himself into The Department of Transit Service with not only the daily operations but also the management and financial aspects of the department. This included getting more involved with budgeting grant writing and creating departmental workgroups to address complaints and to realign staff to better the efficiency of the department. I participated in the Community Engagement Workgroup and was part of the South Branch Workgroup to address concerns brought forward by that community. As of April 2017 expanded services were implemented to the Langlade County service sector that not only provided addition service to that local community but also provided addition transportation options to the Menominee Reservation/County residence as well.

For 2018 I will be revisiting the Department of Transit Services staff training schedule and working with RTAP to expand on the current staff training. In addition to the training schedule I will be working on developing a system that will better monitor the staff training to ensure that staff is receiving the training needed to develop them into a better asset for the community.

Facility Maintenance – Jessie Waupoose: MDOTS Maintenance/ Housekeeping consists of (1) FT Maintenance Supervisor, (1) FT General Maintenance and (2) FT Housekeepers. The Maintenance and Housekeeping staff coverage for the Transit building is from 7am– 6pm Monday – Saturday. Maintenance is on a 24hr weekly on call rotation schedule to assist with any issues. We have assisted in the following manner:

- Set up bus garage for drivers' meetings and training events
- Assisted other MITW departments with salting and plowing parking lots
- Prepared and hosted the animal clinic with Keshena Animal Help and Rescue
- Created how to video for employees that use the wash bay

FY2017 Projects Completed

- Bus Garage and Mechanic Shop N02 & C02 Exhaust sensors were replaced
- N02 & C02 sensors, audible and strobe system installed in mechanic pit that will detect built up poisonous gases.
- Mechanic slab area lighting converted to LED flood lighting
- Wash Bay gantry drive top brush & pillow block replaced
- Improved Geo Thermal System by installing Glycol pressure feeders. Hydronic Separator was installed on the return line with the snow melt loop. The upgrade has given us more efficiency by rapid heat rise and less heat loss on exit and return to boiler.
- Propane & Electrical Meters were installed in our nonpublic access storage building
- All overhead door motor belts were replaced & PMI service done to ensure safety and operation

FY2018 Upcoming Projects

- Install LED parking lot flood lighting to the DMV/ Visitor parking area
- Convert vehicle wash bay to a touchless wash/ rinse system
- Replace and install pneumatic water/ soap pressure spraying system
- Install drop lines in mechanic shop and mechanic bus bay to better meet demand and safety

Goals: Our major goal is to continue providing a safe and clean environment for all to visit our facility. We take a proactive and safe approach with the upkeep of our building, being proactive provides us with less down time and extends the life of our equipment.

Information Technology – Neil Elgin Senior Programmer: In 2017, the I.T. area continued to support the employees of Transit to provide seamless integration of software and technology solutions. As our ridership continues to grow, we analyze daily processes and use technology to improve workflows and become more efficient. We also maintain a website, facebook page, and twitter account to provide the community access to information on transportation services. This year our staff completed 130 service calls for the department, both software and technical related, as well as several other projects as noted below.

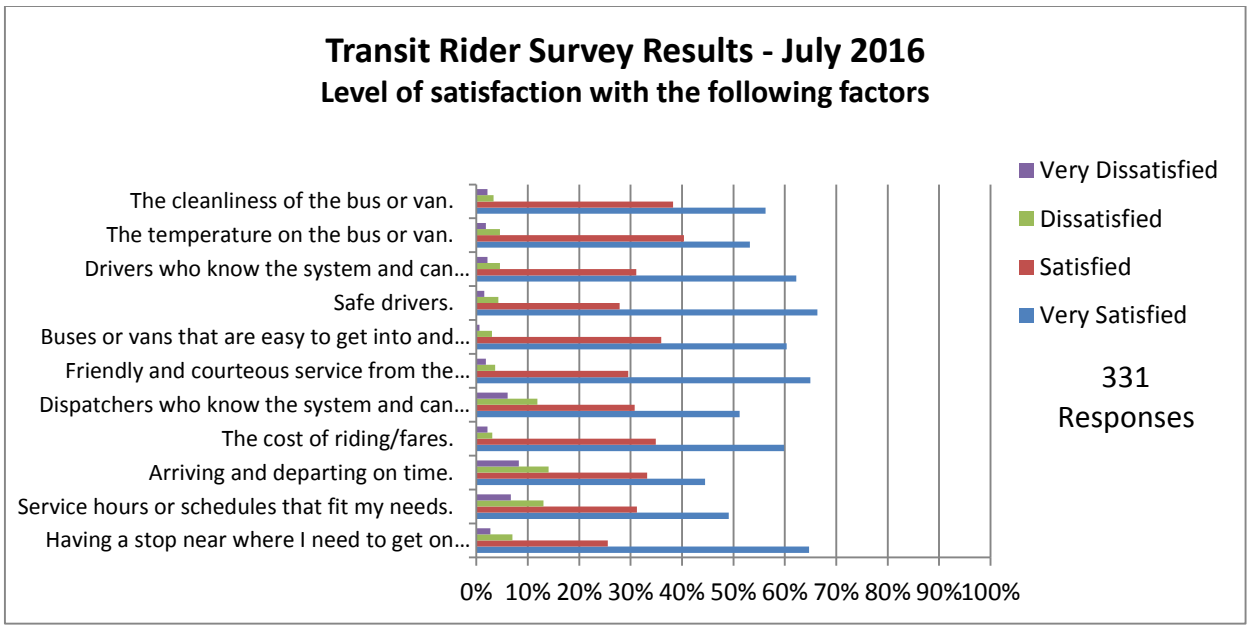
2017 Projects Completed:

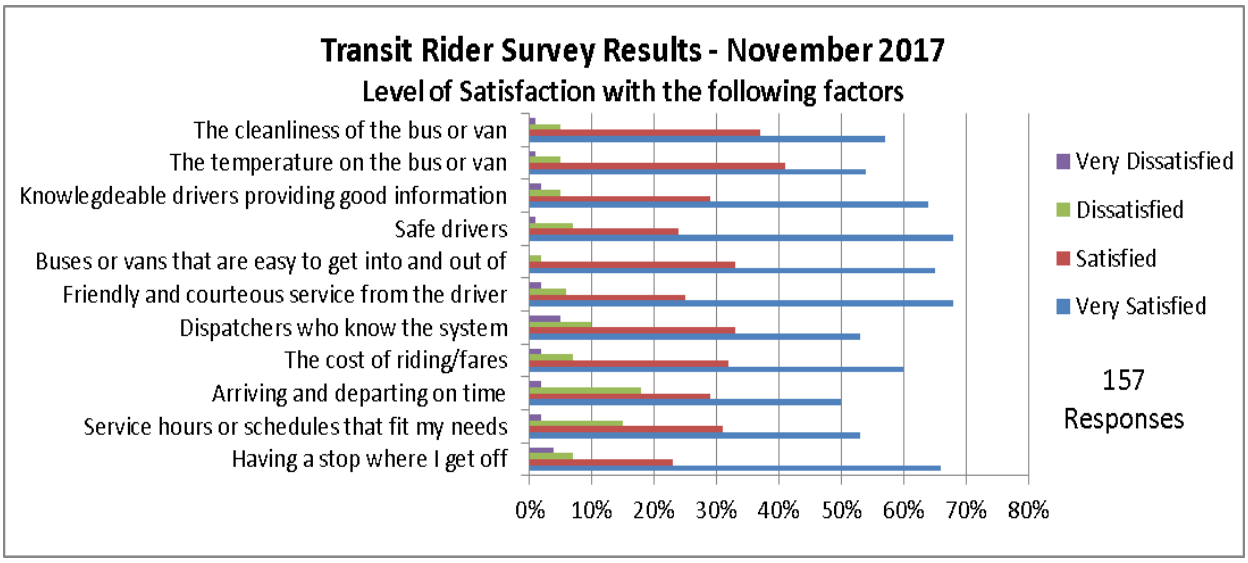
- Enhancements and upgrades to the Transit Application – Full accounts receivable module, reporting and notification updates, speed improvements, audit trails.
- Time Tracking – Leave requests integrated into time tracking system.
- Roll Call App created to display staff location and leave request calendar.
- Transit Bus Video System – Thirty-three camera systems were installed to create a safer environment for both riders and employees.
- Building camera systems were also added and upgraded to replace aging equipment and provide additional coverage.
- Several equipment upgrades and replacements including servers, printers, switches, firewalls, wireless access points, phone system controller and additional network storage.
- Phone system equipment upgrades to assist dispatch when handling customer calls.

Upcoming projects for 2018:

- Additional bus cameras will be added to cover the entire fleet.
- New management software is nearly complete which will help organize and document help desk issues, building maintenance requests, customer complaints, inventory, and general task management.
- Equipment replacements/upgrades will also take place based on our technology replacement plan.
- Online training options for all staff to enhance safety and customer service.
- ArcGIS Server – Continue to leverage mapping capabilities to create routes and plot ridership data for analysis.
- Explore options for live GPS tracking on vehicles.

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 identified three areas that have a higher level of rider dissatisfaction than other areas surveyed; arriving and departing on time, service hours or schedules that fit my needs and dispatchers who know the system.

This information is consistent with concerns also identified in the 2014 Transit Rider Survey. Efforts to address these issues and understand rider responses will continue during the 2018 reporting year. Training of staff will continue in the dispatch area and routes will continue to be monitored and evaluated. Additionally, the Department is aware that public education efforts about Transit Department services may need to be reemphasized with riders in order for the public to reach target satisfaction levels with all factors reported. A survey will again be conducted in 2018.

Vehicle Maintenance - Tony Wegner - Mechanic Supervisor: Here at Transit we currently have 6 full time mechanics who are all ASE certified in numerous areas from automotive, to medium truck, to bus repair. We currently maintain our fleet of 85 vehicles: 43 transit buses, 19 school buses, 19 vans, 2 full-sized coach buses, and 2 trucks. We also maintain and repair a number of outside tribal department vehicles such as the Tribal Police, Housing, Forestry, Maintenance, EMS, Community Development, CRC, Clinic, Menominee Indian School District, and others. Transit offers 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 mowers and small engine repair to motor replacements, transmission repair, all the way to semi and front-end loader repair. Warranty work may be arranged if your vehicle is eligible for factory warranty. Drop it off and we will take care of all your service and repair needs. We are an authorized service center for GSA and are able to provide full service on any GSA vehicle. Shop hours are from 4:00 AM until 10:30 PM Monday through Friday and Saturdays from 8:00 AM until 6:00 PM. To keep our routes on time we must prioritize Transit vehicles in the work order. We currently have partnerships with Shawano, Antigo, and Lac du Flambeau to maintain their fleet vehicles.

Vehicles replaced or retired: In the past year we have retired two school buses due to age and mechanical defects. They have been replaced with two new GSA lease buses. We have retired one transit bus and one van due to an accident. The van was one of two used vans we purchased to cover add-on routes for Antigo. One van was also procured that is used for admin or a parts vehicle. Additionally, we just received three new 14 passenger transit buses to add to our transit fleet.

Plans for 2017: We are looking to expand our partnerships and offer our services to tribal departments who are not currently utilizing our services and also sustain our relationships with our current customers. We also need to update our tow truck, one hoist and some diagnostic equipment. Lastly, we want to find more training to stay up-to-date with new innovations and ever-changing technology.

Work Orders	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
Department of Transit Services	1,013	1,086	1,234	1,436	1,485	1,383
Other MDOTS partnerships	35	149	66	93	254	373
*GSA Vehicles	94	236	363	432	444	440
Outside Departments	32	77	212	338	372	357
Total Work Orders Completed	1,174	1,548	1,875	2,290	2,555	2,553

*Includes other MDOTS partnerships and outside departments GSA leased vehicles

Rochelle Tourtillott - Transit Finance Manager

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget						
	1208	Program Income	4701	4702	State	Other	TOTALS
Personnel Costs	$ 245,665	$ -	$164,229	$1,635,530	$ 607,774	$ -	$2,653,198
Fringe Benefits	70,275		45,429	514,808	201,827		$ 832,338
Travel	-		536	-	-		$ 536
Training	285		-	7,626	475		$ 8,386
Equipment	-		-	7,895	-		$ 7,895
Supplies	1,223		2,969	22,470	6,879		$ 33,541
Contractual	6,528		636,320	28,817	4,976		$ 676,641
Utilities	-		1,923	832	7,424		$ 10,180
Space Lease/Rental	-		900	3,600			$ 4,500
Indirect Costs	-		26,966	270,303	97,491		$ 394,760
Other Costs: (list below)							$ -
Building Maintenance			2,381	25,798	2,033		$ 30,212
Vehicle Cost	23,206		10,589	129,084	42,971		$ 205,850
Vehicle Fuel	12,293		19,840	211,036	69,711		$ 312,879
Vehicle Lease	304,714						$ 304,714
Totals ►	$ 664,189	$ -	$912,082	$2,857,798	$1,041,561	$ -	$5,475,631
Fund/Totals Ratio:	12.13%	0.00%	16.66%	52.19%	19.02%	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance		FY2017 Amounts		
			Generated	Expended	Balance
4701 Bus Fares	$ -		$ 31,626	$ 31,626	$ 0
4702 Bus Fares	-		76,625	76,625	(0)
Tribal School & Headstart	-		619,965	619,965	
Work Orders/Charter Trips	-		92,070	92,070	0
1240/1242 Revenue	(16,838)		756,287	756,287	0
Totals	**$(16,838)**		**$1,576,574**	**$1,576,573**	**$ 1**

Tribal Detention Center

Jerrit O'Kimosh, Jail Administrator

The Menominee Detention Facility is a 45 bed Facility that opened in 1984. The Detention Facility currently employs a staff of eighteen (18) employees. The Staff includes one (1) Administrator, one (1) Compliance Officer, four (4) Corporals, eleven (11) Correctional Officers and one (1) cook. We provide many services for the inmates that include education, religious programming, and mental health counseling. We also provide a strict guideline of rules and regulations for the inmates to teach and reinforce accountability.

Population of the Facility is always a concern. In FY2014 our daily average population was fifty-four (54) inmates, FY 2015 had a daily average population of forty (40) inmates, FY2016 had a daily average population of twenty-eight (28) inmates, and FY2017 had a daily average population of thirty-four (34) inmates. We did see a slight rise in the daily population from FY2016, but the population remains significantly lower than it was only a few short years ago.

Recidivism continues to be a major problem for not only the Menominee Community, but the Menominee Detention Facility as well. In FY2107 one hundred thirty-six (136) individuals accounted for three hundred sixty-six (366) arrests. This number is not acceptable and a major reason we are striving so hard for culturally specific programming. The Menominee Detention Facility reported the new addition to the facility in FY2016 and that is completed. Programming is still the highest priority and we now have the space available. With the assistance of Menominee Tribal Administration, the Menominee Detention Facility was able to secure a $643,625.00 grant from the U.S. Department of Justice over the next three (3) years. The grant is focused on programming and has a large cultural component. Two (2) new positions will be hired to take the lead in running the programming room and partnerships are in place to receive help from several other entities within the Menominee Tribe.

Trainings offered will consist of, but not limited to:

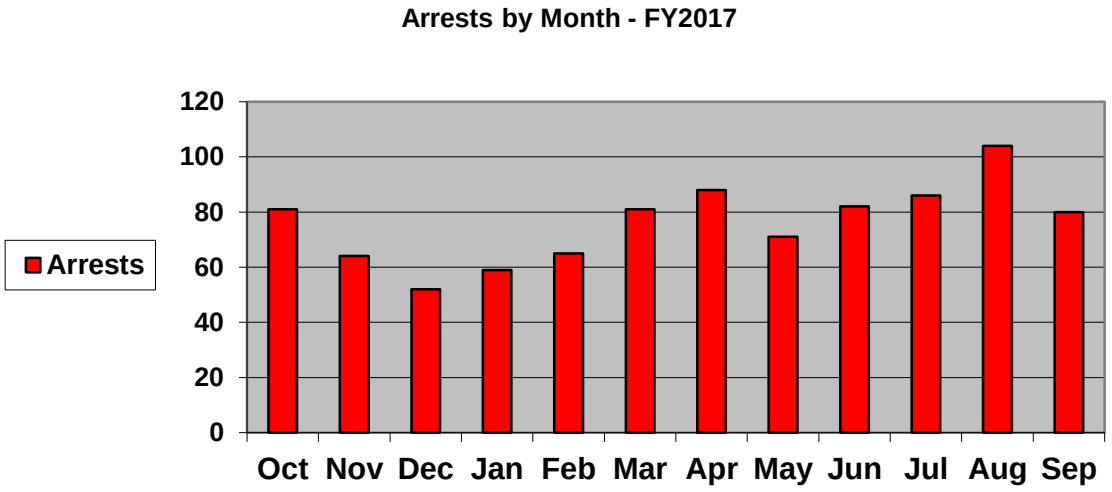
Menominee Language, history, culture, or storytelling, AODA Groups and Batterer's Intervention Program (BIP).

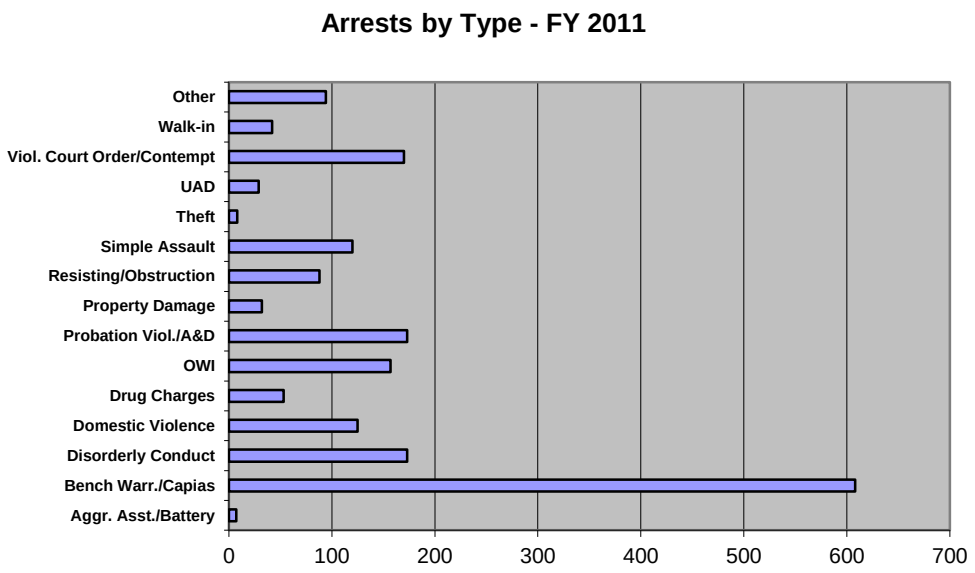
Warrior Down – A community support program, a product of White Bison, for relapse prevention that helps individuals find work, get back into school, and connect with emotional, mental, physical and spiritual resources. Peers in the Native American recovery community provide support as recovery coaches to help the individual find the resources needed while gaining confidence in the recovery process. For many Native Americans the path to healing is found through traditional cultural and spiritual practices.

Native Life Skills – Leading the Next Generations Native Life Skills Curriculum is a tool that helps Native people build meaningful lives and get into the flow of wellness and life. The lessons are ideal for anyone involved in TANF, workforce development, youth parenting, GED, early or returning to college.

The Menominee Detention Facility employees have taken a proactive approach in helping the community. We have employees that have taken roles as area sports coaches in an effort to have a positive impact on our area youth. We are also in the planning process of raising funds through Menominee Detention Facility employee donations to adopt a family. Our plan is to positively affect at least one family in need during the holiday seasons. We hope that this plan grows and we are able to help more than one family. Our department is involved in the Menominee Culture Camp, planning processes and also has attended the camps. We at the Menominee Detention facility believe that it is important to not only serve the inmates in our facility, but strive to make positive impacts on the youth and community as a form of positive prevention.
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.

The following graph (listed below) illustrates the total number of arrests for each month of fiscal year 2017.





The aforementioned graph (shown above) illustrates the total number of arrests for fiscal year 2017 differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$469,342	$ -	$274,500	$ -	$ -	$ 743,842
Fringe Benefits	142,085		123,003			$ 265,088
Travel						$ -
Training	2,109		500			$ 2,609
Equipment	362					$ 362
Supplies (program/office)	5,856		16,146			$ 22,002
Indirect Costs	68,221					$ 68,221
Other Costs: (list below)						$ -
License & Permit	39		114			$ 153
Food Supplies	41,385		28,121			$ 69,506
Telephone	642		232			$ 874
Equipment Lease	599		436			$ 1,035
Vehicle Insurance	235					$ 235
Equip. Maintenance	332					$ 332
Huber Fees		3,715				$ 3,715
Inmate Phones-GTL		1,392				$ 1,392
Totals ►	$ 731,208	$ 5,107	$443,052	$ -	$ -	$1,179,367
Fund/Totals Ratio:	62.00%	0.43%	37.57%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Huber Fees	$ 5,730	$ 3,715	$ -	$ 3,715
Inmate Phones-Global Tel Link	2,052	1,392		1,392
Housing Felony Warrants-WI Dept of Corrections	143			
Totals	$ 7,925	$ 5,107		$ 5,107

Tribal School

Lori Corn, Principal/Administrator

The Menominee Tribal School is excited to belong to the Menominee Indian Tribe and service the children of this community. We operate on the foundation that MTS belongs to our community. Together we make learning a positive educational experience. We are a Bureau of Indian Education School servicing K-8th grade students. 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?

- We prioritize Menominee Language, Culture and family as the anchor of curriculum to all school programming.
- 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 is provided for 3rd to 8th grade students.

A success story

- MTS continues to provide a Fall and Spring Pow-wow. This event is an uplifting way to bring family and community together while teaching traditions of song and dance.
- Every student in grades 3 to 8 has the use of a Chromebook in every class. K-2 Chromebook instruction is introduced through center education and assessment taking.
- A strength of MTS is parent involvement! MTS is a school of choice; we are community oriented and provide a traditional family approach to education. Our October Family Night and Annual Title I Parent Meeting serviced 135 parents!
- MITW installed a new generator at MTS. We provide emergency shelter, heat and water in emergency situations for anyone community wide.

Changes in service delivery in order to respond to the effects of trauma in our community.

All staff has been in Trauma Smart. One teacher has been trained to be a Trauma Smart Coach for parents. We will be offering a form of this adversity model to our families. MTS attended the Smart Connections Family Night at the Keshena Primary School.

Improvements you've made during the past year to make access to services easier for Tribal members.

- Offering transportation to elders and families wanting to attend school events.
- Instruction includes a service learning component to supplement curriculum. MTS takes pride in teaching students the importance of servicing our community.

New programming you are considering to expand services.

MTS, DKB Head Start, MITW Administration and Tribal Education Department are in collaboration to improve the continuity of educational services to Tribal Members as student's transition from 4K to college.

Participation in Community Engagement efforts aimed at improving community health.

MTS supports all Community Engagement Efforts. MTS serves on the Absenteeism Committee, Neopit Community, Language & Culture Committee and Health and Wellness Committee.

How you are using the goal and objectives from the strategic plan to improve service delivery.
MTS used the MITW goals and objectives when developing instructional program for Menominee Tribal School. To support the Tribe's Language revitalization efforts, all students are required to participate in the Menominee Language and Culture classes. MTS takes pride in our overall inclusion of Menominee Language & Culture into our everyday curriculum.

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.

- The Menominee Tribal School has been accredited by the AdvancEd/North Central Association Commission since 1997. The credibility of this association is unquestioned in the educational community. In order for a school to receive accreditation by the AdvancED/NCA, that school must meet or exceed the standards established by the Association. Those standards are comprehensive, rigid, and research-based.
- School Programs and ceremonies are put on by grandparents, parents, teachers, staff and the students. A Christmas Store is provided to all students to make purchases using earned Bear Bucks in place of money. All items for this store are donated by teachers, staff and community members.
- Offer small class sizes with a traditional family atmosphere.
- The Elders of the South Branch Community were transported by MTS to participate in our October Family Night.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 50,378	$ -	2,022,073	$ 44,090	$ 5,419	$2,121,960
Fringe Benefits	16,036		764,302	4,967	1,237	$ 786,542
Training	4,927		67,230	1,401		$ 73,558
Supplies	52,925		130,841	3,518	24,935	$ 212,219
Contractual			60,359		1,500	$ 61,859
Utilities			4,239			$ 4,239
Indirect Costs	12,314		280,781	13,029	683	$ 306,807
Other Costs: (list below)						$ -
Food				87,286		$ 87,286
Activities			21,580		1,000	$ 22,580
Transportation			399,162			$ 399,162
Equipment Lease			14,079			$ 14,079
Insurance			2,819			$ 2,819
Building Maintenance			30,541			$ 30,541
Vehicle Costs			3,807			$ 3,807
Renovations			23,750			$ 23,750
Totals ►	$ 136,580	$ -	$3,825,563	$ 154,291	$ 34,774	$4,151,208
Fund/Totals Ratio:	3.29%	0.00%	92.16%	3.72%	0.84%	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Fundraising for Student Activities	11,076	8,756	16,245	3,587
Totals	**$ 11,076**	**$ 8,756**	**$ 16,245**	**$ 3,587**

University of Wisconsin Cooperative Extension (UWEX)

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, the Menominee Indian Tribe, the College of Menominee Nation, and area agencies and stakeholders. For over 20 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 Community Engagement efforts and is an active member of the Menominee Wellness Initiative. CNRED coordinates and collaborates with tribal and community partners to integrate local expertise and maximize resources.

CNRED strongly feels that indigenous knowledge is a key component to addressing the impacts of historical trauma and implements strengths based programming that integrates language and culture. In keeping with UW-Extension's values, community access to programming is inclusive and open to all residents in Menominee County/Nation. Programming this year focused on wellness and community health, community gardens outreach and education, and strategic planning. These projects are on-going and a few may be multi-year projects. This annual report will provide highlights of program successes and is not reflective of all programming offered by CNRED.

Omāēqnomenēwak Master Gardeners. The Omāēqnomenēwak Master Gardeners have been active in the community since 2015. Since this time, the group has been active in the community doing hands on work, providing gardening education to both youth and adults, and identifying project areas they would like to focus on. A major volunteer program effort is with the Menom 4H Garden project which wrapped up its second growing season. Youth from all ages learned about gardening basics like caring for starter plants, composting, and plant food sources. As the growing season progressed, families were able to bring fresh produce home to share with their families. CNRED has been facilitating this work and developing both learning opportunities and educational outreach activities for this volunteer group. In 2017, Omāēqnomenēwak Master Gardeners provided 197 hours in volunteer service to Menominee County/Nation with an estimated value of $4,543. **CNRED had 93 direct educational contacts.**

Strategic Planning. CNRED is facilitating strategic planning with the Language Immersion workgroup using UW-Extension research based resources. The Language Immersion Workgroup successfully opened a daycare immersion classroom and in thinking about future program growth, decided that a strategic plan would be helpful. As a result of CNRED's facilitation, the group identified key internal and external stakeholders, stakeholders' role in language immersion, a list of mandates that either support or are a barrier to language immersion, created a mission statement, and identified strengths, weaknesses, and opportunities. Strategic planning is a lengthy process and it is anticipated that this plan will be completed in FY2018.

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 2 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 week workshops, are able to take

materials with them to continue the arts at home. The 2 projects were Menominee loom beading and woven fiber bags; 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 providing mentoring opportunities. 7 high school youth have been actively engaged in these projects. A few outcomes from one workshop include the following: Before the Menominee Loom Workshop, 40% of participants responding knew how to do loom work and after the workshop 100% of participants responding knew how to do loom work. Before the loom workshop, 0% of participants responding knew designs specific to Menominee people and after the workshop, 89% of participants responding knew designs specific to Menominee people. **CNRED had 240 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, work with the Menominee Wellness Initiative related to policy and engaging Indigenous knowledge, training provided to local governments, and work related to food sovereignty/food systems. 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

UW-Extension Family Living Programs provides statewide leadership to promote education, resources and partnerships that create an environment where families and their communities can thrive. Family Living's unique and effective programs are developed using university research but are based on local needs assessments and local input. All families need support and resources to develop skills at critical points in their lives. Family Living works to meet these needs by: helping communities explore effective responses to issues affecting families such as poverty, childhood obesity, financial security and aging; serving as catalysts for positive change by providing leadership to ensure that community systems, services and facilities support the healthy functioning of families; increasing knowledge about health, access to safe, nutritious food and parenting practices; and reaching out to diverse families to provide research-based education and resources to help improve quality of life. This educator is at 80% FTE. Also, this year, this educator had time off for medical leave.

Family Living Programs partners with many local agencies to bring programming to the community. In Menominee County/Nation, the Family Living Educator works with the Community Resource Center, the College of Menominee Nation Department of Continuing Education, the Menominee Indian School District, the Menominee Tribal Clinic, Tribal Aging and Long Term Care Department, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, and the Menominee Wellness Initiative. These partnerships strengthen the programming of the Family Living Program and also provide a venue for offering a variety of programs – from parenting to basic budgeting.
Financial topics were offered as classes, including Couponing and Smart Shopping and Basic Budgeting twice. 3 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. She worked with the clinic to provide dumbbells, ankle weights and yoga mats to participants. She also worked with the Tribe's Aging and Long Term Care Department to offer free transportation for elders. There was no fee for the class. 4 women attended the winter class and 8 attended the spring/summer session. Participants "strongly agreed" that their health was better, they have become more active, they feel physically stronger and have more energy. One participant wrote, "The whole process that I went through gave me the incentive to change eating habits, quit drinking soda and quit smoking. I have also worked hard to encourage my daughter and grandchildren to eat good, healthy foods. They also spend time working out." Another elder stated, "Loved the class, good guidance, social, supportive, overall excellent."

Other examples of topics that were held, include "Food for Thought…Campus Eating" at CMN, "Promoting Early Literacy through Listening, Speaking and Relationships", "Power Struggles and Temper Tantrums", "Making Fruit Leather", and "Family Resiliency" twice. These topics resulted in an additional 20 participants.

The Family Living Educator has been very 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, and as a member of the South Branch Community workgroup. She has been an active member of the back bone team for the Menominee Wellness Initiative since the beginning and has been involved in a variety of the activities that they have planned. She has been through the Menominee Nation Protective Factors Training to ensure that ACE's and the impact of trauma on families is considered in program planning.

The Family Living Educator has partnered with the 4-H Youth Development Educator on the Children, Youth and Families At-Risk (CYFAR) Grant. This grant is a 5 year grant through USDA's National Institute of Food and Agriculture (NIFA). The grant is being used to start the Nicianak 4-Health program and involves 3 components: starting 2 4-H clubs (one in Keshena and one in Neopit), holding a parent/caregiver component which includes parenting classes, newsletters, and social media and the development of family events to accompany the first 2 components. The overall goal of the grant is to improve the health and well-being of participants and, in the long run, the health of the community. We are currently in year 4 of the grant. Each club meeting has a nutrition mini-lesson, physical activity breaks, Menominee language and culture, and a group activity. There are also opportunities for parents to get support, such as in offerings like "Preventing Summer Slide". This educator presented lessons on nutrition at most meetings. Group activities covered this year were moccasin games, seed blessing, tie dying, infused water, pumpkins and squash, Menominee language (the 4-H's = the 4-N's), cake decorating and candy making, and fruit critters. This educator had 319 educational contacts at the Keshena club (duplicates not removed) – 155 adults and 164 youth. She had 225 educational contacts at the Neopit club (duplicates not removed) – 95 adults and 130 youth.

4-H Youth Development Educator— Sofie Teller
715-799-6226 Ext: 3234 Email: sofie.teller@ces.uwex.edu

4-H provides culturally enriching hands-on learning programming for Menominee Tribal community members focusing on Health & Nutrition, Physical Activity, and Menominee Language & Culture. Our primary emphasis and goal is to create a self-sustaining club that helps to create an impact on the lives of club members by increasing self-esteem and cultural knowledge.

Success Stories:
Between March and August of 2017, the Menominee Indian 4-H Club in Neopit has made 161 contacts with local community members including registered membership for new families. When we began the club meetings in 2015, we had very little to no family involvement making it difficult for us to provide family enriching sustainable programming. Over time, we have developed a family base of returning members by doing outreach and community activities. This is a huge success for us and we look forward to providing the Neopit community with 4-H.

Responding to the effects of trauma – future plans:
At each of our 4-H club meetings, we provide positive routines and structure creating a healthy nurturing environment for youth and families. Trauma can affect us in various ways however, we do know that culturally enriching programming can help to reverse the effects. We provide culturally sustaining programming including Menominee games, songs, dances, language, and crafts. All of our activities concentrate on the experiential learning model of hands-on learning.

Making services easier for Tribal members:
We begin each meeting with a nutritious meal provided by a licensed caterer through our CYFAR grant funding. This meal emphasizes the importance of eating together as a family, a cultural value we share as Menominee people. We also provide learning activities where families do make and takes at the meetings. In addition, families may be given supplies to use at home with them utilizing what they have learned outside of the club environment. We begin our activities at 5:30 P.M., which is ideal for most families to be able to participate in club meetings.

New programming to expand services:
Reaching older adolescent age groups has been a topic discussed in 4-H through our outreach and expanding access meetings. Since then, we have focused on developing programming that reach the teen audience. We have created clubs and special projects such as teen beading workshops and 4-H language clubs to reach this particular audience. Future plans include a continuation of services and utilizing grant resources for food sovereignty projects.

Participation in community engagement efforts – collaboration with programs:
We have been working directly with Dr. Candy Villagomez from the CMN Early Childhood Education Program. Students from the EDU 238/Creative Play course come in and lead activities with the 4-H Club such as reading, singing, and dancing emphasizing the importance of guided learning. We recently partnered with the Menominee Indian Tribe of Wisconsin – Conservation Department on a workshop that emphasized on outdoor safety hands-on learning tactics. We also have partnerships with MIHS through the 4-H Menominee Emersion Club, Woodland Boys and Girls Club, Neopit Community Center, and the CMN Library. We provide programming with each of these groups.

Notable statistics and data:

From January to September 2017, we have made 822 contacts with Menominee Tribal community members through our programming:

- Keshena 4-H Club – College of Menominee – Cultural Learning Center
- Neopit 4-H Club – St. Anthony's Neopit Community Center
- Neopit 4-H Garden Club – Woodland Boys and Girls Club
- Summer Teen Beading Workshops – College of Menominee – Community Technology Center

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	State UW EXT	State	County	TOTALS
Personnel Costs	$ -	$ -	$ -	$ 136,744	$ -	$ 136,744
Fringe Benefits				79,537		$ 79,537
Travel	1,914			4,730	500	$ 7,144
Training	1,800				2,000	$ 3,800
Supplies	4,700			21,863	4,920	$ 31,483
Contractual	1,156		137,096		42,878	$ 181,130
Indirect Costs				24,952		$ 24,952
Other Costs: (list below)				17,730		$ 17,730
Photocopy	622					$ 622
Insurance	200					$ 200
IDC	600					$ 600
Totals ►	**$ 10,992**	**$ -**	**$ 137,096**	**$ 285,556**	**$50,298**	**$ 483,942**
Fund/Totals Ratio:	2.27%	0.00%	28.33%	59.01%	10.39%	

Woodland Boys & Girls Club

Ron Corn, Executive Director

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 committed to improving in 2018. The Clubs sources of funding include but are not limited to; grants, foundations, individual gifts, corporate gifts and fundraising activities, our goal is to increase funding by 10% in 2018. 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 on a number of 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 four full-time employees and three part-time employees who are all 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 and 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. We offer a variety of culturally relevant programs and activities designed to help build resiliency in the Native Youth we serve. The club has a membership of 180 and average daily attendance increased to about 40. The Club has goals of increasing membership by 10% and ADA by 10% for the next year. The club is also committed to meet kids where they are at so we will be going into the schools starting this fall and running open gym.

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 and deliver on a number of food sales. 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 First Nations and Theda Care.

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 150% 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.

Ordinary Income/Expense	Oct '16 - Sep 17	Budget	$ Over Budget	% of Budget
Income				
PayPal Donations	115.92			
CACFP	6,661.96	25,000.00	-18,338.04	26.65%
Summer Food Program	2,386.94	3,000.00	-613.06	79.57%
Walmart	0.00	1,000.00	-1,000.00	0.0%
Fundraising Income	10,184.58	10,000.00	184.58	101.85%
Payroll Deductions				
Individual Gifts	7,478.16	12,000.00	-4,521.84	62.32%
Payroll Deductions - Other	2,294.62	0.00	2,294.62	100.0%
Total Payroll Deductions	9,772.78	12,000.00	-2,227.22	81.44%
Grant				
Clinic	3,300.00	0.00	3,300.00	100.0%
First Nations	9,000.00	0.00	9,000.00	100.0%
BGCA - Red Nose	10,500.00	10,500.00	0.00	100.0%
Green Bay Packers Foundation	1,500.00	1,500.00	0.00	100.0%
Menominee Tribal Enterprises	0.00	2,500.00	-2,500.00	0.0%
BGCA - OJP	15,512.06	20,000.00	-4,487.94	77.56%
WI After 3 Grant	14,217.47	18,000.00	-3,782.53	78.99%
MITW Grant	157,321.00	98,631.00	58,690.00	159.51%
Menominee County	8,000.00	12,500.00	-4,500.00	64.0%
BGCA - T.R.A.I.L.	9,108.27	15,120.00	-6,011.73	60.24%
Total Grant	228,458.80	178,751.00	49,707.80	127.81%
General Donations	13,024.25	6,000.00	7,024.25	217.07%
Concession Sales	219.75			
Memberships	0.00	100.00	-100.00	0.0%
Other Income	165.00			
Interest Income	17.03	100.00	-82.97	17.03%
Total Income	271,007.01	235,951.00	35,056.01	114.86%
Gross Profit	271,007.01	235,951.00	35,056.01	114.86%
Expense				
Computers	651.39	0.00	651.39	100.0%
Personnel Costs				
Wages	171,232.10	159,000.00	12,232.10	107.69%
Paid Holiday Benefits	1,771.75	0.00	1,771.75	100.0%
Payroll Taxes	13,372.86	12,200.00	1,172.86	109.61%
Medical Benefit	3,409.45	7,760.00	-4,350.55	43.94%
Incentive Bonuses	0.00	2,500.00	-2,500.00	0.0%

Unemployment Claims-Self Funded	1,857.02	0.00	1,857.02	100.0%
Total Personnel Costs	191,643.18	181,460.00	10,183.18	105.61%
Mileage Reimbursement	0.00	2,000.00	-2,000.00	0.0%
Printing	68.25			
Advertising	100.00	0.00	100.00	100.0%
Bank Charges	74.00			
Dues & Subscriptions	4,021.00	4,440.00	-419.00	90.56%
Late Charges and Interest Exp.	16.30	0.00	16.30	100.0%
Fundraising	1,347.75	0.00	1,347.75	100.0%
Property & Liability Insurance	731.00	800.00	-69.00	91.38%
Interest Expense	15.72			
Professional Fees	7,361.05	5,000.00	2,361.05	147.22%
License & Permits	10.00	100.00	-90.00	10.0%
Office Supplies	2,092.09	1,500.00	592.09	139.47%
Postage	79.76	500.00	-420.24	15.95%
Repairs & Maintenance	1,004.84	0.00	1,004.84	100.0%
Seminar & Training				
Travel and Hotel Costs	1,154.23	0.00	1,154.23	100.0%
Seminar & Training - Other	1,124.92	4,000.00	-2,875.08	28.12%
Total Seminar & Training	2,279.15	4,000.00	-1,720.85	56.98%
Telephone				
Telephone and Internet	1,997.33	2,000.00	-2.67	99.87%
Total Telephone	1,997.33	2,000.00	-2.67	99.87%
Travel	3,400.64	6,000.00	-2,599.36	56.68%
Utilities				
Ritchie Lakeland Oil	1,237.32			
Heating - Ferrell Gas	0.00	2,500.00	-2,500.00	0.0%
Sewer & Water	950.70	800.00	150.70	118.84%
Electricity	3,406.15	2,000.00	1,406.15	170.31%
Total Utilities	5,594.17	5,300.00	294.17	105.55%
Vehicle				
Auto Insurance	0.00	700.00	-700.00	0.0%
Gas	623.68	2,000.00	-1,376.32	31.18%
Repairs - Vehicles	0.00	2,500.00	-2,500.00	0.0%
Vehicle - Other	28.00			
Total Vehicle	651.68	5,200.00	-4,548.32	12.53%
Youth Events & Activities				
Annual WBGC Pow wow	350.00	0.00	350.00	100.0%
Misc. Events and Activities	2,943.36	0.00	2,943.36	100.0%
Youth Events & Activities - Other	19,656.02	5,500.00	14,156.02	357.38%
Total Youth Events & Activities	22,949.38	5,500.00	17,449.38	417.26%
Youth Program Supplies				
Nutrition Program				
Condiments	5.36			
Kitchen supplies	30.74			

Non creditable	1,434.23			
CACFP	2,348.86	9,000.00	-6,651.14	26.1%
Summer Food Program	358.74	900.00	-541.26	39.86%
Nutrition Program - Other	156.29	0.00	156.29	100.0%
Total Nutrition Program	4,334.22	9,900.00	-5,565.78	43.78%
Youth Program Supplies-General	7,116.52	10,000.00	-2,883.48	71.17%
Youth Program Supplies - Other	196.07			
Total Youth Program Supplies	11,646.81	19,900.00	-8,253.19	58.53%
Total Expense	257,735.49	243,700.00	14,035.49	105.76%
Net Ordinary Income	$13,271.52	-$7,749.00	$21,020.52	-171.27%
Net Income	**$13,271.52**	**$7,749.00**	**$21,020.2**	**-171.2%**

Youth Services

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: This is the first year for the newly formed Youth Services Department. Youth Services Department offices are located at the Menominee Recreation Center. The newly formed Youth Services Department is comprised of the former Johnson O'Malley Department, Recreation Department, and Youth Development & Outreach Department. The Youth Services Department consisted of 11 employees: Recreation Manager, Johnson O'Malley Manager, Johnson O'Malley Secretary, Youth Recreation Monitor, On-call Youth Recreation Monitor, Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Restorative Justice Coordinator, and Director of Youth Services. Additionally, the Youth Services Department is also a member of the Netaenowemakenak "All of my Relatives" Coalition and the Maehnow Pematesen "Living in a Good Way" Coalition. The Youth Services 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.

FY2017 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.

FY2017 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: During fiscal year 2017, the Menominee Recreation Building now has 24-hour access for individuals to work out in the Recreation fitness center. The following is a list of events and activities provided by the Youth Services Department: 3 Summer Block Parties (Keshena, Zoar, South Branch with over 700 total attending), Family Pumpkin Carving contest (100), Haunted Hayride (634), Toys for Tots Toys distribution (400), and the Chem-Free Post Prom Party (100) Valentine's Day Dance (178), Attendance at these events alone was over 1,000 (combined) community members. The Johnson O'Malley Program again provided Coats for Kids drive and put on the annual Sr. High School banquet. The Johnson O'Malley program also collaborated once again with the Community Resource Center to provide the Summer Youth Work Experience. During the summer of 2017, the Recreation program helped over 80 youth/athletes and 15 Menominee coaches attend the 2017 North American Indigenous Game in Toronto, Canada. Team Wisconsin was the highest medal count for the United States. The Youth Services Department also continued to provide family movie nights at Zoar & South Branch community

centers. Attendance at the movie nights ranged anywhere form 10 – 30 people. Additionally, the highlights that occurred during this past fiscal year included collaboration with fellow MITW Departments, Menominee County, Menominee Tribal School, Menominee Indian School District, Woodland Boys & Girls Club, and other local agencies. Activities such as the Easter egg hunts, Breakfast with Santa, National Night out against Crime, Summer Youth Work Experience, Health Education Day, and Youth Olympics.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: The Youth Services Department also provides the following programs (below are brief descriptions of each program).

Youth Alliance 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 and 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-on 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.

Boys Prevention Circle is currently a general support group for boys in grades 6-8. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education.

Girls Prevention Circle is currently a general support group for boys in grades 6-8. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education.

Summer Baseball this includes little league (13 & younger), TCJ Baseball (ages 14-16), Menominee American Legion (ages 16-18).

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 92,707	$ -	$ 214,185	$ 75,655	$ -	$ 382,547
Fringe Benefits	32,801		88,403	21,949		$ 143,153
Travel			3,186	2,052		$ 5,238
Training			25,934	1,200		$ 27,134
Supplies	11,300		24,841	5,900		$ 42,041
Contractual	6,000		-	-		$ 6,000
Utilities	732		-	-		$ 732
Space Lease/Rental	19,523		12,365	4,030		$ 35,918
Indirect Costs	26,942		29,810	14,309		$ 71,061
Other Costs: (list below)						$ -
Program Activities	7,100		23,127	11,764		$ 41,991
Direct Assistance			5,000			$ 5,000
Vehicle Cost	1,500		1,800	-		$ 3,300
Supportive Services			1,000	1,800		$ 2,800
photocopies	400		1,200	400		$ 2,000
Telephone	1,500					$ 1,500
Totals ►	$200,505	$ -	$430,851	$ 139,059	$ -	$ 770,415
Fund/Totals Ratio:	26.03%	0.00%	55.92%	18.05%	N/A	

PROGRAM INCOME/REVENUE	FY2016 Fund Balance	FY2017 Amounts		
		Generated	Expended	Balance
Program & Indigenous Games	$ 3,641	$ 36,803	$ 40,444	$ (3,641)
Toys for Tots	1,255	4,824	6,079	(1,255)
Totals	**$ 4,896**	**$ 41,627**	**$ 46,523**	**$ (4,896)**

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 including Wolf River Development Company and Menominee Fuel Station.

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 Tribe is audited by an external audit firm every year. The annual audit for FY2016 was conducted by RSM US LLP and received by the Tribe in July 2017. During the course of this fiscal period, there were over 900,000 transactions processed through the accounting system. The audit contains two findings which have been addressed, corrected and will continue to be monitored.

During Fiscal Year 2017, the Finance Department transitioned to a new accounting system (Abila MIP) along with a partnering program (Microix). Abila MIP is the core system which contains all of our accounting information used for financial reporting. Microix is an add-on system which processes electronic timesheets, accounts payable invoices, purchase orders and budget transactions through a workflow environment. The data available through this system will bring the departments to obtain financial information very close to real time. The conversion to this new system from an older legacy system was very complicated and the Finance staff should be commended for a very good job.

The Finance Department does generate revenue from miscellaneous requests from individuals and employees. Revenue for FY2017 totaled $33,643.69.

The below information is the unaudited financial information for FY2017. This is a preliminary report to categorize the activity processed for FY2017. 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 One Hundred Two million dollars (102,000,000) 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).

- FY2017 Budgets by Ordinance Format:
  - Tribal Budget
  - Program and Restricted Use 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 2017 CONSOLIDATED Budget	
	Indirect Cost	TOTALS
Personnel Costs	$1,020,993	**$1,020,993**
Fringe Benefits	$402,207	**$402,207**
Travel	$307	**$307**
Training	$7,502	**$7,502**
Supplies	$24,697	**$24,697**
Minor Equipment	$9,400	**$9,400**
Space Lease/Rent	$31,253	**$31,253**
Contractual	$77,690	**$77,690**
Computer Software	$81,105	**$81,105**
Totals ►	**$1,655,154**	**$1,655,155**
Fund/Totals Ratio:	100.00%	100.00%

General Funds - Balance Sheet September 30, 2017	
Assets	
Cash and Investments:	
General Checking	1,470,940
Money Market Account	926,065
Investments:	
Reserve Account	6,598,663
Education Judgment Funds	5,221,423
Health - Judgment Funds	2,782,792
Burial - Judgment Funds	2,570,785
Total Cash and Investments	**19,570,667**
Accounts Receivable:	
Individuals	70,955
Operating Lease	207,035
Menominee Fuel Station	80,000
Menominee Kenosha Gaming Authority	537,500
Total Accounts Receivable	**895,490**
Prepaid	
Miscellaneous prepaids	4,492
Total Assets	**20,470,649**
Liabilities and Fund Balance	
Accounts Payable General Fund	2,161
Accounts Payable Judgment Funds	2,700
Total Liabilities	**4,861**
Fund Balance	
Restricted - Judgment Funds	10,565,998
Reserve	9,899,790
Fund Balance	**20,465,788**
Total Liabilities and Fund Balance	**20,470,649**

Menominee Indian Tribe of Wisconsin
FY 2017 Tribal Budget
Expenses

Program and Restricted Revenue	10/1/2016 Through 9/30/2017		
Department	**Annual Budget**	**Year to Date**	**Budget Balance**
AGING - LONG TERM CARE	961,040.00	740,895.03	220,144.97
CASINO FOUND MONIES	18,000.00	15,000.00	3,000.00
CHILD SUPPORT	14,106.00	6,357.00	7,749.00
COMPACT - COUNTY INTERLOCAL	100,000.00	100,000.00	0.00
COMPACT - COMMUNITYWIDE	200,000.00	200,000.00	0.00
EARLY CHILDHOOL SERVICES	337,248.00	282,594.87	54,653.13
HISTORIC PRESERVATION	111,000.00	268,434.79	(157,434.79)
HOUSING - NON-PROGRAM	903,953.00	719,530.54	184,422.46
HOUSING - RESTRICTED	185,952.00	166,945.98	19,006.02
IHS SETTLEMENT FUNDS - TRIBAL SHARE	1,158,519.00	587,137.80	571,381.20
JUDGMENT FUNDS - BURIAL	90,008.00	90,008.00	0.00
JUDGMENT FUNDS - EDUCATION	492,605.00	365,786.56	126,818.44
JUDGMENT FUNDS - HEALTH CARE	97,469.00	97,469.00	0.00
LENDING & TAX - MLF	112,125.00	225,831.56	(113,706.56)
LENDING & TAX - REVOLVING LOAN	35,000.00	47,351.03	(12,351.03)
LENDING & TAX - HOME REPAIR	20,000.00	25,894.96	(5,894.96)
LENDING & TAX - DOWN PAYMENT	1,200.00	2,626.15	(1,426.15)
LENDING & TAX - FUEL LOAN	5,700.00	9,006.52	(3,306.52)
MAEHNOWESEKIYAH	744,356.00	581,620.30	162,735.70
MAINTENANCE - SPACE RENTAL	323,422.00	267,800.69	55,621.31
MENOMINEE LEADERSHIP ACADEMY	12,500.00	12,500.00	0.00
MENOMINEE TRIBAL ENTERPRISES	452,500.00	452,500.00	0.00
PROPERTY MANAGEMENT	55,000.00	39,846.34	15,153.66
PUBLIC LIBRARY	3,425.00	3,425.00	0.00
RECREATION (YDO)	3,800.00	0.00	3,800.00
TRANSPORTATION	1,998,869.00	2,045,942.33	(47,073.33)
UTILITIES ** Compact Revenue Excluded	1,159,108.00	887,729.55	271,378.45
LAND ACQUISITION-Reserves	125,000.00	124,873.60	126.40
LEC-WBGC - Reserves	425,000.00	0.00	425,000.00
UNALLOCATED	1.00	0.00	1.00
TOTAL REVENUE	**10,146,906.00**	**8,367,107.60**	**1,779,798.40**

Program and Restricted Expenditures	10/1/2016 Through 9/30/2017		
Department	**Annual Budget**	**Year to Date**	**Budget Balance**
ACT 161	100,000.00	100,000.00	0.00
AGING - CBRF	97,469.00	97,469.00	0.00
AGING - LONG TERM CARE	961,040.00	826,617.46	134,422.54
AGING - LTC CONSTRUCTION FUNDS	366,000.00	229,224.00	136,776.00
BURIAL ASSISTANCE	90,008.00	90,008.00	0.00
CHILD SUPPORT	14,106.00	6,357.00	7,749.00
EARLY CHILDHOOD SERVICES	495,443.00	440,789.87	54,653.13
EDUCATION SUPPLEMENT	197,042.00	70,537.95	126,504.05
ELDERLY ACTIVITIES	9,000.00	8,555.95	444.05
EMERGENCY MANAGEMENT - BERMS	53,480.00	0.00	53,480.00
HISTORIC PRESERVATION	111,000.00	95,997.51	15,002.49
HOUSING - NON-PROGRAM	903,953.00	719,530.54	184,422.46
HOUSING - RESTRICTED	185,952.00	166,945.98	19,006.02
LEC-WGBC - CONSTRUCTION	799,539.00	3,401.34	796,137.66
LENDING & TAXES	174,025.00	160,112.07	13,912.93
MAEHNOWESEKIYAH	744,356.00	763,138.88	(18,782.88)
MAINTENANCE - SPACE RENTAL	323,422.00	528,024.14	(204,602.14)
MENOMINEE LEADERSHIP ACADEMY	12,500.00	12,049.91	450.09
PAYMENT TO TRIBAL MEMBERS	817,000.00	807,012.46	9,987.54
PROPERTY MANAGEMENT	55,000.00	39,580.53	15,419.47
PUBLIC LIBRARY	3,425.00	3,425.00	0.00
RECREATION (YDO)	3,800.00	0.00	3,800.00
TRANSPORTATION	1,998,869.00	1,752,378.89	246,490.11
TRIBAL SCHOOL	137,368.00	137,053.61	314.39
UTILITIES	1,359,108.00	978,412.69	380,695.31
YOUTH ACTIVITIES	9,000.00	5,476.70	3,523.30
LAND ACQUISITION	125,000.00	124,873.60	126.40
UNALLOCATED	1.00	0.00	1.00
TOTAL EXPENDITURES	**10,146,906.00**	**8,166,973.08**	**1,979,932.92**

Program-Restricted Profit/Loss	**200,134.52**

Menominee Indian Tribe of Wisconsin
Statement of Revenues & Expenditures – FY2017 Revenue Budget
From 10/1/2016 through 9/30/2017

	Total Budget	Current Year Actual	Budget Balance
Total			
GAMING	7,500,000.00	7,740,000.00	(240,000.00)
AGING DIVISION	113,006.00	208,138.58	(95,132.58)
COMMUNITY DEVELOPMENT	96,531.00	78,744.94	17,786.06
COURTS SUPPLEMENT/FINES & FEES	144,671.00	107,754.01	36,916.99
ENROLLMENT - SUPPLEMENT	4,455.00	5,669.00	(1,214.00)
ENVIRONMENTAL SERVICES SUPPLEMENT	22,427.00	5,373.81	17,053.19
GAMING COMMISSION	17,800.00	21,440.00	(3,640.00)
INTEREST INCOME	15,000.00	16,171.30	(1,171.30)
LAW ENFORCEMENT	22,427.00	16,825.04	5,601.96
LICENSE & PERMIT	216,153.00	207,144.42	9,008.58
LENDING & TRIBAL TAX	1,180,856.00	1,159,468.20	21,387.80
MENOMINEE NATION NEWS	48,003.00	52,908.30	(4,905.30)
LEGAL SERVICES (ATTORNEY)	120,000.00	106,000.00	14,000.00
CBRF	434,670.00	363,685.69	70,984.31
LAW ENFORCEMENT- DETENTION	10,500.00	5,113.12	5,386.88
OTHER MISC REVENUE	119,750.00	81,513.12	38,236.88
POW-WOW	50,000.00	48,473.00	1,527.00
WRDC-FUEL STATION	80,000.00	80,000.00	0.00
TRANSFER FROM RESERVES	974,661.00	0.00	974,661.00
Total Total	11,170,910.00	10,304,422.53	866,487.47

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 2017
CONSOLIDATED BUDGET REPORT

DEPARTMENT	APPROVED BUDGET	YEAR-TO-DATE EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	883,569	775,623	107,946
Enrollment	98,264	87,281	10,983
Finance	1,653,301	1,655,155	(1,854)
Human Resources	670,558	490,384	180,174
(IT) Information Technology	1,529,808	1,442,084	87,724
Insurance	617,723	589,258	28,465
Internal Audit	456,414	372,943	83,471
Legal Services	170,345	84,641	85,704
Maintenance	1,083,622	1,347,116	(263,494)
Property Management & Acquisition	259,403	242,086	17,317
Tribal Government	298,940	215,937	83,003
TOTAL	**7,721,947**	**7,302,508**	**419,439**

MITW SERVICE REPORT
For Period October 1, 2016 through September 30, 2017

	FY 2017 EXPENDITURES
TRIBAL ADMINISTRATION	
EXTENSION AGENT	10,992.00
NEOPIT COMMUNITY CENTER	8,075.00
SOUTH BRANCH COMMUNITY CENTER	8,075.00
VETERANS SERVICE OFFICER	29,428.00
WOODLAND YOUTH BOYS & GIRLS CLUB	156,821.00
ACT 161	150,000.00
TRIBAL ACTION PLAN	41,781.38
TRIBAL	**405,172.38**
AID TRIBAL GOVERNMENT	2,044.48
WILDLAND FIRE MANAGEMENT	149,961.23
COOPERATIVE LANDSCAPE PROJECT	58,911.62
COMP TRIBAL JUSTICE/STRATEGIC PLAN	12,610.26
FEDERAL	**223,527.59**
TRIBAL COORDINATED SERVICE TEAM	60,000.00
TRIBAL VETERAN SERVICE OFFICE	13,750.00
WISCONSIN	**73,750.00**
MENOMINEE LEADERSHIP ACADEMY	12,049.91
INDIRECT COST POOL	775,623.37
LOCAL & OTHER FUNDING	**787,673.28**
TOTAL: TRIBAL ADMINISTRATION	**1,490,123.25**
AGING	
AGING DIVISION	375,918.11
CASH MATCH 6322 TITLE III	408.99
CASH MATCH 3023 NSIP TITLE VI	8,232.89
CASH MATCH 3024 NSIP TITLE VI	29,495.09
CASH MATCH 6323 NSIP TITLE III	(1,244.00)
CBRF	419,320.53
TRIBAL	**832,131.61**
MENOMINEE ELDER ABUSE 2015	57,785.22
TITLE VI PART C NATIVE AMERICAN CAREGIVER	41.86
TITLE VI PART C NATIVE AMERICAN CAREGIVER	27,149.76

TITLE VI PART A SUPP/NUTRITION	90,968.38
TITLE VI PART A SUPP/NUTRITION	54,316.12
TITLE VI NUTRITION SERVICE INCENTIVE	-
TITLE VI NUTRITION SERVICE INCENTIVE	3,600.00
MIPPA	2,388.48
FEDERAL	**236,249.82**
CIP II 100% FMAP TRIBES	551,604.00
CIP I 100% FMAP TRIBES	379,320.00
TRIBAL DEMENTIA CARE PROJECT	48,224.80
TRIBAL DEMENTIA CARE PROJECT	16,450.60
TRIBAL ADR SPECIALIST 2016	17,303.43
TRIBAL ADR SPECIALIST 2017	57,983.19
MONEY FOLLOWS PERSON INITIATIVE	2,444.00
TRANSPORTATION FOR ELDERS 2017	22,500.00
CIP I 100% FMAP TRIBES FY17	1,190,432.00
CIP II 100% FMAP TRIBES FY17	1,839,849.00
FAMILY SERVICES TRIBAL BLOCK GRANT	31,904.69
WISCONSIN	**4,158,015.71**
AGING/ CBRF FUNDRAISING	4,977.64
AGING & LONG-TERM CARE nonCBRF	826,617.46
HEALTH CARE ENDOWMENT	97,469.00
TITLE III MENOMINEE AGING DIVISION	2,909.42
TITLE III NUTRITION SERVICE	14,352.00
STATE PHARMACY ASSISTANCE	1,053.23
STATE HEALTH INSURANCE PROGRAM	1,591.30
STATE HEALTH INSURANCE PROGRAM	6,765.00
EBS-OCI SPAP	3,275.00
TITLE III MENOMINEE AGING DIVISION	100,295.15
LOCAL & OTHER	**1,059,305.20**
TOTAL: AGING	**6,285,702.34**
COMMUNITY DEVELOPMENT	
CASH SUPPLE 1703 UTILITIES WATER	77,078.86
COMMUNITY DEVELOPMENT	424,612.30
LEC COURTHOUSE MAINTENANCE	57,388.16
NEOPIT POLICE PRECINCT/WOODLAND BOYS & GIRLS	3,401.34
AGING FACILITIES ADDITION	229,224.00

TRIBAL	**791,704.66**
AID TRIBAL GOVERNMENT	224,181.62
ROAD MAINTENANCE	408,459.02
FACILITIES MAINT & OPERATIONS	101,846.99
REAL ESTATE SERVICES	134,933.65
FACILITIES OPERATION/MAINTENANCE	198,389.55
MULTIPLE MENOMINEE IRR PROJ:L7	(446.42)
MULTIPLE MENOMINEE IRR PROJ:K8	5,867.09
SPEARS RD-SIDEWALK/PARKING LOT	38,391.00
ARCHAEOLOGICAL & ENVIRONMENTAL	5,766.84
IRR TRANSPORTATION	536,453.96
BIA ROADS G2G	129,731.63
M TRIBAL DETENTION RENOVATION	628,071.42
LIFT STATIONS-KESHEN BE-15-J57	791.04
NEOPIT COMM SEWER BE-12-G91	44,720.16
TRIBAL OFFICE LIFT STATION	2,154.16
MIDDLE VILLAGE SBR BE-16-J86	6,977.63
NEOPIT SEWER MAIN REPLACEMENT	92,686.23
FEDERAL	**2,558,975.57**
WISCONSIN RECYCLING	23,000.00
WISCONSIN	**23,000.00**
BIA IRR ROAD CONST INTEREST	1,116.66
TRIBAL UTILITIES WASTEWATER	478,074.70
TRIBAL UTILITIES ELECTRIC	136,354.49
TRIBAL UTILITIES WATER	281,209.21
LOCAL & OTHER	**896,755.06**
TOTAL: COMMUNITY DEVELOPMENT	**4,270,435.29**
CHAIRPERSON	
GENERAL FUND	32,092.57
FIRE PROTECTION	66,719.00
VETERANS POW-WOW	5,900.00
LAND ACQUISITIONS	124,873.60
CONTINGENCY	2,921.60
INTERGOVERNMENTAL AFFAIRS	91,343.05
CASH MATCH 4002 EMPG	21,182.23
CASH MATCH 2901 PRE-DISASTER	834.13

OPERATION TRIBAL GOVERNMENT	582,507.93
COMMUNITY FUNDING REQUESTS	18,263.67
EMERGENCY MANAGEMENT	68,286.68
ENVIRONMENTAL TASK FORCE	16,452.58
TRIBAL	**1,031,377.04**
COMMUNITY FIRE PROTECTION	7,511.99
PRE-DIASASTER MITIGATION	7,506.32
FEDERAL	**15,018.31**
EMERGENCY MANAGEMENT PERFORMANCE	21,182.23
PHEP BIOTERRORISM	24,076.62
WISCONSIN	**45,258.85**
ENVIRONMENTAL TASK FORCE	1,574.86
SPIRIT CLUB	4,465.08
ELDERLY ACTIVITIES	8,555.95
YOUTH ACTIVITIES	5,476.67
BURIAL FUND JUDGEMENT FUNDS	15,848.44
EDUCATION JUDGEMENT FUNDS	33,258.49
HEALTH CARE ENDOWMENT	17,128.91
INDIRECT COST POOL	215,936.95
LOCAL & OTHER	**302,245.35**
TOTAL: CHAIRPERSON	**1,393,899.55**
CLINIC	**-**
SPECIAL DIABETES	109,668.65
SPECIAL DIABETES FOR INDIANS	684,655.21
IHS CLINIC 2015	109,319.00
IHS CLINIC 2016	1,009,148.46
IHS CLINIC 2017	14,290,757.93
FEDERAL	**16,203,549.25**
ADULT IMMUNIZATION	5,237.00
WIC GRANTS	77,036.98
MCH WOMEN'S HEALTH	3,932.06
MCH REPRODUCTIVE HEATLH	19,102.99
IAP-LHD IMMUNIZATION	5,259.06
AMERICAN INDIAN HEALTH PROJECT	8,730.43
WI WELL WOMEN PROGRAM	26,742.11
MEDICAID ELIGIBILITY OUTREACH	29,490.39

PREVENTIVE HLTH & HLTH SRV BLK	3,640.00
FLUORIDE MOUTH RINSING	2,028.00
HIV PREVENTION (MINORITY)	5,442.41
EMS FUNDING ASSISTANCE PRG	2,979.55
WIC GRANTS	15,958.96
WIC BREASTFEEDING PEER COUNSEL	271.53
DIABETES PREVENTION & CONTROL	2,045.00
FOSTERING FUTURES PROGRAM	9,906.04
WISCONSIN	**217,802.51**
MOU FOSTERING FUTURES	31,423.13
3RD PARTY CLINIC 2016	169,614.03
CASH SUPPLE 3103 I.H.S. CLINIC	4,292,196.00
3RD PARTY BILLING SYSTEMS	(10,000.00)
3RD PARTY CLINIC 2017	233,794.18
IHS SETTLEMENT 2015	-
IHS SETTLEMENT 2016	980,228.81
IHS SETTLEMENT 2017	4,254,387.48
RURAL INFANT HEALTH	2,142.08
RURAL INFANT HEALTH	8,611.29
WI NATIVE AMER TOBACCO NETWORK	163.65
WISC NATIVE AMERICAN TOBACCO NETWORK	1,420.67
ELIMINATION DISPARITITES PERIN	8,674.35
HEALTHY START - ELIMINATION DISPARITIES PRENATAL	46,462.20
MENOMINEE YOUTH WELLNESS INITIATIVE	9,873.82
UW PARTNERSHIP PROGRAM	151,030.81
FOOD SHARING FOCUS GROUP FEAST	8,818.08
IHS CLINIC 2016	507.46
IHS CLINIC 2017	7,141.85
LOCAL & OTHER	**10,196,489.89**
TOTAL: CLINIC	**26,617,841.65**
COLLEGE MENOMINEE NATION	
T ORDINANCE AGREEMENTS & OTHER	198,667.00
LIBRARY	152,563.00
TRIBAL	**351,230.00**
N AMER BASIC GRANT/EDUCATION	7,000.00
NATIVE AMERICAN LIBRARY ENHANCEMENT	44,194.95

MEN VOCATIONAL REHABILITATION	469,794.94
FEDERAL	**520,989.89**
LIBRARY OTHER FUNDS	3,425.00
TRIBAL VOCATIONAL REHABILITATION	10,997.13
LOCAL & OTHER	**14,422.13**
TOTAL: COLLEGE MENOMINEE NATION	**886,642.02**
CONSERVATION	
CONSERVATION SUPPLEMENT	350,666.90
TRIBAL	**350,666.90**
CONSERVATION RIGHTS PROTECTION	275,767.59
TRIBAL RESOURCE GRANT HIRING	56,467.07
TRIBAL RESOURC GRANTT EQUIP/TRAINING	28,276.03
FEDERAL	**360,510.69**
SUMMER TRIBAL YOUTH FY 2017	12,241.18
WISCONSIN	**12,241.18**
CONSERVATION: OTHER	3,486.07
LOCAL & OTHER	**3,486.07**
TOTAL: CONSERVATION	**726,904.84**
CRC COMMUNITY RESOURCES	
JOB TRAINING 477	137,925.74
JOB TRAINING 477	150,038.84
TEMPORARY ASST NEEDY FAMILIES	793,750.97
TEMPORARY ASST NEEDY FAMILIES	216,425.28
FEDERAL	**1,298,140.83**
IM INCOME MAINTENANCE CONTRACT	159,558.58
FOOD SHARE FRAUD INVESTIGATION	1,720.00
MEDICAID FRAUD FEDERAL	430.05
FSET ADMIN GPR/FED	78,128.49
FSET TRANSPORTATION GPR/FED	1,166.79
CHILD CARE SERVICES FOR TRIBES	11,021.04
WISCONSIN	**252,024.95**
TOTAL: COMMUNITY RESOURCES CENTER	**1,550,165.78**
CHILD SUPPORT	
CHILD SUPPORT ENFORCEMENT	143,923.46
TRIBAL	**143,923.46**
CHILD SUPPORT ENFORCEMENT	601,121.83
FEDERAL	**601,121.83**

CHILD SUPPORT ENFORCEMENT	6,357.00
LOCAL & OTHER	**6,357.00**
TOTAL: CHILD SUPPORT	**751,402.29**
DETENTION LAW ENFORCEMENT	
LAW ENFORCEMENT- DETENTION	731,322.01
TRIBAL	**731,322.01**
LAW ENFORCEMENT	529,531.65
LAW ENFORCEMENT	26,787.40
FEDERAL	**556,319.05**
DETENTION FUNDRAISING & MISC	14,925.76
LAW ENFORCEMENT	12,500.00
LOCAL & OTHER	**27,425.76**
TOTAL: DETENTION LAW ENFORCEMENT	**1,315,066.82**
EARLY CHILD CARE SERVICES	
CASH SUPPLE 4601 CHILDCARE FOOD	36,285.54
EARLY CHILDHOOD SERVICES	422,538.46
CASH SUPPLE 1622 DAYCARE	229,192.61
TRIBAL	**688,016.61**
INFANT & TODDLER PART B (3-5)	135,883.72
INFANT & TODDLER PART C (0-2)	6,557.39
INFANT & TODDLER PART B (3-5)	3,615.68
INDIAN HEADSTART	278,932.07
INDIAN HEADSTART	1,504,985.17
CHILD CARE DEVELOPMENT FUND	197,549.72
CHILD CARE DEVELOPMENT FUND	207,493.66
FEDERAL	**2,335,017.41**
BIRTH TO THREE PROGRAM	2,943.45
CHILD & ADULT CARE FOOD	192,777.38
WI HEADSTART SUPPLEMENT	64,863.54
WI HEADSTART SUPPLEMENT	6,291.23
FAMILY SERVICES TR BLOCK GRANT	54,945.43
WISCONSIN	**321,821.03**
HEADSTART FUNDRAISING & OTHER	162.41
DAYCARE FUNDRAISING & OTHER	1,206.50
EDUCATION JUDGEMENT FUNDS	94,685.05
CASH SUPPLE 4601 CHILDCARE FOOD	63,509.95
EARLY CHILDCARE SERVICE	283,591.84

MISD EARLY CHILDCARE SERVICES	4,777.16
LOCAL & OTHER	**447,932.91**
TOTAL: EARLY CHILDCARE SERVICES	**3,792,787.96**
EDUCATION	
EDUCATION JUDGEMENT FUNDS	70,537.95
TRIBAL	**70,537.95**
EDUCATION SERVICES	478,209.06
FEDERAL	**478,209.06**
TOTAL: EDUCATION	**548,747.01**
ENROLLMENT	
ENROLLMENT - SUPPLEMENT	102,114.03
MTL/MTE DISTRIBUTION	354,512.46
TRIBAL	**456,626.49**
MTL/MTE DISTRIBUTION	451,995.00
INDIRECT COST POOL	87,281.06
LOCAL & OTHER	**539,276.06**
TOTAL: ENROLLMENT	**995,902.55**
ENVIRONMENTAL SERVICES	
ENVIRONMENTAL SERVICES SUPPLEMENT	81,021.63
CASH MATCH 2512 CLEAN WATER	8,966.36
TRIBAL	**89,987.99**
CONSERVATION RIGHTS PROTECTION	355,140.99
WATER RESOURCE	2,895.10
CONSERVATION RIGHTS PROTECTION	754.23
WATER RESOURCES	423.18
LITIGATION SUPPORT	1,519.23
WATER RESOURCES FY'14-17	11,862.69
FERC FED ENERGY REG COMMISSION	14,020.62
AQUATIC INVASIVE SPECIES	25,232.90
TRIBAL BROWNFIELD	62,318.03
CLEAN WATER ACT 106	170,140.56
INDIAN ENVIRONMENTAL GEN AST	115,576.57
HABITAT RESTORATION & PROTECT	21,245.00
FEDERAL	**781,129.10**
SOIL WATER RESOURCE MANAGEMENT	5,721.43
SOIL WATER RESOURCE MANAGEMENT	210.30
LOCAL & OTHER	**5,931.73**

TOTAL: ENVIRONMENTAL SERVICES	**877,048.82**
FINANCE	
INDIRECT COST POOL	1,655,155.10
LOCAL & OTHER	**1,655,155.10**
TOTAL: FINANCE	**1,655,155.10**
FOOD DISTRIBUTION	
FOOD DISTRIBUTION	96,094.66
TRIBAL	**96,094.66**
NUTRITION EDUCATION	4,619.10
NUTRITION EDUCATION	32,841.29
FOOD DISTRIBUTION	325,316.44
NUTRITION ADVISORY COMMITTEE	25,945.07
NUTRITION ADVISORY COMMITTEE	12,648.06
FEDERAL	**401,369.96**
THE EMERGENCY FOOD ASSISTANCE TEFAP	1,579.46
WISCONSIN	**1,579.46**
FOOD PANTRY	9,669.66
NUTRITION EDUCATION	16,408.24
LOCAL & OTHER	**26,077.90**
TOTAL: FOOD DISTRIBUTION	**525,121.98**
HUMAN RESOURCES	
INDIRECT COST POOL	490,384.27
LOCAL & OTHER	**490,384.27**
TOTAL: HUMAN RESOURCES	**490,384.27**
HOUSING	
202 ELDERLY HOUSING	57,401.34
INDIAN HOUSING BLOCK GRANT	2,249,093.98
SANITATION BE-14-J31	53,196.42
SANITATION BE-11-G56	18,181.37
SANITATION BE-16-J74	54,043.25
FEDERAL	**2,431,916.36**
HOUSING INVENTORY	3,404.30
HOUSING TAX CREDIT REIMBURSE	85,186.95
HOUSING ORD PROG RESTRICTED	128,163.81
CASH SUPPLE 1731 HUD 202 ELDERLY	29,158.91
HOUSING NON-PROGRAM RESTRICTED	692,000.82

CASH SUPPLE 1731 HUD 202 ELDERLY	27,529.72
EMERG SHELTER DONATION/FUNDRAS	932.00
202 ELDERLY HOUSING	(0.00)
INDIAN HOUSING BLOCK GRANT	211,890.48
LOCAL & OTHER	**1,178,266.99**
TOTAL: HOUSING	**3,610,183.35**
HISTORIC PRESERVATION	
HISTORIC PRESERV & LOG MUSEUM	244,259.21
TRIBAL	**244,259.21**
UNDERREPRESENTED COMM	50,013.89
TRIBAL HISTORIC PRESERVATION OFFICERS	11,599.92
HISTORIC PRESERVATION	4,539.91
FEDERAL	**66,153.72**
HISTORIC PRESERVATION FUNDRAISING	51,850.08
HISTORIC PRESERVATION SP PROJ	1,012.70
MUSEUM MAINTENANCE BUILDING	43,134.73
MENOMINEE TRADITIONAL LIFEWAYS	7,014.44
NATIVE ARTS INITIATIVE	3,303.27
LOCAL & OTHER	**106,315.22**
TOTAL: HISTORIC PRESERVATION	**416,728.15**
INTERNAL AUDIT	
INDIRECT COST POOL	372,942.92
LOCAL & OTHER	**372,942.92**
TOTAL: INTERNAL AUDIT	**372,942.92**
INSURANCE	
BURIAL ASSISTANCE	187,430.44
INSURANCE/MRBG/PROPERTY DEDUCTIBLE	7,406.15
TRIBAL	**194,836.59**
BURIAL FUND JUDGEMENT FUNDS	90,008.00
INDIRECT COST POOL	589,258.16
PROPERTY & LIABILITY INSURANCE	11,174.00
HEALTH INSURANCE	16,563,128.37
MITW WORKMENS COMPENSATION	412,201.03
SHORT-TERM DISABILITY	236,182.00
LOCAL & OTHER	**17,901,951.56**
TOTAL: INSURANCE	**18,096,788.15**

INFORMATION TECHNOLOGY	
INDIRECT COST POOL	1,442,084.35
LOCAL & OTHER	**1,442,084.35**
TOTAL: INFORMATION TECHNOLOGY	**1,442,084.35**
JUDICIARY COURTS	
COURTS PROFESSIONAL FEES	37,261.03
COURTS SUPPLEMENT/FINES & FEES	67,698.25
ELECTION	53,232.98
TRIBAL	**158,192.26**
JUDICIAL SERVICES	648,840.74
M JOINT ADULT DRUG COURT	27,856.40
MEN JOINT DRUG COURT	132,682.76
FEDERAL	**809,379.90**
COURTS FUNDRAISING & OTHER REV	29.98
MISD TRIBAL COURTS	245.13
LOCAL & OTHER	**275.11**
TOTAL: JUDICIAL	**967,847.27**
LAW ENFORCEMENT	
GRANT MATCH FUNDS	8,879.00
LAW ENFORCEMENT	1,136,314.56
LEC EMERGENCY TRANSPORT	14,028.87
TRIBAL	**1,159,222.43**
LAW ENFORCEMENT	1,222,979.00
INDIAN HIGHWAY SAFETY	904.57
INDIAN HIGHWAY SAFETY	81,697.38
SEXUAL OFFENDER REGISTRATION	68,204.22
BULLETPROOF VEST REPLACEMENT	1,180.58
MENOMINEE TRIBAL VICTIM ASSISTANCE	120,485.91
MEN DOMESTIC VIOLENCE SUPPORT	28,612.54
COPS TRGP - HIRING PROGRAM	51,739.23
SEXUAL ASSUALT SERVICES	32,098.27
SEX OFFENDER REGISTRY	84,735.09
COPS TRGP EQUIP & TRAINING	94,751.93
FEDERAL	**1,787,388.72**
MENOMINEE CRIME VICTIMS	141,782.32
TRIBAL LAW ENFORCEMENT	23,000.89
TRIBAL LAW ENFORCEMENT	58,029.47

WISCONSIN	**222,812.68**
LAW ENFORCEMENT FUNDRAISING	17,098.57
LEC SPIRIT CLUB	225.00
COUNTY/TRIBAL LAW ENFORCEMENT	29,058.83
COUNTY/TRIBAL LAW ENFORCEMENT	13,937.31
MISD LAW ENFORCEMENT	5,213.20
LOCAL & OTHER	**65,532.91**
TOTAL: LAW ENFORCEMENT	**3,234,956.74**
LANGUAGE & CULTURE COMMISSION	
LANGUAGE & CULTURE COMMISSION	551,893.66
TRIBAL	**551,893.66**
LANGUAGE & CULTURE FUNDRAISING & OTHR	6,645.25
LOCAL & OTHER	**6,645.25**
TOTAL: LANGUAGE & CULTURE	**558,538.91**
LEGAL SERVICES	
LEGAL SERVICES (ATTORNEY)	459,356.27
TRIBAL	**459,356.27**
INDIRECT COST POOL	84,641.46
LOCAL & OTHER	**84,641.46**
TOTAL: LEGAL	**543,997.73**
LICENSE & PERMIT	
LICENSE & PERMIT	147,275.23
TRIBAL	**147,275.23**
TOTAL: LICENSE & PERMITS	**147,275.23**
LENDING & TRIBAL TAX	
LENDING & TRIBAL TAX	44,011.22
TRIBAL	**44,011.22**
CREDIT & FINANCE	66,755.30
VOLUNTEER INCOME TAX ASSISTANCE	8,844.69
FEDERAL	**75,599.99**
MENOMINEE LOAN FUND	158,486.71
LOCAL & OTHER	**158,486.71**
TOTAL: LEGAL	**278,097.92**
MAEHNOWESEKIYAH	
M COMM-BASED CORRECTIONAL ALTERNATIVE	1,601.02
BATTERERS INTERVENTION	56,252.90
M DOMESTIC VIOLENCE & SEXUAL ABUSE	247,000.59

MAEHN: IHS 239-11-0006 FY2013	9,211.38
MAEHN: FAMILY VIOL PREV FY2016	24,417.28
MAEHN: IHS 2012	120.25
MAEHN: IHS FY 2016	125,192.60
MAEHN: IHS 239-15-0007 FY 2017	688,001.43
FEDERAL	**1,151,797.45**
FAMILY SVC: WI HEALTH	161,621.67
MENTAL HEALTH BLOCK GRANT-SYSTEM	8,713.18
TRIBAL MED RELIEF BLOCK GRANT	144,161.25
TRIBAL SUBSTANCE ABUSE PREVENT	125,393.85
STRATEGIC PREVENTION PFS II	(2,195.00)
TREATMENT ALTERN & DVRSN 2016	(4,323.11)
TREATMENT ALTERN/DVRSN 2017	247.49
DOMESTIC ABUSE BASIC SERVICES	87,219.66
CHILD WELFARE HOMELESS YOUTH & RUNAWAY	30,756.90
DOMESTIC ABUSE SUPPORT SERVICE	21,849.58
ENHANCED DOMESTIC VIOLENCE NATIVE AMERICAN TRIBES	44,549.17
FAMILY SERVICES TR BLOCK GRANT	35,460.11
WISCONSIN	**653,454.75**
MAEHNOWESEKIYAH FUNDRAISING & OTHER	1,135.35
MAEHNOWESEKIYAH	762,282.84
MAEHNOWESEKIYAH RECOGNITION	577.00
MAEHN: IHS FY 2016	75.09
MAEHN: IHS 239-15-0007 FY 2017	51.83
STRATEGIC PREVENTION FRAMEWORK	120,915.93
MISD MAEHNOWESEKIYAH	4,586.53
LOCAL & OTHER	**889,624.57**
TOTAL: MAEHNOWESEKIYAH	**2,694,876.77**
MAINTENANCE	
ZOAR FIRE STATION	1,126.95
TRIBAL	**1,126.95**
INDIRECT COST	1,347,116.00
FACILITIES SPACE RENTAL	269,714.14
LOCAL & OTHER	**1,616,830.14**
TOTAL: MAINTENANCE	**1,617,957.09**
PROPERTY MANAGEMENT	

INDIRECT COST POOL	242,086.29
INTERNAL SERVICES	31,455.27
LOCAL & OTHER	**273,541.56**
TOTAL: PROPERTY MANAGEMENT	**273,541.56**
PROBATION	
PROBATION - SUPPLEMENT	84,171.16
TRIBAL	**84,171.16**
JUDICIAL SERVICES	122,699.74
FEDERAL	**122,699.74**
TOTAL: PROBATION	**206,870.90**
PROSECUTOR	
PROSECUTOR - SUPPLEMENT	97,932.10
TRIBAL	**97,932.10**
JUDICIAL SERVICES	178,029.28
FEDERAL	**178,029.28**
TOTAL: PROSECUTOR	**275,961.38**
POW-WOW	
POW-WOW	71,034.03
TRIBAL	**71,034.03**
POW-WOW	55,415.00
LOCAL & OTHER	**55,415.00**
TOTAL: POW-WOW	**126,449.03**
SOCIAL SERVICES	
CASH MATCH 3018 CHILD WELFARE	1,045.25
CASH MATCH 3007 CHILD WELFARE	5,374.00
SOCIAL SERVICES	174,184.46
TRIBAL	**180,603.71**
SOCIAL SERVICES	23,217.75
SOCIAL SERVICES	372,283.83
CHILD WELFARE TITLE IV-B 16/17	16,122.00
CHILD WELFARE TITLE IV-B 17/18	3,135.74
KINSHIP CARE BENEFITS	165,880.00
KINSHIP CARE ASSESSMENTS	9,944.50
KINSHIP CARE ASSESSMENTS	277.50
FEDERAL	**590,861.32**
SOCIAL SERVICES (INCOME)	300.50
MISD SOCIAL SERVICES	5,966.01

LOCAL & OTHER	**6,266.51**
TOTAL: SOCIAL SERVICES	**777,731.54**
GAMING COMMISSION	
GAMING COMMISSION	605,426.39
TRIBAL	**605,426.39**
TOTAL: TRIBAL GAMING COMMISSION	**605,426.39**
TRIBAL NEWS	
MENOMINEE NATION NEWS	273,912.89
TRIBAL	**273,912.89**
TOTAL: TRIBAL NEWS	**273,912.89**
TRANSIT	
CASH MATCH 4702 TRANSPORTATION	140,687.00
TRIBAL	**140,687.00**
IRR TRANSPORTATION	91,436.69
BIA ROADS G2G	4,130.93
OPERATING ASSISTANCE 2016	1,054,247.73
OPERATING ASSISTANCE 5311	261,439.14
FEDERAL	**1,411,254.49**
PUBLIC TRANSPORTATION	935,514.10
PUBLIC TRANSPORTATION	1,403,830.23
PUBLIC TRANSPORTATION	189,624.53
CAPITAL ASSISTANCE 2015	227,650.37
CAPITAL ASSISTANCE 2013	78,103.09
CAPITAL ASSISTANCE 2014	19,337.74
PARATRANSIT SUPPLEMENTAL AID GRANT	2,218.98
WI TRANSPORTATION	10,922.00
URBAN MASS TRANSIT OPERATING	319,662.00
URBAN MASS TRANSIT OPERATING	106,013.00
WISCONSIN	**3,292,876.04**
MENOMINEE TRANSPORTATION	766,020.47
SPIRIT CLUB TRANSPORTATION	6,173.80
TRANSIT CONTRACT INCOME	1,868.95
CASH MATCH 4702 PUBLIC TRANSPORTATION	855,616.62
CASH MATCH 4704 CAPITAL ASSISTANCE	7,017.49
TRANSIT CONTRACT INCOME	1,716.13
CASH MATCH 4701 PUBLIC TRANSPORTATION	90,433.61
CASH MATCH 4708 CAPITAL ASSISTANCE	1,785.21

CASH MATCH 4715 CAPITAL ASSISTANCE	584.28
CASH MATCH 4704 CAPITAL ASSISTANCE	5,657.37
PUBLIC TRANSPORTATION	90,061.45
LOCAL & OTHER	**1,826,935.38**
TOTAL: TRANSIT	**6,671,752.91**
TRIBAL SCHOOL	
MTS TRIBAL GRANT SUPPORT	114,448.55
MTS ENHANCEMENT	11,624.12
MTS TRIBAL GRANT SUPPORT	235,029.20
INDIAN SCHOOL EQUALIZATION PRG	1,613,248.35
MTS PART B IDEIA EDUC/HANDICAP	435,644.53
MTS TRANSPORTATION	309,200.00
MTS RURAL EDUCATION TITLE IV B	2,479.28
MTS OPERATIONS/MAINTENANCE	960.00
MTS TITLE IA LANGUAGE ARTS	446,468.85
MTS 21 CENTURY TITLE IV B	151,413.61
MTS OPERATIONS/MAINTENANCE	199,314.53
MTS STATE ASSESSMENT	7,569.62
MTS TITLE IIA TEACHER QUALITY	53,824.51
SUICIDE PREVENTION	1,459.92
MTS MI&R PROJECTS	23,750.00
INDIAN EDUCATION FORMULA	36,447.22
INDIAN EDUCATION FORMULA	10,680.56
MTS TRIBAL GRANT SUPPORT	13,696.47
INDIAN SCHOOL EQUALIZATION PROGRAM	2,488.11
MTS TRANSPORTATION	54,775.00
MTS TITLE IA LANGUAGE ARTS	65,847.72
MTS TITLE IV 21st CENTURY	8,418.69
PRINCIPAL LEADERSHIP	1,575.00
FEDERAL	**3,800,363.84**
MTS SUMMER SCHOOL FOOD	3,120.53
MEN T SCHOOL: FOOD	10,318.51
MEN T SCHOOL: FOOD	134,920.00
MTS: FRESH FRUIT & VEGETABLE	9,105.12
MTS: FRESH FRUIT & VEGETABLE	1,244.93
WISCONSIN	**158,709.09**

CASH SUPPLE 1219 FOOD PROGRAM	2,416.79
EDUCATION JUDGEMENT FUNDS	137,053.61
TRIBAL SCHOOL REVOLVING	16,246.48
MTS: FOOD	1,169.00
CHARITIES AID FOUNDATION	7,319.57
SEEDS GRANT WORKSHOP	1,500.00
LOCAL & OTHER	**165,705.45**
TOTAL: TRIBAL SCHOOL	**4,124,778.38**
YOUTH DEVELOPMENT OUTREACH	
CASH MATCH 3020 SAFE & STABLE FAMILIES	7,828.29
YOUTH DEVELOPMENT & OUTREACH	213,966.64
ZOAR CEREMONIAL	3,298.98
YOUTH DRUMMING & WRESTLING	8,662.94
MENOMINEE INDIAN BOXING CLUB	8,124.00
WOODLAND WOMENS REGALIA CIRCLE	7,294.74
INDIGENOUS GAMES	22,344.92
INDIGENOUS GAMES	23,136.20
TRIBAL	**294,656.71**
JOHNSON O'MALLEY	164,306.53
MEN TR JUVENILE HEALING & WELL	89,047.92
PROMOTING SAFE & STABLE FAMILY	23,484.86
MENOMINEE TR BEHAVIORAL HEALTH	164,265.12
FEDERAL	**441,104.43**
FAMILY SERVICES TR BLOCK GRANT	136,396.77
WISCONSIN	**136,396.77**
INDIGENOUS GAMES	42,356.54
TOYS FOR TOTS INITIATIVE	4,802.77
YOUTH DEVELOPMENT FUNDRAISING	8,811.55
CHARITIES AID FOUNDATION	1,732.21
STRATEGIC PREVENTION	24,697.63
BADGES FOR BASEBALL	3,029.54
BADGES FOR BASEBALL	3,171.84
LOCAL & OTHER	**88,602.08**
TOTAL: YOUTH DEVELOPMENT OUTREACH	**960,759.99**
GRAND TOTAL	**102,452,791.07**

SUMMARY FUNDING SOURCES	
TRIBAL	10,747,389.57
FEDERAL	39,436,677.60
WISCONSIN	9,569,743.02
LOCAL & OTHER SOURCES	42,698,980.88
GRAND TOTAL	**102,452,791.07**

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: Eugene Caldwell MTL member and Committee Chairman Craig Corn, MTL member; Ron Corn, 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.

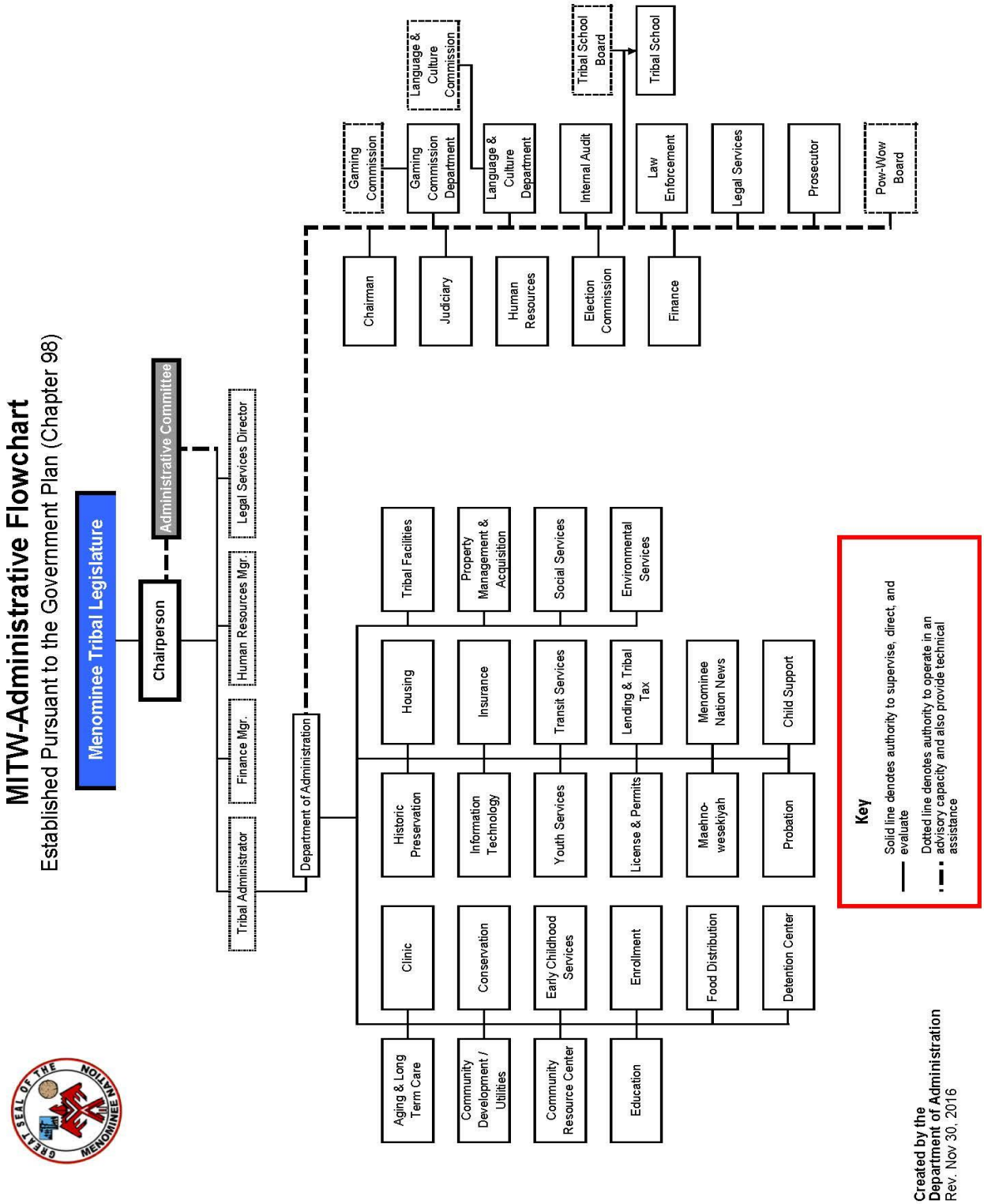
APPROVAL OF INVESTMENT POLICY

The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

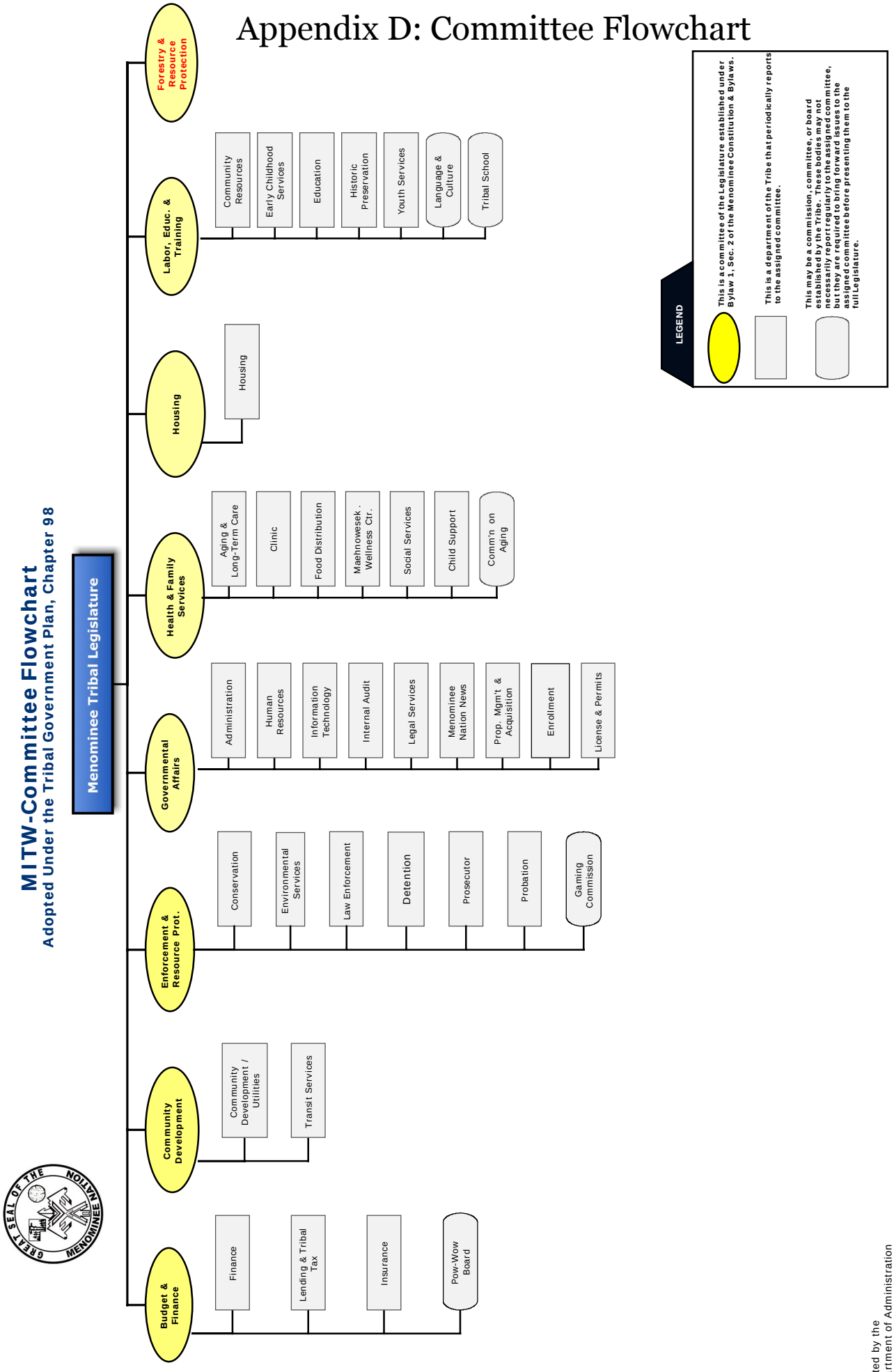
Period: Ending 9/30/2017	**Education**	**Health**	**Burial**	**Reserve**
Balance as of 9/30/2016	**$4,963,517.88**	**$2,554,367.47**	**$2,359,738.23**	**$2,789,084.51**
Income				
Interest	$5,645.30	$2,699.45	$2,593.68	$7,972.09
Dividend	$7,689.65	$3,728.19	$3,531.44	$3,191.96
Contributions	$0.00	$0.00	$0.00	$36,456.00
Disbursements				
Transferred to Tribe/Programs/Beneficiary	-$200,772.12	$3,751.31	$0.00	$0.00
Management Fees	-$7,496.02	$9.11	-$3,468.81	-$4,083.84
Realized Gains / (losses)	$1,416.88	$719.26	$665.87	$431.06
Change in Accrued Income	-$699.32	$348.14	-$322.27	-$1,009.31
Unrealized Appreciation/ (depreciation)	$203,926.52	$101,075.44	$93,846.59	$44,786.77
9/30/2017 Market Value	**$5,223,667.02**	**$2,783,911.62**	**$2,571,848.25**	**$6,603,196.25**
Cash and Equiv.	$68,177.74	$31,127.07	$28,213.28	$511,552.77
Fixed Income	$1,790,770.28	$919,628.08	$842,372.71	$3,184,284.38
Equities	$3,362,474.57	$1,832,036.75	$1,700,198.67	$2,902,825.40
Accrued Income	$2,244.43	$1,119.72	$1,063.59	$4,533.70

Contributions to Reserve Account:	
$36,456.00	9/30/2016
$89,804.83	10/13/2016
$2,913,449.59	2/10/2017
$142,726.59	2/22/2017
$36,456.00	3/28/2017
$32,791.58	3/30/2017
$36,304.97	4/26/2017
$35,133.84	5/18/2017
$36,304.97	6/26/2017
$35,133.84	8/3/2017
$36,304.97	8/18/2017
$36,304.97	9/18/2017
Total Since 9/30/2016:	
$3,467,172.15	

Appendix C: Administrative Flowchart



Appendix D: Committee Flowchart



Appendix E: Tribal Preference Report

MITW Tribal Preference Report
FY 2017 Annual Report

FY2017 (As of Sept. 30, 2017)	Menominee Enrolled	Menominee 1st, 2nd Descendent	Legally Married Spouse	Other Tribe Enrolled	Other Tribe - 1st, 2nd Descendent	Undefined	Other	Vetern	Year End Composition	Total Employee Population	Department % of Total employee Population	Department % - Menominee Enrolled Members	Department % - Descendent	Department % - Spouse	Department % - Other Tribe	Department % - Undefined	Department % - Other	Department % - Veteran
Administration	8	3	0	1	0	1	1	0	14	806	2%	57%	21%	0%	7%	7%	7%	0%
Aging & Long Term Care	22	1	0	0	0	5	3	0	31	806	4%	71%	3%	0%	0%	16%	10%	0%
Chairman's Office	14	0	0	0	0	0	0	2	14	806	2%	100%	0%	0%	0%	0%	0%	14%
Child Support	7	1	0	0	2	0	0	3	10	806	1%	70%	10%	0%	0%	0%	0%	30%
Tribal Clinic	58	2	2	5	0	10	78	0	155	806	19%	37%	1%	1%	3%	6%	50%	0%
Community Development	13	1	0	0	0	1	1		16	806	2%	81%	6%	0%	0%	6%	6%	0%
Conservation	7	0	0	0	0	3	0	2	10	806	1%	70%	0%	0%	0%	30%	0%	20%
Early Childhood Services	42	4	2	2	0	6	4	1	60	806	7%	70%	7%	3%	3%	10%	7%	2%
Education	2	0	0	0	0	0	0	0	2	806	0%	100%	0%	0%	0%	0%	0%	0%
Elections	2	0	0	0	0	0	0	0	2	806	0%	100%	0%	0%	0%	0%	0%	0%
Emergency Management	0	1	0	0	0	0	0	0	1	806	0%	0%	100%	0%	0%	0%	0%	0%
Enrollment	3	0	0	0	0	0	0	0	3	806	0%	100%	0%	0%	0%	0%	0%	0%
Environmental Services	7	0	0	0	0	0	1	1	9	806	1%	78%	0%	0%	0%	0%	11%	11%
Finance	14	1	0	0	0	0	6		21	806	3%	67%	5%	0%	0%	0%	29%	0%
Food Distribution	7	1	0	1	0	2	0	1	11	806	1%	64%	9%	0%	9%	18%	0%	9%
Gaming Commission	6	0	0	0	0	0	1	0	7	806	1%	86%	0%	0%	0%	0%	14%	0%
Historic Preservation	3	0	0	0	0	1	0	0	4	806	0%	75%	0%	0%	0%	25%	0%	0%
Housing	38	0	1	0	0	2	2	0	43	806	5%	88%	0%	2%	0%	5%	5%	0%
Human Resources	5	0	0	0	0	0	0	1	5	806	1%	100%	0%	0%	0%	0%	0%	20%
Information Technology	3	4	0	0	0	0	7		14	806	2%	21%	29%	0%	0%	0%	50%	0%
Insurance	2	1	0	0	0	0	3	0	6	806	1%	33%	17%	0%	0%	0%	50%	0%
Intergovernmental Affairs	1	0	0	0	0	0	0	0	1	806	0%	100%	0%	0%	0%	0%	0%	0%
Internal Audit	0	0	0	0	0	0	1	0	1	806	0%	0%	0%	0%	0%	0%	100%	0%
Lanauge & Culture	13	0	0	0	0	0	0	2	13	806	2%	100%	0%	0%	0%	0%	0%	15%
Legal Services	1	1	1	0	0	1	2	0	6	806	1%	17%	17%	17%	0%	17%	33%	0%
Lending & Tribal Taxes	4	0	0	0	0	0	0	0	4	806	0%	100%	0%	0%	0%	0%	0%	0%
License & Permits	2	0	0	0	0	0	0	0	2	806	0%	100%	0%	0%	0%	0%	0%	0%
Maehnowesekiyah	24	2	0	3	0	11	3	0	43	806	5%	56%	5%	0%	7%	26%	7%	0%
Maintenance	9	0	0	0	0	3	2	0	14	806	2%	64%	0%	0%	0%	21%	14%	0%
Menominee Nation News	3	0	0	0	0	0	1	0	4	806	0%	75%	0%	0%	0%	0%	25%	0%
Probation	2	0	0	0	0	0	0	0	2	806	0%	100%	0%	0%	0%	0%	0%	0%
Property Management & Acquistion	2	1	0	0	0	0	0	0	3	806	0%	67%	33%	0%	0%	0%	0%	0%
Prosecutor	1	1	0	0	0	0	2	0	4	806	0%	25%	25%	0%	0%	0%	50%	0%
Recreation	3	0	0	0	0	0	0	0	3	806	0%	100%	0%	0%	0%	0%	0%	0%
Social Services	5	0	0	1	0	0	1	0	7	806	1%	71%	0%	0%	14%	0%	14%	0%
Transit Services	51	3	1	6	0	27	37	0	125	806	16%	41%	2%	1%	5%	22%	30%	0%
Tribal Courts	11	0	0	0	0	2	1	0	14	806	2%	79%	0%	0%	0%	14%	7%	0%
Tribal Jail	13	0	0	1	0	2	2	0	18	806	2%	72%	0%	0%	6%	11%	11%	0%
Tribal Police	23	2	0	1	0	3	2		31	806	4%	74%	6%	0%	3%	10%	6%	0%
Tribal School	29	0	1	2	0	6	21	0	59	806	7%	49%	0%	2%	3%	10%	36%	0%
Tribal Utilities	6	0	0	0	0	1	0	0	7	806	1%	86%	0%	0%	0%	14%	0%	0%
Youth Services	7	0	0	0	0	0	0	0	7	806	1%	100%	0%	0%	0%	0%	0%	0%
Total	473	30	8	23	2	87	182	13	806		100%							

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