Social

Section J

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J. Social

I. Successes from the MITW 2007 Strategic Plan.

Originally, the 2007 Strategic Plan's Social Workgroup created three goals and twelve objectives. The workgroup involved members of the community, partners, and stakeholders to address the necessary changes needed to improve the quality of life for individuals. With that in mind, Social Service employees participated on various committees within the Tribe and with outside communities. They have created long-lasting collaborative relationships over the past 16 years to provide services in the following areas:

- Menominee Tribal Housing
- Community Engagement Workshops
- Safe Schools and Healthy 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
- Youth Development and Outreach
- Fostering Futures (Trauma Informed Care); The State grant ended in 2019 but the work continues now, meeting as "Kapaemehtonenaw".
- Northwood's Coalition

Participation in these committees results in the collaboration of services, sharing in policy development, and advocating for Menominee families**.** The goals and objectives created back in 2007 were revisited and are ongoing through collaboration and relationship building to support, strengthen, and encourage families through the assumption of all human service programs for Menominee County and Reservation; moving forward with the strategic plan through inclusion of the 2023 goals and objectives that were newly formed.

Figure 1: Harvest Feast

II. Community Survey Overview

The Community Survey asked respondents a total of eleven questions regarding their perceptions of housing, youth, and elder programs, the overall quality of life, and the coordination of service delivery. The survey results revealed the following notable highlights:

- 60% of on-reservation and 39% of off-reservation respondents indicated that more programs for the elderly are needed on the reservation.
- One-fourth of respondents on and off the reservation indicated the quality of the Tribe's efforts to support family life is good; 34/21% rated the quality of life as not-so-good.
- Regarding programs for youth on the reservation, 65% of on-reservation and 52% of off-reservation respondents feel more programs are needed. 67% on and 66% off-reservation feel the Menominee Tribal Legislature should take an active role in developing youth programs.

> 75% of on-reservation and 60% of off-reservation respondents feel more housing is needed for elders on the reservation.

- 96% of on-reservation and 93% of off-reservation feel alcohol and drug abuse is a very important problem on the Menominee Reservation today. 94/82% believe the problem has increased over the past 10 years.
  - Key factors that impact alcohol and drug abuse, according to survey respondents, include boredom, grief, and poverty, as well as a lack of self-awareness, identity, and sense of belonging.
  - Intergenerational trauma, inadequate family structure, lack of resources, and joblessness were also named as key factors that impact substance use disorders. Respondents indicated that the new drugs are the most dangerous to community members; they are more potent, more available, and more addictive.
- Survey respondents indicated they would like to see increased access to housing for young adults, elders, and single Tribal members.

For more information concerning the comparative data results refer to the website, Menominee App, Menominee Nation News, or call Administration at (715) 799-5154 to request information.

Figure 2: Starter Plants Giveaway

III. Planning Workgroup

A workgroup comprised of professionals and community members was assembled to evaluate the community survey comparative data to identify and address problems and their underlying causes. The workgroup identified programs that directly address youth and elders, and designed strategies aimed at enhancing the Tribe's efforts to increase the overall quality of life on the reservation. The workgroup consisted of the following departments:

- Administration
- Aging and Long-Term Care
- Communications
- Community Resource Center
- Education
- Housing
- Menīkānaehkem
- Tribal School
- Youth Services

The workgroup met weekly throughout a two-month period in early 2023. Information about the workgroup's efforts to develop goals and objectives for the social visionary area was posted on the website, and the Menominee App, and made available at retreats, community meetings, and through the Menominee Nation Newspaper.

IV. Programs with a Specific Emphasis on Social

Although the workgroup recognized that all departments and programs operated by the Tribe have a vested interest in the promotion of wellness and enhanced quality of life on the reservation, the workgroup identified the following Tribal programs as resources due to their emphasis on youth, elder, and family programming:

- **Tribal Social Services:** This department is responsible for developing and overseeing a vast array of programs and services aimed at protecting the interests of children and families, identifying safe out-of-home care placements for children and families, identifying safe out-of-home care placements for children in adoptions that are subject to the Indian Child Welfare Act, and implementing and enforcing the Tribe's child support laws.
- **Aging:** This department is responsible for developing and overseeing a vast array of programs and services aimed at caring for and protecting the rights of and providing nutritious meal services to the elderly.
- **Youth Development and Outreach:** This department is responsible for developing and overseeing a vast array of programs and services aimed at providing youth with challenging educational and recreational activities and opportunities designed to inspire them, identify alternatives to harmful behavior, and cultivate their leadership skills.
- **Maehnowesekiyah Wellness Center:** This department is responsible for developing and overseeing a vast array of programs and services aimed at curbing alcohol and other drug abuse among members of the community utilizing a cultural-based approach.
- **Early Childcare Services:** This department is responsible for developing and overseeing programs and services aimed at providing safe, supportive, educational, and recreational activities to young children enrolled in the Tribe's daycare and Early Head Start operations.

V. SWOT Analysis

Legislators, Directors, and the Administration Department identified the Strengths and Weaknesses, which focused on the current conditions (NOW), and the Opportunities and Threats, which focused on the future story (FUTURE).

Strengths	**Weaknesses**
• Community engagement and support. • The Tribe offers a great deal of programming, especially at the Family Resource Center. • The quality of family life has increased over time. • The land is the most important because the community is so connected to the land and the forest. • Having our own College in the community. • Health care and medical resources/services. • Access to drug and alcohol-free activities. • Transportation for employment. • Passionate employees and community members who advocate for change in the community.	• There is a lack of parental accountability for children's behavior. • There is a limited land base – we have a growing population, but the land mass is the same. • Wages – low competitive wages. • Limited disposable income to meet basic needs. • We are a close-knit community, which can at times make confidentiality difficult. • There is a lack of communication between Tribal departments and the public. Tribal members have too many hoops to jump through. • There is a limited number of homes; vacant/run-down homes need to be cleaned up – enforcement of ordinances is limited. • No evening daycare. • Limited services and assistance for off-reservation Tribal members.
Opportunities	**Threats**
• Updates to the Constitution would allow for academic and social development. • Purchase land off the reservation. • Assume Adult Protection Services from the county. • Menominee-specific recipes on traditional foods and medicines. • Convenience stores: Middle Village/South Branch. • Reintegration for previously incarcerated members to be employed and become self-sufficient, active members of the community. • Update and enforce ordinances – i.e., alcohol is being sold in a school zone.	• Elders and other family members are raising children; parents need to be parents. • Teach life-skills classes that focus on cooking, cleaning, personal financial management, basic car maintenance, etc. • There is a lack of respect for our knowledge keepers; a lack of knowledge of the clans and the responsibilities given to members by your clan. Those roles were passed down traditionally and we should start doing that for the community. • Employment: Lack of succession planning, employee retention, staff burnout, and workplace intimidation.
Passions	**Priorities**
• Address the tribe's housing needs and AODA. • Cleanup and drug houses. • Accessibility of culture. • Engagement/investment/participation. • Safety for children, elders, and families.	• Housing opportunities. • More involvement in comm. eng. workshops. • Employment, wages, burnout. • Transit/transportation. • Culture as prevention; centers in each community.

A full report of the SWOT Analysis for Social is available on the website: https://www.menominee-nsn.gov/GovernmentPages/Initiatives/StrategicPlanning.aspx, on the Menominee App, by requesting a copy from the MITW Tribal Chairperson, PO Box 910, W2908 Tribal Office Loop Road, Keshena, WI 54135, or you may call (715) 799-5154.

VI. Overview of Goals and Objectives

In the Social service area, the workgroup developed five goals and twenty-six objectives. These goals include the following:

- Goal One: Create a comprehensive resource directory of services and providers.
  - Objective One: Identify existing directories of resources and services to build from.
  - Objective Two: Compile information regarding additional resources, services, and providers.
  - Objective Three: Disseminate information to the right audiences using the best platform to reach them, being inclusive of the needs of all Tribal members as possible.
  - Objective Four: Identify barriers to participation/access and create strategies to address the barriers.
  - Objective Five: Redesign the website to be more efficient and user-friendly.
  - Objective Six: Disseminate/conduct bi-annual mailings to all Tribal members on the availability of resources/services and where to find more information.
- Goal Two: Provide Access to Services that will Support the Homeless.
  - Objective One: Define homelessness, reasons for being homeless, and identify categories of need.
  - Objective Two: Assess the needs and scope of the impact.
  - Objective Three: Evaluate the process for access to housing: enhance transparency in communication and information sharing regarding housing.
  - Objective Four: Define a short-term strategy to address immediate needs, streamline the process, and provide case management support for identified individuals.
  - Objective Five: Create a long-term strategy to address the needs of those identified.
- Goal Three: Get food to the individuals most in need and ensure it is maintained as a resource for them.
  - Objective One: Assess the number of Tribal youth who are struggling with food insecurities.
  - Objective Two: Identify existing programs that offer food for other Tribal members to build this resource out to serve Tribal youth or other underserved areas.
  - Objective Three: Create a strategy to get food to the individuals most in need and ensure it is maintained as a resource for them.
  - Objective Four: Find ways to provide food where youth and people in need are gathered and access funding to pay for the food.
  - Objective Five: Research other programs (i.e., Ruby's Pantry) to explore the possibility of bringing additional services to the area using models already created.
- Goal Four: Create a strategy to be responsive to Tribal Members struggling with mental health (suicide awareness) and access to services.
  - Objective One: Assess and build upon existing resources and services.
  - Objective Two: Identify gaps in services and talk with families about their unmet needs.
  - Objective Three: Eliminate barriers to accessing mental health services, make the process more efficient, and reduce the wait time. Where possible, bring mental health services to underserved communities.
  - Objective Four: Create a community awareness plan around suicide prevention and how to access crisis intervention services.
  - Objective Five: In cooperation with the Health Pillar, enhance and create programs to support sober living efforts and address AODA concerns, especially as they impact mental health and suicide rates.
- Goal Five: Increase Housing Opportunities.
  - Objective One: Perform GAP Analysis.
  - Objective Two: Identify more housing locations.
  - Objective Three: Continue to address housing/tenant policy.
  - Objective Four: Utilize community service programs for recreation and residential improvement.
  - Objective Five: Incorporate community policing and crime prevention approaches into housing.

Social Goal ONE: Create a comprehensive resource directory of services and providers.			
Objectives: ➔ **Categories:** ⬇	*Objective One: Identify existing directories of resources and services to build from.*	*Objective Two: Compile information regarding additional resources, services, and providers.*	*Objective Three: Disseminate information to targeted audiences using the best platform to reach them, being as inclusive of the needs of all Tribal members as possible.*
Inputs/ Resources	♨ 2023 Community Needs Assessment. ♨ 2017 Menominee Indian Tribe of Wisconsin Directory. **Note:** Member Services is currently working on a directory of resources and services. ♨ Youth Services activity booklet. ♨ Menominee Indian Tribe of Wisconsin website. ♨ Community Engagement Workgroup.	♨ 2023 Community Needs Assessment. ♨ 2017 Menominee Indian Tribe of Wisconsin Directory. **Note:** Member Services is currently working on a directory of resources and services Note: Member Services is compiling information on all resources, services, and providers. ♨ Menominee Indian Tribe of Wisconsin Annual Report(s). ♨ Community Engagement Workgroup.	♨ 2023 Community Needs Assessment. ♨ 2023 Communication survey. ♨ Menominee Indian Tribe of Wisconsin Communications Dept. ♨ Menominee Tribal App. ♨ Social media. ♨ Digital signage/marquis. ♨ Congregate meal sites. ♨ Community Engagement Workgroup. ♨ Sign language. ♨ Omaeqnomenew Weqnasen.
Outputs/ Activities	♨ Attending Community Engagement Workshops to gain partners and relationships to get all existing directories and resources. ♨ Request all "resource directories" that exist within the organization and in the community be submitted to the Administration as an inventory. ♨ Review inventory of resource directories.	♨ Create a 90-day plan to compile information on all resources, services, and providers. ♨ Create a mechanism for departments and entities to provide their contact information and programmatic overviews to the Administration. ♨ Create a format for the resource directory. ♨ Compile information into one resource directory. ♨ Update directory annually.	♨ Create a 90-day plan at the Community Engagement Workshop to gather input on the best communication platforms. ♨ Identify what platforms best meet the communication needs of all Tribal members and the community. ♨ Implement the plan
Outcomes/ Results	♨ Directory inclusive of all resources and services.	♨ Directory inclusive of all resources and services.	♨ Identify all tribal member platforms to reach and disseminate information. ♨ Provide information through specific platforms that will reach the Tribal membership.
Baseline Data	♨ Current directories that were established by each department or governmental entity.	♨ No comprehensive programmatic overview.	♨ Current platforms.
Timeline	♨ Ongoing	♨ Ongoing	♨ Ongoing

SOCIAL Goal ONE: Create a comprehensive resource directory of services and providers (continued).			
Objectives: ➔ **Categories:** ⬇	*Objective Four: Identify barriers to participation/access and create strategies to address the barriers.*	*Objective Five: Redesign the website to be more efficient and user-friendly.*	*Objective Six: Disseminate/ conduct bi-annual mailings to all Tribal members on the availability of resources/ services and where to find more information.*
Inputs/ Resources	♨ Identify the current barriers. ♨ Review current strategies being used to address the barriers.	♨ Current website developed. ♨ Information Technology Department staffing.	♨ Identify all available resources/services available. ♨ Member Services currently compiling information on resources, services, and providers.
Outputs/ Activities	♨ Attend Community Engagement Workshop to gain partners and develop relationships to identify barriers and review current strategies. ♨ Create 90-day plans that will assist in Identifying the current barriers. ♨ Review current strategies being used to address the barriers.	♨ Review Communication survey with collaborating partners to design a user-friendly website. ♨ Create other methods of distribution. ♨ Listing of programs with opportunities for enhancements: Potential changes in scope for future programming. ♨ Listing of missing services to incorporate in future planning.	♨ Review Communication survey to design mailings for Tribal members who may not have the ability to access resources. ♨ Create 90-day plans that will assist in identifying the current resources available and other resources that Tribal members can obtain.
Outcomes/ Results	♨ Barriers identified. ♨ Programs redesigned to create participation for individuals to access services.	♨ Develop user-friendly website. ♨ Informational flyers to introduce new content through the Communication Plan.	♨ Programs that provide transportation services to appointments and resources. ♨ Postings on bulletin boards for Tribal members. ♨ New ways have been created to communicate and provide services to those in need.
Baseline Data	♨ Programs currently providing services.	♨ Current website design ♨ Communication Survey to identify the needs.	♨ Programs currently providing services.
Timeline	♨	♨	♨

SOCIAL Goal TWO: Provide Access to Services that will Support the Homeless.			
Objectives: ➔ **Categories:** ⬇	*Objective One: Define homelessness, reasons for being homeless, and identify categories of need:* *inability to meet qualifications for housing, lack of available housing; limited income to cover monthly expenses; not able to pass background checks; mental health/addiction, etc.*	*Objective Two: Assess the needs and scope of the impact; get numbers from the Housing Department on the number of individuals on the waiting list for housing; gather data from other sources such as Income Maintenance, Food Distribution, School Districts, Social Services, Family Services, METP, etc.*	*Objective Three: Evaluate the process for access to housing: enhance transparency in communication and information sharing regarding the availability of housing, projected occupancy availability, policies regarding the process for (annual) updating of the waitlist, and availability of other housing services.*
Inputs/ Resources	♨ 2023 Community Needs Assessment. ♨ Menominee Tribal Housing Department. ♨ Community Resource Center. ♨ Menominee Indian School District. ♨ Tribal Family Services. ♨ Tribal Law Enforcement. Youth Services. ♨ Social Services (County).	♨ 2023 Community Needs Assessment. ♨ Menominee Tribal Housing Department. ♨ Community Resource Center. ♨ Menominee Indian School District. ♨ Tribal Family Services. ♨ Tribal Law Enforcement ♨ Youth Services. ♨ Social Services (County).	♨ 2023 Community Needs Assessment. ♨ Menominee Tribal Housing Department. ♨ Community Resource Center. ♨ Menominee Indian School District. ♨ Tribal Family Services. ♨ Tribal Law Enforcement. ♨ Youth Services. ♨ Social Services (County).
Outputs/ Activities	♨ Research reasons behind homeless. ♨ Identify barriers to safe, affordable housing (e.g. inability to meet qualifications for housing, lack of available housing, limited income to cover monthly expenses, not able to pass background checks, mental health/addiction, domestic violence.) ♨ Meet with the community to identify key concepts that reflect "homelessness for the Menominee community".	♨ Identify the number of individuals on the Menominee Housing waiting list. ♨ Gather data from other sources such as Income Maintenance, Food Distribution, School Districts, Social Services, Family Services, METP, etc. that shows homelessness. ♨ Inventory needs. ♨ Develop 90-day plans to gain collaboration and partnerships with all departments listed in the matrix.	♨ Evaluate the process for accessing housing. ♨ Enhance transparency in communication and information sharing regarding the availability of housing, projected occupancy availability, policies regarding the process for (annual) updating for the waitlist, and availability of other housing services. ♨ Share regular updates with the community.
Outcomes/ Results	♨ Research reasons behind homelessness. ♨ Meet with the community to identify key concepts and words that reflect "homelessness for the Menominee community".	♨ A holistic assessment of homelessness in the Menominee community.	♨Informed the community. ♨ Improved awareness.

SOCIAL Goal TWO: Provide Access to Services that will Support the Homeless.			
Objectives: ➔ **Categories:** ⬇	*Objective One: Define homelessness, reasons for being homeless, and identify categories of need:* *inability to meet qualifications for housing, lack of available housing; limited income to cover monthly expenses; not able to pass background checks; mental health/addiction, etc.*	*Objective Two: Assess the needs and scope of the impact; get numbers from the Housing Department on the number of individuals on the waiting list for housing; gather data from other sources such as Income Maintenance, Food Distribution, School Districts, Social Services, Family Services, METP, etc.*	*Objective Three: Evaluate the process for access to housing: enhance transparency in communication and information sharing regarding the availability of housing, projected occupancy availability, policies regarding the process for (annual) updating of the waitlist, and availability of other housing services.*
Baseline Data	2023 Community Needs Survey. Gather data from current programs that provide services to homeless residents.	Gather data from other sources such as Income Maintenance, Food Distribution, School Districts, Social Services, Family Services, METP, etc. that show homelessness. Inventory needs.	2023 Community Needs Survey. Gather data from current programs that provide services to homeless residents.
Timeline			

SOCIAL Goal TWO: Provide Access to Services that will Support the Homeless (continued).			
Objectives: ➔ **Categories:** ⬇	*Objective Four: Define a short-term strategy to address immediate needs, streamline the process, and provide case management support for identified individuals.*	*Objective Five: Create a long-term strategy to address the needs of those identified. Be sure the strategy includes on-reservation, surrounding communities, and remote areas where tribal members live.*	
Inputs/ Resources	♆ All departments indicated in the Responsible Parties matrix.	♆ All departments indicated in the Responsible Parties matrix .	
Outputs/ Activities	♆ Create 90-day plans to compile information on all resources, services, and providers. ♆ Complete 90-day plans to compile information on all resources, services, and providers.	♆ Create 90-day plans to compile information on all resources, services, and providers. ♆ Complete 90-day plans to compile information on all resources, services, and providers.	
Outcomes/ Results	♆ Process created to provide immediate case management support.	♆ Long term plan to address the needs of all identified within the objective.	
Baseline Data	♆ Current directories established by each department or governmental entity.	♆ Current directories established by each department or governmental entity.	
Timeline	♆	♆	

SOCIAL Goal THREE: Get food to the individuals most in need and ensure it is maintained as a resource for them.			
Objectives: ➔ **Categories:** ⬇	*Objective One: Assess the number of Tribal youth who are struggling with food insecurities (i.e., the Tribal elder food box program).*	*Objective Two: Identify existing programs that offer food for other Tribal members to build this resource out to serve Tribal youth or other underserved areas.*	*Objective Three: Create a strategy to get food to the individuals most in need and ensure it is maintained as a resource for them.*
Inputs/ Resources	♨ 2023 Community Needs Assessment ♨ Tribal Elder Food Box Program as a resource ♨ Advocacy Support Services ♨ Agriculture and Food Systems ♨ Community Resource Center ♨ Early Childhood Services ♨ Family Services ♨ Tribal School ♨ Youth Services ♨ Community Members ♨ MISD ♨ Menominee Tribal Clinic ♨ Tribal School ♨ Woodland Boys/Girls Club	♨ 2023 Community Needs Assessment ♨ Agriculture and Food Systems ♨ Early Childhood Services ♨ Education ♨ Kaehkenawapahtaeq ♨ Language and culture ♨ Tribal School ♨ Youth Services ♨ College of Menominee Nation ♨ Community ♨ MISD ♨ Menominee Tribal Clinic ♨ Tribal School ♨ Woodland Boys/Girls Club	♨ 2023 Community Needs Assessment ♨ Agriculture and Food Systems ♨ Communications ♨ Community Resource Center ♨ Early Childhood Services ♨ Transportation ♨ Tribal School ♨ Youth Services ♨ Community ♨ MISD ♨ Tribal School ♨ Woodland Boys/Girls Club
Outputs/ Activities	♨ Create 90-day plan at a Community Engagement Workshop to create plans on what platforms are needed. ♨ Complete 90-day plans to be inclusive of the needs of as many Tribal members as possible through different platforms.	♨ Create 90-day plan at a Community Engagement Workshop to create plans on what platforms are needed. ♨ Complete 90-day plans to be inclusive of the needs of as many Tribal members as possible through different platforms.	♨ Create 90-day plan at a Community Engagement Workshop to create plans on what platforms are needed. ♨ Complete 90-day plans to be inclusive of the needs of as many Tribal members as possible through different platforms.
Outcomes/ Results	♨ Youth surveys to assist in knowing the number struggling with food insecurity. ♨ Programs for greater access for those in need.	♨ Develop a listing of available resources. ♨ Communication plan to get out in the community and provide the service.	♨ Program strategy created to maintain a resource for individuals in need of food.
Baseline Data	♨ Current directories established by each department or governmental entity.	♨ Current directories established by each department or governmental entity.	♨ Current directories established by each department or governmental entity.
Timeline	♨	♨	♨

SOCIAL Goal THREE: Get food to the individuals most in need and ensure it is maintained as a resource for them (continued).			
Objectives: ➔ **Categories:** ⬇	*Objective Four: Find ways to provide food where youth and people in need are gathered and access funding to pay for the food.*	*Objective Five: Research other programs (i.e., Ruby's Pantry) to explore the possibility of bringing additional services to the area and using models already created.*	
Inputs/ Resources	♨ 2023 Community Needs Assessment ♨ Agriculture and Food Systems ♨ Communications ♨ Early Childhood Services ♨ Tribal School ♨ Youth Services ♨ College of Menominee ♨ Community ♨ MISD ♨ Tribal School ♨ State of WI	♨ 2023 Community Needs Assessment ♨ Agriculture and Food Systems ♨ Early Childhood Services ♨ Tribal School ♨ Youth Services ♨ Community ♨ MISD ♨ Tribal School ♨ Woodland Boys and Girls Club	
Outputs/ Activities	♨ Create 90-day plans at the Community Engagement Workshop to create plans on what platforms are needed. ♨ Complete 90-day plans to be inclusive of the needs of as many Tribal members as possible through different platforms.	♨ Create 90-day plans at the Community Engagement Workshop to create plans on what platforms are needed. ♨ Complete 90-day plans to be inclusive of the needs of as many Tribal members as possible through different platforms.	
Outcomes/ Results	♨ Food stands or farmer's markets that provide food. ♨ Community Kitchen where food is available throughout the day for those in need.	♨ Food stands or farmer's markets that provide food. ♨ Community Kitchen where food is available throughout the day for those in need.	
Baseline Data	♨ Current directories established by each department or governmental entity.	♨ Current directories established by each department or governmental entity.	
Timeline	♨	♨	

SOCIAL Goal FOUR: Create a strategy to be responsive to Tribal Members struggling with mental health (suicide awareness) and access to services.			
Objectives: ➔ **Categories:** ⬇	*Objective One: Assess and build upon existing resources and services.*	*Objective Two: Identify gaps in services and talk with families about their unmet needs.*	*Objective Three: Eliminate barriers to accessing mental health services, make the process more efficient, and reduce the wait time. Where possible, bring mental health services to underserved communities.*
Inputs/ Resources	♨ Menominee Tribal Clinic: Behavioral Health. ♨ Maehnowesekiyah: Behavioral Therapy. ♨ Youth Services: Zero Suicide, Mental Health Workgroup.	♨ All departments indicated in the Responsible Parties matrix.	♨ Menominee Tribal Clinic: Behavioral Health. ♨ Maehnowesekiyah: Behavioral Therapy. ♨ Youth Services: Zero Suicide, Mental Health Workgroup.
Outputs/ Activities	♨ Utilize Mental Health Workgroup to incorporate SOCIAL goals. ♨ Develop 90-day plans at the Community Engagement Workshop to gain partnerships with existing resources and services.	♨ Determine which programs are underutilized. ♨ Identify program barriers and alternative resources to leverage or support gaps. ♨ Identify and assess applicable funding opportunities (Tribal, Collaborative, Grants, etc.)	♨ Expand scopes of program services (seek community input to diversify programming). ♨ Increased collaboration (Local, County, Tribal, etc.). ♨ Work to address missed demographics in future funding.
Outcomes/ Results	♨ Recurring meetings to assess goal progress. ♨ Access to dedicated, knowledgeable individuals for input and guidance.	♨ Listing of programs with opportunities for enhancements: Potential changes in scope for future programming. ♨ Listing of missing services to incorporate in future planning.	♨ Utilize Tribal Administration and Mental Health Workgroup support to guide and/or build formal collaborations. ♨ Construct programming with workgroup staff across a variety of expertise and service areas to ensure services are balanced. ♨ New and enhanced programming reflective of community needs.
Baseline Data	♨ Menominee Tribal Clinic: Behavioral Health patient data (Screening assessments, patient data as available in software). ♨ Maehnowesekiyah: Behavioral Health patient data (# patients and mental health assessments). ♨ Youth Services: Youth served.	♨ Maehnowesekiyah: Work to attain improved data collection capability (Software system to capture accurate and large-scale patient information). ♨ 2023 Comparative Survey Data.	♨ Menominee Tribal Clinic: Behavioral Health patient data (Screening assessments, patient data as available in software) ♨ Maehnowesekiyah: Behavioral Health patient data (# patients and mental health assessments). ♨ Youth Services: Youth served.
Timeline	♨	♨	♨

SOCIAL Goal FOUR: Create a strategy to be responsive to Tribal Members struggling with mental health (suicide awareness) and access to services (continued).			
Objectives: ➔ **Categories:** ⬇	*Objective Four: Create a community awareness plan around suicide prevention and how to access crisis intervention services.*	*Objective Five: In cooperation with the Health Pillar, enhance and create programs to support sober living efforts and address AODA concerns, especially as they impact mental health and suicide rates.*	
Inputs/ Resources	♨ Menominee Tribal Clinic: Behavioral Health patient data (Screening assessments, patient data as available in software). ♨ Maehnowesekiyah: Behavioral Health patient data (Number of patients and assessment of mental health). ♨ Youth Services: Youth served.	♨ Menominee Tribal Clinic: Behavioral Health patient data (Screening assessments, patient data as available in software). ♨ Maehnowesekiyah: Behavioral Health patient data (Number of patients and assessment of mental health). ♨ Youth Services: Youth served.	
Outputs/ Activities	♨ Determine which programs are underutilized. ♨ Identify program barriers and alternative resources to leverage or support gaps. ♨ Identify and assess applicable opportunities for funding (Tribal, Collaborative, Grants, etc.)	♨ Expand scopes of program services (seek community input to diversify programming). ♨ Increased collaboration (Local, County, Tribal, etc.). ♨ Work to address missed demographics in future funding.	
Outcomes/ Results	♨ Increased accuracy when applying for funding and other opportunities. ♨ Increased accuracy when assessing the state of mental health within the community. ♨ Increased ability to gauge the effectiveness of programming. enhancements/modifications within community.	♨ Utilize Tribal Administration and Mental Health Workgroup support to guide and/or build formal collaborations. ♨ Construct programming with workgroup staff across a variety of expertise and service areas to ensure services are balanced.	
Baseline Data	♨ DAIT Program data. ♨ 2023 Community Needs Survey. ♨ Current communication efforts.	♨ DAIT Program data. ♨ 2023 Community Needs Survey. ♨ Current communication efforts.	
Timeline	♨	♨	

SOCIAL Goal FIVE: Increase Housing Opportunities.			
Objectives: ➔ Categories: ⬇	*Objective One: Perform GAP Analysis.*	*Objective Two: Identify more housing locations.*	*Objective Three: Continue to address housing/tenant policy.*
Inputs/ Resources	♨ Menominee Tribal Housing. ♨ All departments indicated in the Responsible Parties matrix. ♨ Housing Committee.	♨ Land Use Plan. ♨ Community Development projects involving Housing. ♨ All departments indicated in the Responsible Parties matrix. ♨ Housing Committee.	♨ Menominee Tribal Housing Tenant Policy. ♨ All departments indicated in the Responsible Parties matrix. ♨ Housing Committee.
Outputs/ Activities	♨ Create 90-day plans to compile information on all resources, services, and providers. ♨ Complete 90-day plans to compile information on all resources, services, and providers.	♨ Create 90-day plans to compile information on all resources, services, and providers. ♨ Complete 90-day plans to compile information on all resources, services, and providers.	♨ Create 90-day plans to compile information on all resources, services, and providers. ♨ Complete 90-day plans to compile information on all resources, services, and providers.
Outcomes/ Results	♨ Gain funding for Gap Analysis.	♨ Processes in place to determine areas for future homes. ♨ Infrastructure designed for future. homes/apartments/tiny homes, etc.	♨ Menominee Tribal Housing Tenant Policy revised to fit the needs of Tribal members.
Baseline Data	♨ 2023 Community Needs Survey. ♨ Previous Housing Surveys.	♨ 2023 Community Needs Survey. ♨ Previous Housing Surveys.	♨ 2023 Community Needs Survey. ♨ Previous Housing Surveys.
Timeline	♨	♨	♨

SOCIAL Goal FIVE: Increase Housing Opportunities (continued).			
Objectives: ➔ Categories: ⬇	*Objective Four: Utilize community service programs for recreation and residential improvement.*	*Objective Five: Incorporate community policing and crime prevention approaches into housing.*	
Inputs/ Resources	♲ Menominee Tribal Housing. ♲ All departments indicated in the Responsible Parties matrix. ♲ Housing Committee.	♲ Menominee Tribal Housing. ♲ All departments indicated in the Responsible Parties matrix. ♲ Housing Committee. ♲ Law Enforcement and Resource Protection Committee.	
Outputs/ Activities	♲ Create 90-day plans to compile information on all resources, services, and providers. ♲ Complete 90-day plans to compile information on all resources, services, and providers.	♲ Create 90-day plans to compile information on all resources, services, and providers. ♲ Complete 90-day plans to compile information on all resources, services, and providers.	
Outcomes/ Results	♲ Recreational and residential improvement in housing opportunities.	♲ Community areas coming together to incorporate community policing and crime prevention approaches into housing.	
Baseline Data	♲ Any current programs that may assist in the development of recreational and residential improvements. ♲ 2023 Community Needs Survey (Comparative Data).	♲ Any current programs that may assist in the development of recreational and residential improvements. ♲ 2023 Community Needs Survey (Comparative Data).	
Timeline	♲	♲	

VII. Responsible Parties

The following is used to identify responsible parties in the matrix sections of the strategic plan:

- The primary lead department (P*) is responsible for coordinating efforts to complete the specific objectives listed.
- The primary departments (P) are responsible for directly assisting the lead in completing the specific objectives listed.
- The secondary departments (S) are responsible for attending meetings and providing input to assist in achieving the specific objectives listed.

Agencies/Organizations	SOCIAL										
	Goal 1						Goal 2				
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Tribal Departments											
Administration	S	S	S	S		S	S	S	S	S	S
Advocacy and Support Services				S			S	S			
Aging and Long-Term Care							S	S			
Agriculture and Food Systems							S	S			
Chairman's Office											
Child Support							S	S			
Communications			P*								
Community Development								S			
Community Resource Center	S	S		S		S	S	S	P*	P	P
Conservation											
Early Childhood Services							S	S			
Education				S			S	S			
Emergency Management											
Environmental Services											
Family Services				S			S	S			
Finance											
Gaming Commission											
Historic Preservation											
Housing				S			P*	P*	P*	P*	P*
Human Resources				S			S	S			
Information Technology					P*						
Kaehkenawapahtaeq											
Land Management								S			
Language and Culture											
Legal Services											
Lending and Taxes				S			S	S			

Agencies/Organizations	SOCIAL										
	Goal 1						Goal 2				
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Maehnowesekiyah							S	S			
Maintenance											
Member Services	P*	P*	P*	P*		P*	S	S	S	P	P
Probation											
Prosecutor											
Public Defender											
Transportation											
Tribal Archives											
Tribal Jail							S				
Tribal Police							S				
Tribal School											
Youth Services				S		S					
PARTNERS											
Bureau of Indian Affairs											
Churches											
College of Menominee Nation	S	S	S	S		S	S				
Community	S	S		P			S		S	S	S
Great Lakes Inter-Tribal Council											
Menīkānaehkem											
Menominee Casino											
Menominee County						S	S		S	S	S
Menominee Indian School Dist.							S				
Menominee Tribal Clinic											
Menominee Tribal Courts							S				
Menominee Tribal Enterprise											
Menominee Tribal Legislature											
Menominee Tribal Schools											
Nataenawemakano (YSP)											
State of Wisconsin							S				
UW Extension	S	S									
Wolf River Development	S	S		S							
Woodland Boys and Girls Club											

Agencies/Organizations	SOCIAL (CONTINUED)									
	Goal 3					Goal 4				
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Tribal Departments										
Administration		S		S	S				S	
Advocacy and Support Services	S					P	P	P	P	P
Aging and Long-Term Care						P	P	P	P	P
Agriculture and Food Systems	S	P*	P*	P	P*					
Chairman's Office										
Child Support										
Communications			S	S					S	
Community Development										
Community Resource Center	P		P		S					
Conservation										
Early Childhood Services	P*	S	S	S	S					
Education		S								
Emergency Management						P	P	P		
Environmental Services		S								
Family Services	P					P	P	P	S	S
Finance										
Gaming Commission										
Historic Preservation										
Housing										
Human Resources						P	P	P	P	P
Information Technology										
Kaehkenawapahtaeq		S								
Land Management										
Language and Culture		S								
Legal Services										
Lending and Taxes										
Maehnowesekiyah						P*	P*	P*	P*	P*
Maintenance										
Member Services										
Probation						S	S	S	S	S
Prosecutor										
Public Defender						S	S	S	S	S

Agencies/Organizations	SOCIAL (CONTINUED)									
	Goal 3					Goal 4				
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
Transportation			S							
Tribal Archives										
Tribal Jail						S	S	S	S	S
Tribal Police						P	S	S	S	S
Tribal School	P*	P	P	P	S	S	S	S	S	S
Youth Services	P*	P	P	P*	P*	S	S	S	S	S
PARTNERS										
Bureau of Indian Affairs										
Churches										
College of Menominee Nation		P		S					S	S
Community	P	S	S	S	S	S	S	S	P	S
Great Lakes Inter-Tribal Council										
Menīkānaehkem										
Menominee Casino										
Menominee County						P	S	S	S	S
Menominee Indian School Dist.	P*	P	P	P	S	S	S	S	S	S
Menominee Tribal Clinic	S	S				P	P	P	P	P
Menominee Tribal Courts										
Menominee Tribal Enterprise										
Menominee Tribal Legislature										
Menominee Tribal Schools	P*	P	P	P	S	S	S	S	S	S
Nataenawemakano (YSP)										
State of Wisconsin				S						
UW Extension										
Wolf River Development										
Woodland Boys and Girls Club	P	P	S	S	S	S	S	S	S	S

Agencies/Organizations	SOCIAL (CONTINUED)					
	Goal 5					
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	
Tribal Departments						
Administration	P	S	S	P	S	
Advocacy and Support Services						
Aging and Long-Term Care	S					
Agriculture and Food Systems						
Chairman's Office						
Child Support						
Communications						
Community Development		P*	S		P	
Community Resource Center				S		
Conservation						
Early Childhood Services						
Education				S		
Emergency Management						
Environmental Services						
Family Services						
Finance						
Gaming Commission						
Historic Preservation		S				
Housing	P*	P*	P*	P*	P*	
Human Resources	S					
Information Technology					P*	
Kaehkenawapahtaeq						
Land Management	S	P*	S	S		
Language and Culture						
Legal Services						
Lending and Taxes		S		P		
Maehnowesekiyah						
Maintenance	S					
Member Services						
Probation						
Prosecutor					S	
Public Defender					S	

Agencies/Organizations	SOCIAL (CONTINUED)					
	Goal 5					
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	
Transportation						
Tribal Archives						
Tribal Jail					S	
Tribal Police					P	
Tribal School				S		
Youth Services				S		
PARTNERS						
Bureau of Indian Affairs		S				
Churches						
College of Menominee Nation				S		
Community		S	S	S	P	
Great Lakes Inter-Tribal Council						
Menīkānaehkem						
Menominee Casino						
Menominee County		S	S	S		
Menominee Indian School Dist.				S		
Menominee Tribal Clinic						
Menominee Tribal Courts						
Menominee Tribal Enterprise						
Menominee Tribal Legislature		S		S	S	
Menominee Tribal Schools						
Nataenawemakano (YSP)						
State of Wisconsin						
UW Extension						
Wolf River Development		S	P	S		
Woodland Boys and Girls Club						