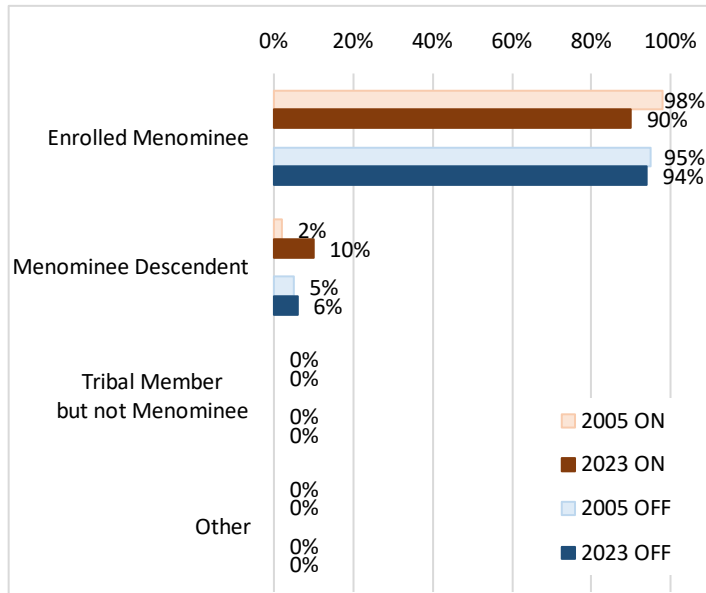


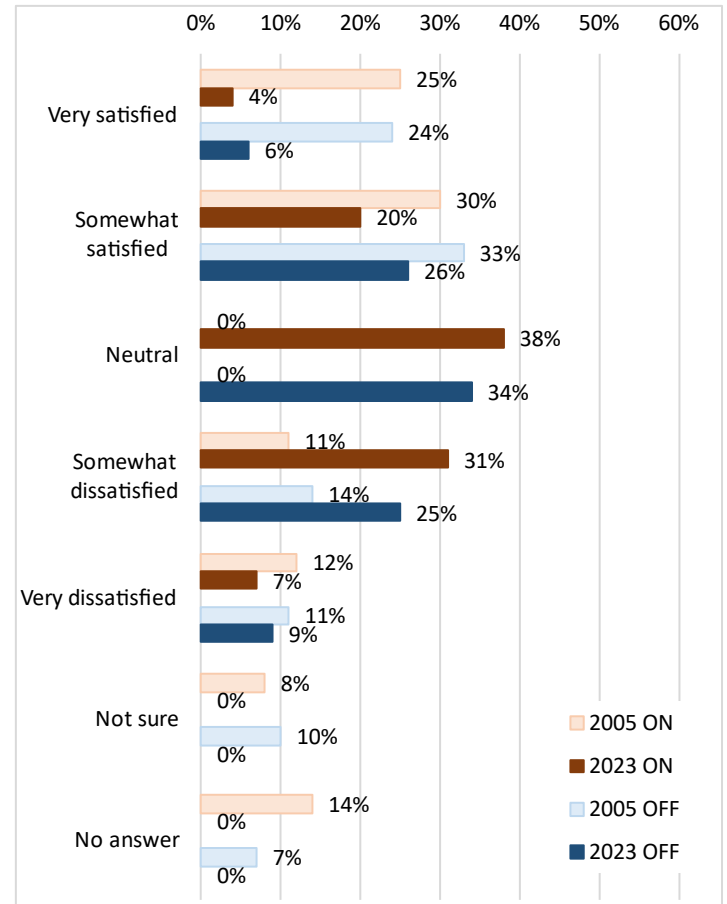
Quality of Life Questions

There are eleven survey questions related to the quality of life for MITW.

Q1: Are you an enrolled Menominee member?



Q2: How satisfied are you with the income you and your family have?



Q3: What is the primary need(s) not being met for your family regarding your current income?

Q3: Primary Needs ON RESERVATION:

Alcohol and Substance Use

- o Recovery home and transitional housing for recovering addicts.

Cost of Living and Special Circumstances

- o The cost of living is rising (3), and the prices of groceries, rent, bills, and miscellaneous costs have gone up.
- o Disability.
- o No assistance (firewood, elder food boxes, etc.) for descendent seniors.
- o Childcare or daycare.
- o Helping my grandchildren whom I keep while they go to school.
- o So many prices have increased (2).

Education

- o Education; college tuition and expenses.
- o Football training camps, college tuition fees.

Education (continued)

- o I'd send my kids to a better school if it was feasible. Money could make that happen.
- o Pay for our schooling.
- o Paying off student bills.
- o The education credential added does nothing to keep up with the economy. Invested in a master's degree that just became pure debt. The tribe is not able to offer competitive wages.

Employment

- o Being the poorest county in the State, almost all employees are paid less than in surrounding areas. Living paycheck to paycheck is the need not being met.
- o At CMN, we don't get annual raises or COLA. Would like the tribe to contribute more to the college so we can benefit from working in our tribe. We get no 401K matches.

Q3: Primary Needs ON RESERVATION (continued):**Employment (continued)**

- I love working in the community although the competitive wages are what we don't see in our tribal jobs, including the tribe, WRDC, CMN, MCR, MTE, etc.
- I make a low wage for having an associate degree. I use a lot of time taking kids to medical/dental appointments/school closings/sick kids.
- I'm not able to work because I take care of my elderly father, in his home. He makes too much money to get a free nurse/or CNA.
- Needed jobs.
- Not enough full-time jobs at our casino.
- Not enough opportunity for advancement.
- Not enough pay for the rising cost of food and necessities such as personal care, childcare, child expenses, and the cost of living.
- One income family and receive minimal pay for my length of service.
- Pay wage is low. (2)
- Pay rate too low. Not comparable to the same jobs with other Tribes.
- Purchasing land & home due to; wages with a degree, being denied too many times to further my leadership and knowledge because my degree is not to the tribe's "expectation" and unfortunately still the "corruption of Nepotism" that has come to be a "Normal" trade in our Tribal System.
- To be paid what I am worth would help to begin with because in my occupation I should make at least \$16 an hour but on the rez, I start at \$12 and must work my way up. The day I start working I am already worth \$16 an hour so that's how I feel about that.
- Tribal pay is the lowest in the state.
- Wages should reflect our education and experience.
- We are not comparable with similar positions off the reservation. The pay is much better for the same types of jobs if you work off. This is a socio-economic impact that families should be able to live comfortably here at home.
- With the higher prices of groceries, gas, and other stuff it would be nice to get a higher COLA raise. Whenever employees get a little, housing, insurance or some other cost goes up. We can't get ahead.

Financial

- All needs are just being met with current income. Major purchases that fail can cause problems.
- Credit deficiency.
- Disposable.
- Everything is getting more expensive, and my set income leaves me enough just before the next payday.

Financial (continued)

- Having money in savings for emergencies (food, lights, heating).
- I am "over income" for any help but only make \$17.00 an hour full-time raising two toddlers by myself so receive zero help from the tribe for anything.
- Living paycheck to paycheck. Do not have any funds to even have a savings account. Can't get the old debt paid because of the paycheck-to-paycheck.
- Make too much for assistance programs.
- Not being able to save. My bills are covered but just barely.
- Not enough help for single moms and dads or grandparents that work, and the programs say we make too much money, so we do not meet the requirements for programs. So, we struggle paycheck to paycheck barely making ends meet. While non-working parents get to sit back and live off the system.
- Not enough money/cash (2).
- Not enough money to save or have a good retirement. Prices are higher and taking a big bite out of our income.
- Not enough to cover expenses.
- To do family events or trips.

Healthcare

- Health Care (3); Elderly Programming.
- Medical.
- Pharmacy and clinic visits; the co-pays are too high.

Housing, Maintenance, Repairs, and Utilities

- Plowing, yard help, and lawn mower.
- Assistance with home repair and maintenance (2).
- Fix the house up; it's getting old.
- Home repairs (6).
- Housing upkeep from weather i.e., doors, wood stove, and/or roof.
- Not making enough to have house repairs done.
- A place to live.
- ADEQUATE HOUSING (12).
- Home improvement loan.
- Housing that fits us all.
- House getting fixed up! was on a program but got taken off because we were renting to own our house and besides that disabled and elder, but not old enough to be considered an elder, and about that quit making the age limit higher! turned 55 they changed it to 60, turned 60 then changed it to 62 turned 62, then changed it to 65, this is from C.B.F.R. and other programs.
- Remodeling my trailer.
- To be able to save money to add on/renovate our home.

Q3: Primary Needs ON RESERVATION (continued):

Housing, Maintenance, Repairs, and Utilities (continued)

- We are over the income limit (by a few dollars) for housing but I don't make enough to qualify for market-rate housing.
- I am a first descendant, living and working on the reservation. As a first descendant, I do not qualify to live on trust land; therefore, I live on county land. With the huge tax increase reflected in the 2022 land tax bill, I will not be able to keep my home. In addition, as a first descendant, I do not qualify for first postings in job opportunities. This very much limits my access to higher-paying jobs.
- I need a bigger home to accommodate my three granddaughters whom I am now taking care of due to their mother being on drugs.
- Moving to a bigger place.
- Property taxes on Legend Lake are too high for me.
- Resources for an adult, early twenty male tribal members - housing, healthcare, services, etc. Homeownership housing - tribal mutual help type homeownership program.
- The housing market on the reservation (mostly dominated by those with higher incomes/vacationers, not much for the middle class), but I don't believe that is a problem MITW is responsible for.
- Safety and security needs.
- Heat (4).
- Electricity (3).
- LP gas (2).
- Utilities (2) and mortgage.
- Water bill.

Insurance

- Insurance for auto, health, and life.
- Insurance; more housing.

Many Needs and Basic Needs

- Bills (4), Clothing (5), and house supplies.
- Enough food (18).
- Food is outrageous and I don't get food share to help with the expensive cost - I can't keep up with bills.
- Having enough groceries each month. Over income for every program. Feel as if people who work should qualify for assistance by using net pay not gross. People who do not work should have to work to get assistance.
- Inflation; the steady increase in food & gas. Home repairs.
- Living on the reservation is beautiful. I do recall hearing that the cost of living on the reservation is low. But this is not entirely true: Clothing, Food, Rent, Vehicle, Gas, Electricity, and other services come from off the reservation, which makes it difficult.
- Necessities, I'm 57 years old and work with an elder program at a pay rate of 7.25 an hour, I tried applying with the tribe over and over always getting turned down because they pick out of a pool of current employees which is unfair. That should change.
- Not being able to keep up with my kids' lunch account balance at school, daycare costs, and the rising price of gas. Propane price rises to heat our home. Everything in price has risen since Covid: Electric, propane, groceries, and gas.
- Not enough income to purchase clean healthy produce, meats, and other products (2).

No Current Needs

- Getting along just fine as of now
- My current income meets my family's needs.
- Needs are met.

Transportation

- Automobile repair expenses, money for gas, nutritional needs (like special vitamins or food).
- Transportation (7) and gas to get to work (6).

Q3: Primary Needs OFF RESERVATION:

Access to Services

- Living off the reservation doesn't allow for any services.

Cost of Living and Special Circumstances

- Childcare.
- Emergency assistance for enrolled members that live off the reservation if needed.
- Cost of living increased during the pandemic, and I don't qualify for assistance. My wage hasn't increased but the cost of heating fuel, gas, food, and all other essentials has increased. My wage doesn't meet my financial needs.
- Increase the cost of living.

Cost of Living and Special Circumstances (continued)

- The cost of living in the Milwaukee area is no match to living on the reservation.
- The cost of living keeps increasing and wages are not. Groceries are more expensive, gas is expensive.
- Inflation has risen ACROSS the board - Gas, groceries, rent, utilities, water.
- Inflation is impacting our income. We are not living as comfortably as we once were and have had to make changes to grocery shopping, or even had to turn the thermostat down because of increased energy costs.

Q3: Primary Needs OFF RESERVATION (continued)

Education

- Advanced education; financial assistance.
- Appropriate education monies to continue my degree; Appropriate starting wage according to industry standards; cost of living.
- College/Education expenses (3).
- Does not meet the market level.
- It has become increasingly difficult to help our eldest afford college and pay for our younger children's lunch at school.

Employment

- Experienced position salary at Casino is not competitive with entry-level nontribal salaries.
- High pay job.
- I recently received a raise in pay (5%), but my work pay is still not enough to cover my household budget needs.
- Low pay.
- Low pay for educated individuals who seek positions.
- Need help for my children to find jobs.
- Not equal to outside reservation for the same jobs.
- Not getting the jobs I interviewed for.
- Pay rates for the tribe are very low.
- Primary needs that are not being met are biased interviews and personal interest, and MTL participation. Transparency and shame based on my education and skill set would be great.
- The COLA has not kicked in yet and considering that inflation has risen to +12% and the national average of COLA is 8.7%. We as tribal employees were only allotted a 2.5% COLA, which is keeping us down as employees and tribal members.
- The cost of living and inflation is high but my salary for the type of job is low, lower than if I was to work off the reservation.
- The minimum wage has risen and for the professional job I do now, other counties are making \$5 or \$6 more an hour.
- Wage increases are not keeping up with rising inflation.

Financial

- Bills -hospital bills.
- Does not cover all bills.
- Having enough income to pay for daily living expenses while being able to put money away for savings.
- Having enough money left over after bills and rent to buy clothes for my kids.
- Lessen on my taxes.
- Limited disposable income.
- Living paycheck to paycheck (2) once a month.
- Make too much money to receive assistance from the tribe to move back to the reservation and build our own home.
- More money.
- Not enough for everyday needs!

Financial (continued)

- Not being able to save money and put money away for children's college.
- Not enough to put money into savings.
- Savings (2).
- The prices and interest on everything are going up, but the pay that I receive is not.
- Unemployed.
- Unemployment because of childcare and transportation /vehicle troubles; also waiting on HR i.e., background checks and interview information.
- Very little savings. Not prepared for disruptions in income. Worried about the ability to handle major expenses. Rely on loans when needed.
- We run out of money by the 15 each month. Must go to the food bank and eat old food 1 day from expiration. We go without necessities every day.
- With the COL increase and the cost of inflation I am barely making enough to get by.

Healthcare

- Affordable housing and health/ prescription insurance.
- Better healthcare (2).
- Good and affordable healthcare. dental and vision care that's affordable.
- Help with healthcare costs, deductibles, and coinsurance. This is a huge expense every year. Bad enough our premiums are high, and now there is a higher deductible/maximum out-of-pocket. Our family deductible/MOOP (no individual) is \$4000/\$8000. My employer only contributes \$1400 to HSA. We live off the reservation and get no help from IHS.
- Insurance copayment and out-of-pocket expenses.
- Medical insurance.

Housing, Maintenance, Repairs, and Utilities

- Affordable housing in decent neighborhoods with a good school system. No help for drug and alcohol abuse or mental health.
- Rent takes a lot of income.
- Behind on bills. Not paying a bill to buy food.
- Buying a house.
- Daily expenses (commute).
- Home improvements and maintenance (6).
- Homelessness or living in overcrowded places.
- Housing (7) I'd rather live on the reservation but there is a lack of housing.
- I am an elder living off the reservation.
- I need a well and new septic. And I need a little help, but the tribe won't help because I live off the reservation.
- Inadequate housing.
- Mortgage payment (3), increase in gas and electricity.

Q3: Primary Needs OFF RESERVATION (continued)

Housing, Maintenance, Repairs, and Utilities (continued)

- Owning our own home.
- Rent.
- Things my house needs like a bathroom.

Many Needs and Basic Needs

- May needs: Clothing (2), Food (6), and Utilities (8)
- Cost of insurance.
- Disabled son, plus partial disability from Long Haul Covid means not being able to work full time. Trying to pay bills with a part-time job at USPS (which gives me much-needed exercise) and self-employment.
- Entertainment. We have just enough money for bills, groceries, and gas.
- Help the needy!
- It affects my ability to work or even just get groceries for myself or to travel home to the rez.
- One income for the family, so we need community support for food.
- Paying bills and paying bills on time (2).
- Proper housing, reliable transportation, financing programs for enrolled tribal members (nationwide), and business education.
- Rent, bills, and other necessities like soap and toilet paper sometimes.
- Rent, food, and healthcare, both mental and physical. Clinical needs for both off and on the reservation. Lack of funding due to funding that goes to stupid things like too many court officials and paying council members too much.
- Worried about living expenses - food, gas, etc.
- We are just barely over the low-income limit. We often struggle with affording groceries, and when we do it has to be the cheap stuff.
- We are just over the limit for help with food or anything.
- Wish I had more help with food at least.

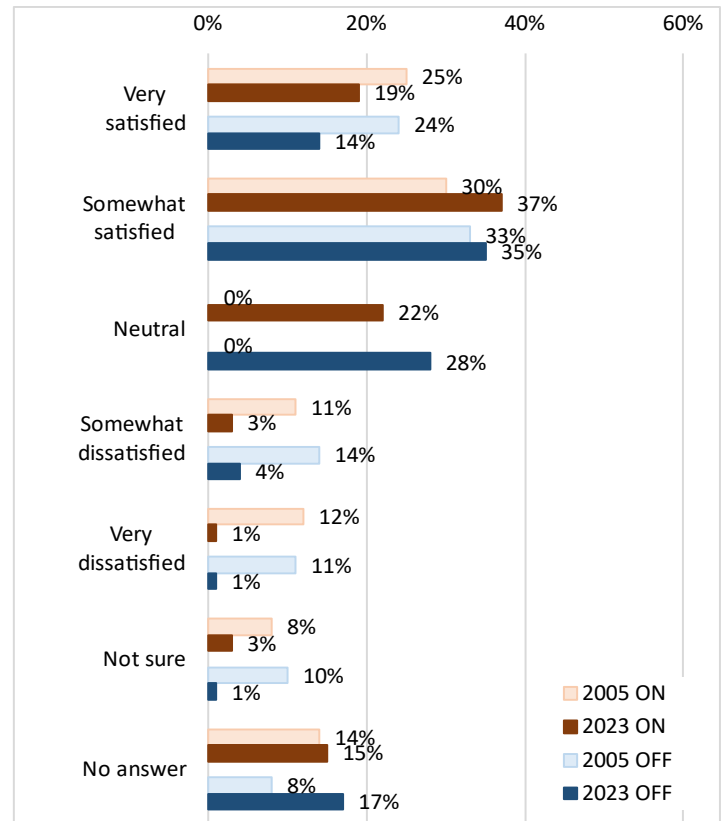
No Current Needs

- All are being met (3).
- Doing OK, not getting ahead
- I'm ok, all needs are met (2). Would like a little more to build wealth.
- Our primary needs are met. But I am a single mother, so I have to budget accordingly.
- We are managing to meet our needs.
- We have everything we need.

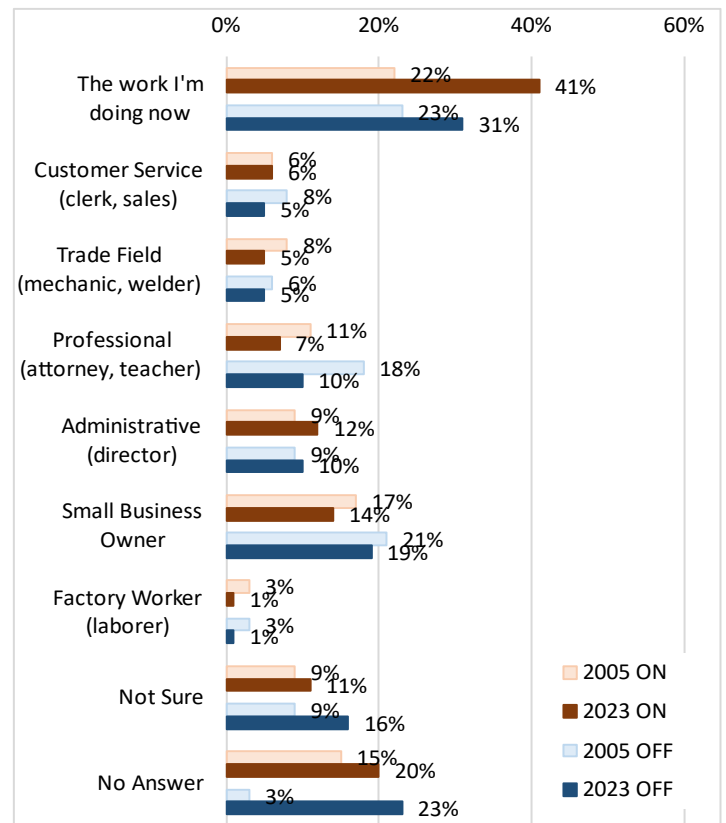
Transportation

- Cost of gas (7) and reliable transportation (3).
- I can't afford a car.
- Need a new car - economy, prices are high, our car is 20 years old.

Q4: How satisfied are you with your current job?

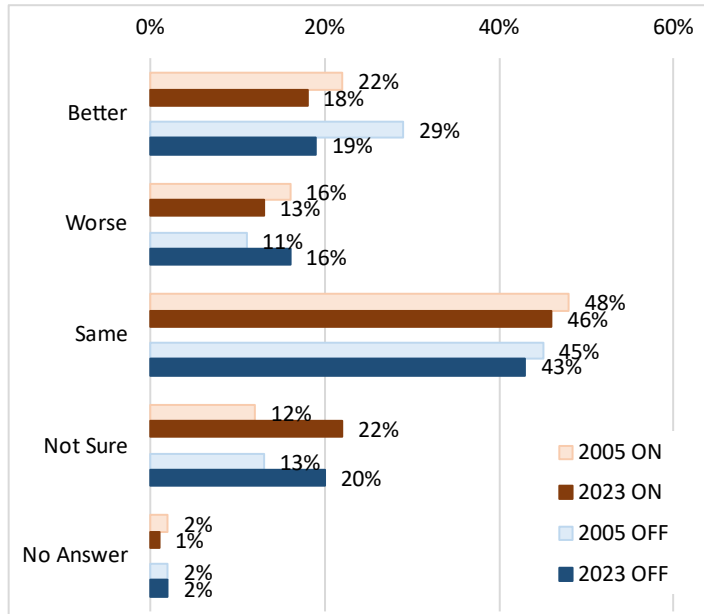


Q5: If you were to change jobs, what type of work would you be most interested in?

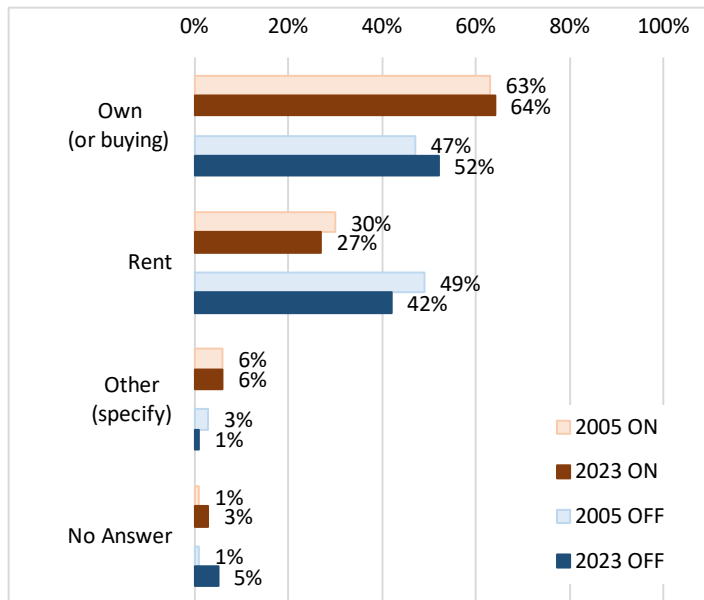


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

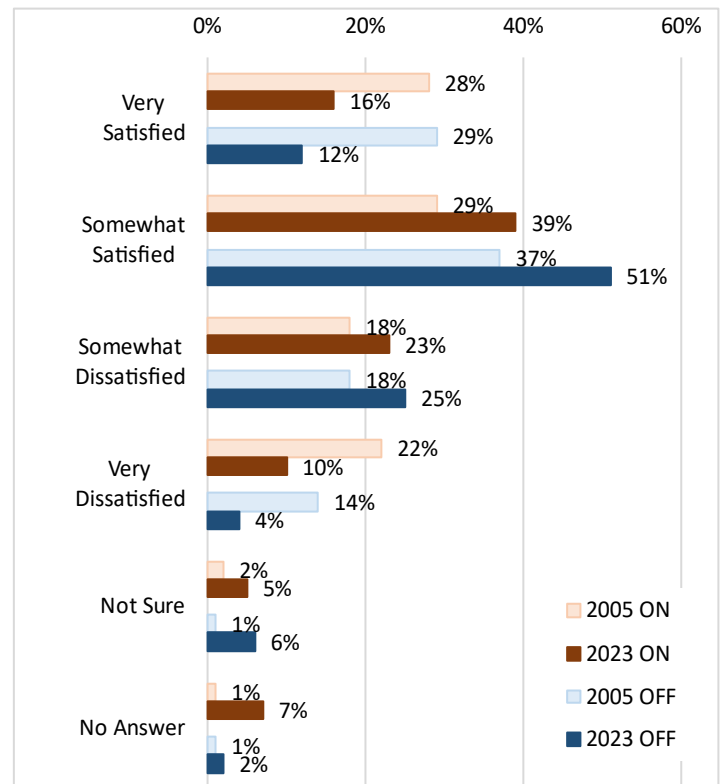
Q6: Do you expect that at this time next year, you will be financially better off than now, worse off than now, or about the same?



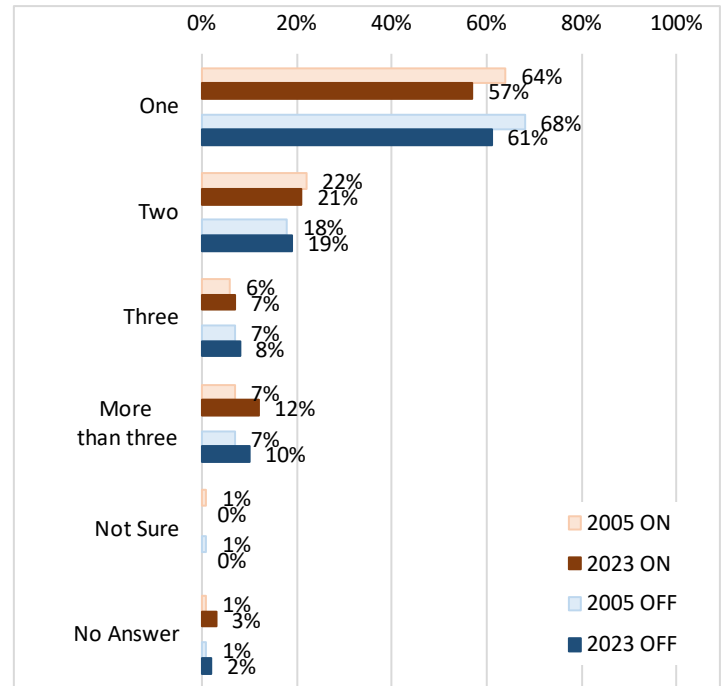
Q7: Do you own or rent your current place of residence?



Q8: How satisfied are you with your current housing situation?

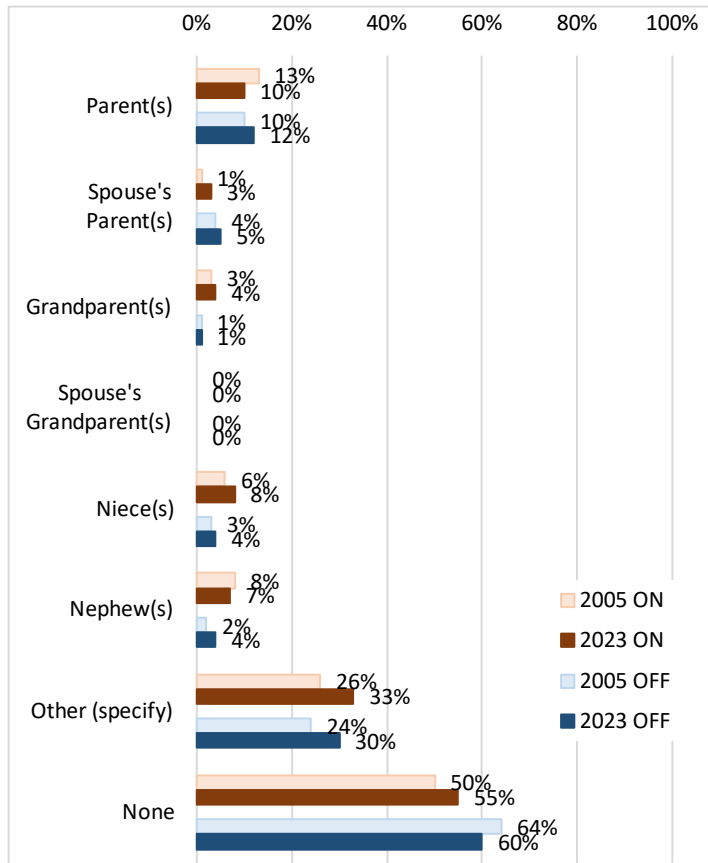


Q9: How many families live in your household?



Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q10: Please indicate all the members of your extended family currently living in your household.



Q11: Do you have any recommendations regarding needed changes in housing available on the Reservation?

Housing Recommendations: ON-RESERVATION RESPONSES:

More Housing

- More homes with more rooms instead of 2–3-bedroom homes. We have big single families on the reservation & we see a family of 6 (2 parents and 4 kids) living in 3-bedroom or even 2-bedroom housing units, waiting for bigger houses to open on the housing list.
- More homes for sale (Tribal members only).
- Need more available units for individuals that are not considered "low income" (3).
- Provide housing/apartments for single residents outside of elder age.
- Transitional living.
- Families need homes they are proud of and will keep up.
- Help with building a house.
- Have more available housing throughout the reservation, make unoccupied units available a lot sooner, and decrease ceiling rent.
- Family 1st in all tribal jobs.
- Need more affordable houses to rent or buy (3).

Housing Recommendations: ON-RESERVATION RESPONSES:

More Housing (continued)

- Need more housing and staff mustn't discourage other tribal members or their descendants from applying. Also, past legal offenses are a little too strict for those looking to apply or re-apply in some circumstances.
- Need more homes for families to purchase. Even people with bad or poor credit
- Need better funding to help enrolled members establish a mortgage loan. Perhaps a program through the Tribe. The tribe provides the loan, and the enrolled members pay the tribe back each month.
- Not anything that would be done so I won't bother to comment.
- Other than people who need housing that isn't available? Community members need to leave school with knowledge about credit scores, the process for applying for housing, and buying houses. We need access to renewable energy resources and alternative grids for electricity.
- Sustainable housing, using materials from our forest, harnessing our energy.
- Something like the HUD practices that helped to build all the homes back in the 1980s. Help with the cost of building but with the expectation of having to be paid back. Not reliant on credit or debt to income like a bank, but rather the opportunity to help build home ownership amongst tribal members.
- That we have a mill-logs-land. Log homes for all that need them. Family 1st in all tribal jobs.
- Weren't there supposed to be manufactured tiny houses?
- Would highly recommend updating the poverty guidelines for families due to the increased cost of inflation. Lowering the background check fee, if possible. Maintaining housing and market-based houses so they don't end up condemned. Will end up being short on houses to offer people to live in, which affects the shortage we already have, unfortunately.
- Yes, I think that it doesn't have to be as hard or troublesome to apply for housing without the people in the office (just because of your last name) treating you funny or acting like you don't deserve s**t. All my many years living off the rez I had to deal with people acting that way but to come home and have my own people act that way to me is not acceptable. And the way you guys got the lots set up with trailers on them already. If you don't take the trailer, you can't have the lot. Well, that is just stupid, because I had a lot given to me by my aunt and uncle. It was my uncle's lot, he left it to my aunt, and she gave it to me. Now the trailer was my uncle's, but I don't want the trailer and they told me up at the land use office that if I don't pay the rest of what my uncle owed, I would lose the lot!!! That's not right at all.

Q11: Housing Recommendations: ON-RESERVATION RESPONSES (continued):**More Housing (continued)**

- Have more low-income homes but homes for medium-income families with bigger rooms and more bathrooms and don't build them so close together.
- Need more housing, but the tribe needs to understand with more homes, there needs to be more staff at housing if/when this happens.
- Tiny home construction and more apartment units that are built sustainably and don't cost so much to heat and cool. There is a serious housing situation with our people and a survey of what types of housing would help our communities. Bring the individual/family in to help participate somehow so they feel part of the process. Instead of finding faults with the tenants and being so quick to evict them during the inspection of the homes that they rent, the tribal housing should explore hosting throughout the year, numerous workshops for their tenants so they can learn how to do spring cleaning, fall clean up, lawn care, decorating your rooms, cleaning appliances (stoves, etc.), organizing your living spaces, decluttering, organizing your sheds, basements, etc.
- Tribe needs to build housing opportunities for older couples looking to downsize from bigger houses they live in.
- A lot of our adult children need to move to Shawano or surrounding areas for apartments.
- We need to make housing options available for working families.
- Build more homes (7), more large homes with 3-4-5-6 bedrooms (7), and housing for large families (2).
- Suggestions or inquiries about why we let non-enrolled members with enrolled children but not the other enrolled parents into our housing homes before we let our enrolled parents into them with enrolled children?
- Expand housing options in all communities on the reservation.
- More available housing (13) and apartments (12), housing for larger families, and safe houses.

Alcohol/Drug Restrictions

- Provide the Tiny Homes village with rules for the homeless and addicts OR give an individual a chance to purchase a home and land.
- Remove people that sell drugs from any help with housing.

Apartments and Multi-Family Complexes

- Apartments for people who work. Lots of people who work on the reservation pay rent in Shawano.
- Apartment rentals or more housing options for the families that fall in between.
- Build more housing; duplexes/4-plexes (2), singles apartment buildings.
- More apartments and houses on the reservation in Middle Village with a gas station and mini-mart.

Apartments and Multi-Family Complexes (continued)

- Possibly build apartment complexes for smaller families and expand the two bedrooms to 3 or more.
- We need more apartment buildings and multi-family homes to be built. Culturally and historically, we didn't live in single-family units, and we still don't to this day.

Elders and Special-Needs Living

- Need housing for homeless (3) single adults/families.
- We have too many homeless and not enough housing available. Our community has lived in poverty for generations and may not have the basic life skill set, of keeping a house, paying bills, cooking, cleaning, and money management skills. We currently live in crisis mode, day to day, paycheck to paycheck with no learned skills of saving for the future. The community lives in debt and is the victim of predator lenders.
- I believe in the Menominee Housing division. More apartments, as there are elders who are afraid to move home because they do not have a place to live.\
- More housing for elders (8), including single-home housing.
- More emergency-type housing, such as tiny homes.
- Past crime living, a forgiveness plan for people that committed a crime in the past (5 years or 3 years forgiveness) to get affordable housing.

Home Repairs

- Assistance for homeowners. Wood for wood stoves (assistance with the cost of outdoor wood burner installations), windows (2), fencing, etc.
- Better upkeep of the homes, more built also.
- Faster fixing of homes that are boarded up!
- Have housing fix and repair existing units.
- Major rehabilitation of units in the Neopit community, additional options.
- People need to take care of their houses and respect boundaries.
- Rehab abandoned homes and fix older homes and sell to tribal members.
- Tear down abandoned homes and place modular homes.
- Everyone wants more houses but there's a lot that must be done to build homes.
- Need to get people moved into the empty houses around the reservation, and if possible, build more.
- We need building permits, building inspectors, and archeologist surveys.
- We need to create a Menominee-specific Habitat for Humanity program for those who want to build their own homes but don't have the ability. We need to make sure tribal housing is run more efficiently and effectively. Link social support services directly with housing occupation but provide a pathway for people to move on from tribal housing.

Q11: Housing Recommendations: ON-RESERVATION RESPONSES (continued):**Houses-Homeowners-Land Ownership**

- Develop more home ownership for members (3). Develop a revenue gen-model for rental units. Go beyond a Maintenance Program with clear stock. Change the model & update it to the needs of the community.
- Give the individuals who lived in MTHA the past 30 years ownership so they can fix up any/all normal wear & tear of the said home since MTHA "refuses and finds excuses".
- People should be able to own a house. (2)
- We need to make lands that are currently plotted for development available to prospective homeowners that are ready to secure mortgages on their own. Like lands in Middle Village that only need sewer and water to get them developed.
- Build a house with 2 bedrooms and basements.

Housing Limitations

- Have a faster application process/waitlist (2)
- Get people in houses faster (3).
- Need quicker awards of housing.
- Wish houses boarded up were available right away.
- More rental units and housing should not allow families who continuously break their lease to be able to stay in the housing unit, especially when they're a disturbance to their neighbors.

Rentals and Rent-to-Own

- More availability and rent to own would be nice (5).
- Purchase rent-to-own housing.
- Rental assistance.
- Build 4- & 5-bedroom units for rent and rent-to-own
- We need more places to rent for people without big families.
- Also, more rent-to-own homes for enrolled members with bad credit.

Single-Families

- Singles and couples with no children have very limited options.... more apartments or tiny homes would be nice.
- Single-family apartments (4) and housing for smaller families (4) and newly married couples.

Young Adults/Single Adults

- Apartment for young adults or professionals who work for the tribe.
- Apartments for single people with no dependents (11) [single males and females]. Consider tiny homes.
- Apartments; youth/teen shelters
- Build more houses for both families and single people who prefer not to live off the reservation.
- Build more housing for single people and small families.
- Extremely high need for apartment complexes, young people can't keep their jobs because they must move off the Rez.

Young Adults/Single Adults (continued)

- As a financially responsible individual who has a great rental history, there are no options to rent on the reservation. I have no children and a stable income and would pay full price for rent yet there are no options for someone like me. I am also interested in possibly purchasing/building a house but am limited to the legend lake area, and I would rather live on a tribal lot, but I am unsure of the process for obtaining a tribal lot and then building on it. And I do not.
- Have more housing options for young single adults because young adults wanting to move into their own place must live off the reservation to do this.
- Housing is not only for people with children or multiple people living in a home, but for people who are single, married (no children), and working. Reasons people must move to Shawano to get an apartment and/or rent a home elsewhere.
- I think an apartment building for the young people that work at casino-type jobs or are in college. It would be nice for them to rent on the reservation instead of renting in Shawano.
- Need more single housing. We cannot get homes unless we have children or are elderly. Nothing is available so people need to live in Shawano then a tribal member cannot get the state tax deduction because they are forced to live off-reservation.
- Need to add apartments or homes for single workers without children. I currently have two adult children without children residing with me. Both work in our community.
- Yes, affordable single people living in apartments. Some people that need to live alone do not qualify for assistance unless they have children or other circumstances.

Q11: HOUSING RECOMMENDATIONS: OFF-RESERVATION COMMENTS:**More Housing**

- Availability, reasonable prices, and assistance with the application process eliminate unnecessary runarounds.
- Don't know; I wish I had a home on the reservation, the Oneidas have nice homes for their people.
- From anecdotal comments heard from the community, there is a need for MORE housing.
- Funding needs to stop being wasted on things the members of the tribe don't get to vote on because an overpaid council does everything in secret. You have way too many judges and prosecutors but yes, keep wasting money that can be moved to better and adequate housing needs.
- House/prefabricated.
- Have the families do a Financial every year to see if they still qualify for housing.

Q11: HOUSING RECOMMENDATIONS: OFF-RESERVATION COMMENTS (CONTINUED):

More Housing (continued)

- I built mine from cords from the mill; give them these. It's better than living in campers.
- I don't live on the reservation so I can't comment (6).
- I hear many working members on the reservation cannot find housing because they are not a family in need, perhaps an apartment complex not based on income.
- I live off the reservation because I could not find housing on the reservation.
- It doesn't have to be just "housing" houses. Some people make enough money to afford a regular apartment but there are no apartments. We need more apartment buildings, complexes, duplexes, and houses for rent.
- More housing needs to be available (4). Even apartment buildings would be great. I am an enrolled member who has had to move off the reservation to get housing. I would rather be on the reservation for my kids' bussing. They must get up at 5:30 a.m. to catch transit to the transit building just to catch their Tribal School bus.
- Tribal members want to move back up there but must settle for Shawano.
- There needs to be more houses that ARE NOT housing houses. There is more than enough land to build houses or especially apartments that are NOT for people who are stuck on the housing lists. Regular people (single/no kids) need housing options as well.
- We haven't built homes for the general membership in several years. We need to build more homes, we operate a lumber mill, and what is the reason we aren't taking advantage of that to help address our homelessness needs? Families doubled up are considered homeless. People always reference red tape barriers but if we are a sovereign nation then we can make changes to meet our needs.
- Yes, I most definitely do. First off, we came home in 2021 and were homeless in Wausau unable to find housing on reservation due to long wait times and felony records. These are silly colonial rules that shouldn't apply to Tribal members. Both my mother and I have been harassed by white men here in Wausau for being Native Americans. I was publicly humiliated on local and national television, on social media, and in local newspapers all because I'm mixed in Wausau. The whole time I shouldn't even be here; I should be home on the reservation. But no, it's not available yet there are houses all over the rez unoccupied. Not to mention the crime, drugs, and lack of opportunity on the rez. Homes should be purchased not rented, land should be sold to tribal members, not leased.
- I would honestly love to have a 4-bedroom house, but I cannot afford \$2000 a month for rent.
- It would be better if people took care of the current homes so new ones could be constructed.

More Housing (continued)

- Safe and lawful communities.
- It would be nice for some housing assistance for people off the reservation. Maybe a stipend and in return, the recipients must do some community hours for the reservation. Either by going up there or something remotely.
- They shouldn't have to pay rent because the Nation is being funded by the government.
- Need a reservation-to-reservation housing program that is open to all enrolled members of a tribe/nation/band. If you are registered with another tribe/nation from a different region, then you are eligible for special programs to help build a rez-to-rez business / personal network community.
- Need housing options for all income levels. Homes need to be livable, and in good condition - quality housing. Plus, they need to be located where people are connected to the community - not in some remote inaccessible location. Remote locations may be preferred by some if they have transportation.
- Not letting them live with barely paying rent, if they were off the reservation they would be paying more, so they should appreciate the housing they get, and treat the homes with respect.
- So many people need to live off the reservation because there aren't any places available to live other than low-income housing - and even that is not a guarantee. If the tribe could invest in duplexes or apartment buildings for working people to rent, that would be ideal. Also, adjust zoning to provide more land for people to build on. There are such minimal options in terms of land to build on for people who want to move back home. So, we end up renting or building off the reservation.
- Would recommend looking at other countries that have worked with homelessness/mental health needs/drug abuse issues and see what has worked for them in terms of programs.
- Work with families who have been in housing for years to be more self-sufficient and financially responsible so they can build or buy a house so that another unit can open for availability. Some people rely too much on living in a housing unit assuming they'll live there the rest of their life and expect the tribe to turn it over to them for free if they live there long enough.
- Maybe build apartments instead of homes to help give more natives options to live on the reservation instead of waiting for places to open for rent.
- I would love to see an apartment complex open on the reservation. Currently, I live in an 8-plex apartment in Shawano, and I enjoy it. I would love something similar on the rez.

Q11: HOUSING RECOMMENDATIONS: OFF-RESERVATION COMMENTS (CONTINUED):

More Housing (continued)

- We need more duplexes, townhomes, apartment buildings, and single-family homes not owned or run by housing, but by our own management realtors.
- Please, FOR THE LOVE OF GOD, build apartment complexes! Something different for tribal members that don't need entire homes.
- Would prefer to rent an apartment on the rez rather than in Shawano.

Alcohol/Drug Restrictions

- Follow and develop policies for the low-income housing areas- NO DRUGS and ALCOHOL.
- Get the drug dealers/users out of housing!!!! Build nice apartment complexes for the ones that can afford them and don't expect housing assistance.
- More drug-free environments.
- More strict policies on drugs, and habitual violations. More housing security officers with authority.
- Neighborhoods need to be safe. Drugs, alcohol, etc. opioids use - people are dying, and it is not a good environment to live in.

Apartments and Multi-Family Complexes

- Housing is a great need. Maybe think about building a large apartment complex.
- Apartment complexes (4).
- Apartments for all, not just low-income levels, duplexes for all, homes for all.
- Apartment complexes because not everyone needs a house. If you can integrate a mix of young families and elders in the same complexes it would be like the traditional family arrangement.
- More apartments would stop pushing people to have kids just to get into housing.
- Duplexes and apartment complexes would be nice. However, DO NOT run it like a HUD program... so many Menoms rent in Shawano and can pay rent/ bills on time, live without inspections several times a year... and can suffer the consequences if they break their landlord's leases/rules like adults (2).
- I would love to see a couple of luxury condos or apartments available on the river or one of the lakes on the reservation.
- Multiplex apartments would be beneficial.

Elders and Special-Needs Living

- Assisted living facility.
- Better opportunities for elders to live in the same home.
- Bigger units for the elders in the community.
- Emergency housing for a homeless family...especially someone who has kids.
- More low-income housing (2).
- Housing for addicts and transitional programs (3).

Elders and Special-Needs Living

- Improve the infrastructure to handle multi-family units; create neighborhoods for senior citizens-only housing.
- More availability for the elderly (5).
- More housing for the elderly and disabled.
- Small houses for older, single people.
- There could be more houses available as they did for mutual help homes.
OR...Take the elderly units that are scattered throughout the Reservation and rent them to younger people. Then... Build an Elderly campus.
All Elderly units should be in one area so that they have people their age to visit and participate in events with - and it should be in a gated community with a security guard. It could be one big campus/community for Seniors. It could have a Rec. Room, a food store/gas station, a lounge, a movie room, etc. with a visiting nurse twice a day. and tons of lights if they want to walk around at night.

Home Repairs

- More money should be available for Tribal members to repair homes (4). Remodel existing and abandoned homes (4) currently vacant and update appliances and fixtures.
- More maintenance workers.
- Stop housing clusters/projects.
- Many homes are vacant and need a lot of work to make them livable. Either no one knows who owns them or the owners are asking unreasonable prices for someone else to purchase them, so they sit there and rot. In most of these places, I have the skills to rehab, but again, I do not know who owns them or how to contact them.
- Update/renovate the current homes, add single apartment-style living, tiny homes, and manufactured homes, and renovate and build more elderly facilities/homes, such as an adult living facility for those that can still live on their own but may need help with basic medical needs (medication administration, blood pressure monitoring, etc. convert the current high school into a homeless shelter and/or an addiction rehabilitation center when the new high school is opened.
- Invest in more insulation for heating and renewable energy sources. Look at more sustainable smart options. Build houses that last.
- I see a lot of houses boarded up on the reservation. Not sure what the circumstances are but if that is the case why not give tribal members the option to buy? Houses are losing their value by being empty.
- Available if not homes then land to put one on.
- Build more houses (4).

Q11: HOUSING RECOMMENDATIONS: OFF-RESERVATION COMMENTS (CONTINUED):

Houses – Homeowners – Land Ownership

- More availability for home ownership (2) and more housing for those who do not qualify for low-income housing (2).
- More home-buying opportunities. More housing houses in general. Apartment complexes. Housing fixing up all the boarded-up houses across the rez.
- We need more housing and more rural places for homesteads. Stop trying to put everyone in Keshena and Neopit. To my way of thinking, we are people who like their privacy as well as their social activities.
- Homeownership available on\off reservation
- Small or medium-sized homes like the ones in Middle Village. With garages of course.
- Make large lots available for building. I'd like to build, but I don't want to be right on top of others.

Housing Limitations

- Housing is available to those who don't make the income requirement (who make too much money based on the housing standards).
- More houses to rent or purchase.
- Too long of a waiting list.

Rentals and Rent-to-Own

- More options to rent (2).
- Rent-to-own programs. Raise qualifications of applicants such as working towards an associate degree.
- Rent-to-own options.

Single-Families/Young Adults/Single Adults

- More housing for single people with or without children (2).
- Build a tiny home neighborhood for those who can't get housing or for small families. Way too many homeless and needy families or singles.
- Affordable single-family housing in safe neighborhoods.
- More housing options for young adults.
- Yes, more apartments for young people with families.
- Apartments for the younger generation needed to move out of their parent's homes to see what life is like.
- I would prefer to live on the Rez, but my kids are grown and there is absolutely nothing available for a single woman. We should have apartment complexes.
- Rent-to-Own Homes, Tiny Home Communities, or Apartments for the Younger Generation to have an opportunity at building their credit and rental history.
- More housing for young people (single or single parent)
- I wish that the tribe would offer more to young people who don't yet have children. From my understanding, people who have children tend to get "dibs" on housing. It's just me and my spouse, we currently rent a small apartment that costs over \$600/month, not including utilities. If the tribe can't offer housing to individuals like me, at least offer some sort of incentive to the ones who are child-free and trying to further their educational goals.