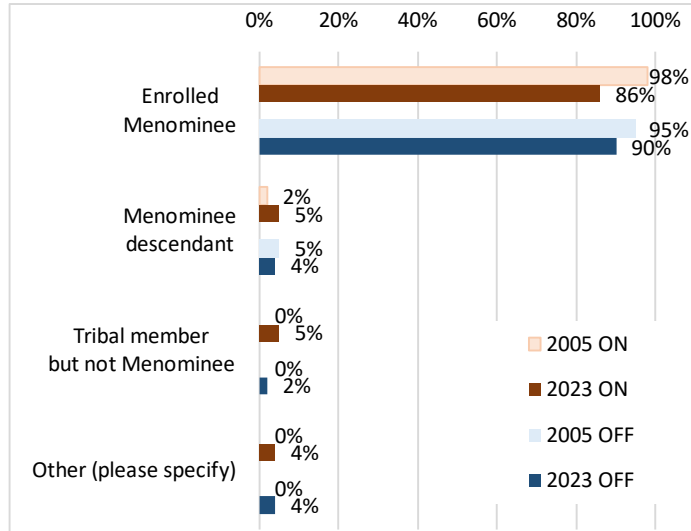


Demographic

There are sixteen questions related to demographic information.

Q68: Which of the following best describes you?



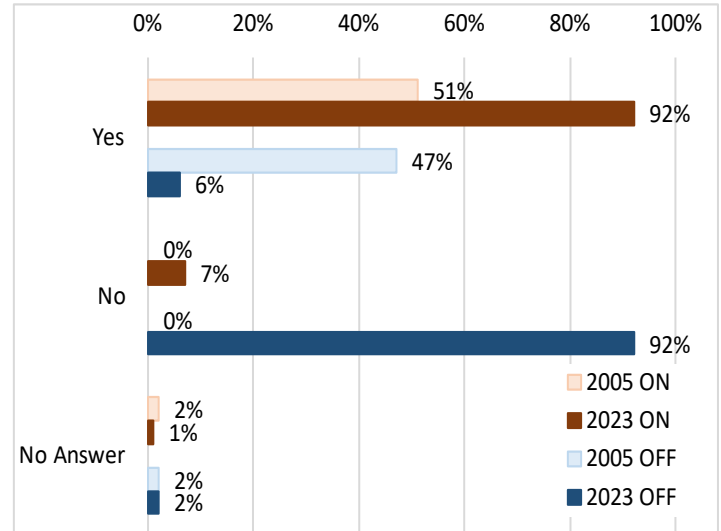
Q68 Other: Comments ON RESERVATION:

- Menominee senior citizen and beautiful.
- Nonnative.
- Not enrolled.
- Spouse but not tribal.
- Spouse of an enrolled member.
- The following questions reduce the confidentiality of this survey.

Q68 Other: Comments OFF RESERVATION:

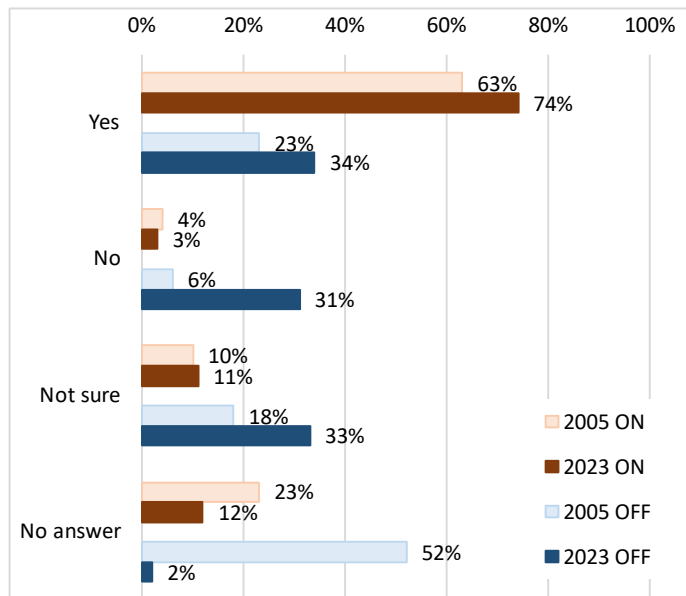
- Enrolled and descendent checked.
- Married to an enrolled Menominee.
- No tribe affiliation.
- See the answer to question number one.
- Spouse of enrolled Menominee.

Q69: Do you reside within the Menominee Reservation boundaries?

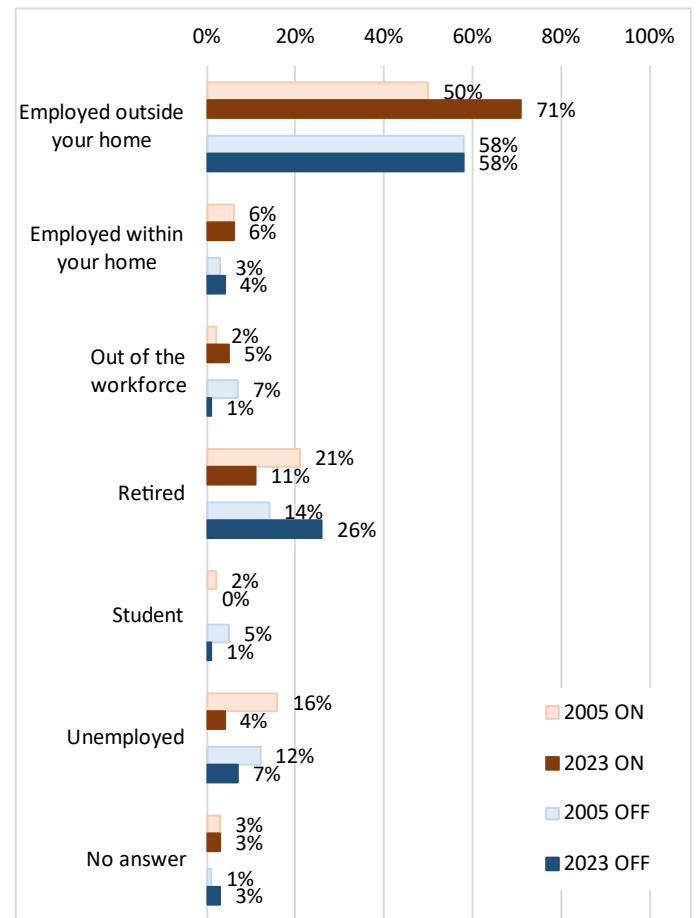


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

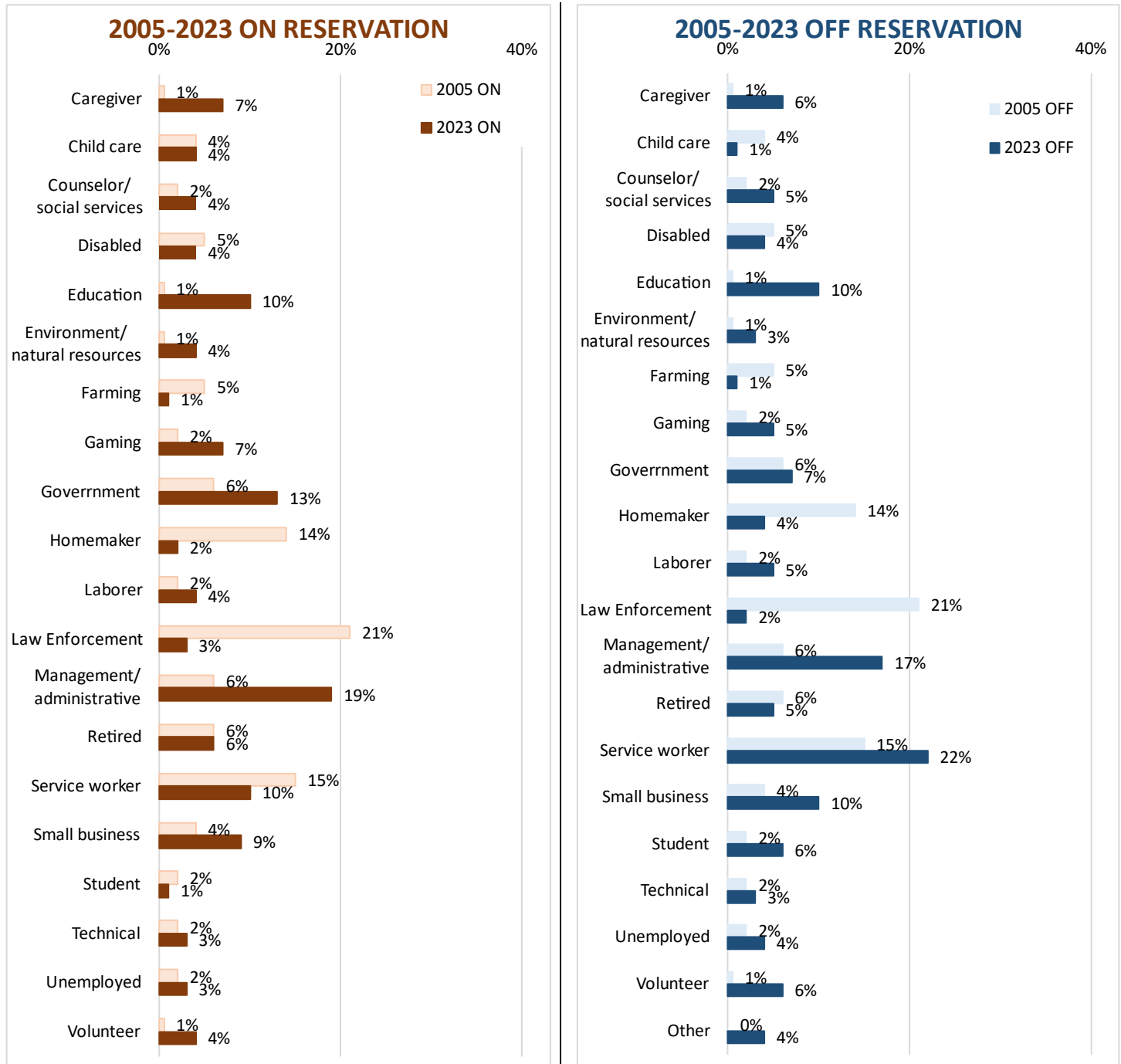
Q70: Do you intend to live on the reservation sometime in the future?



Q71: Which of the following statements best describes your employment situation?



Q73: What is your occupation?



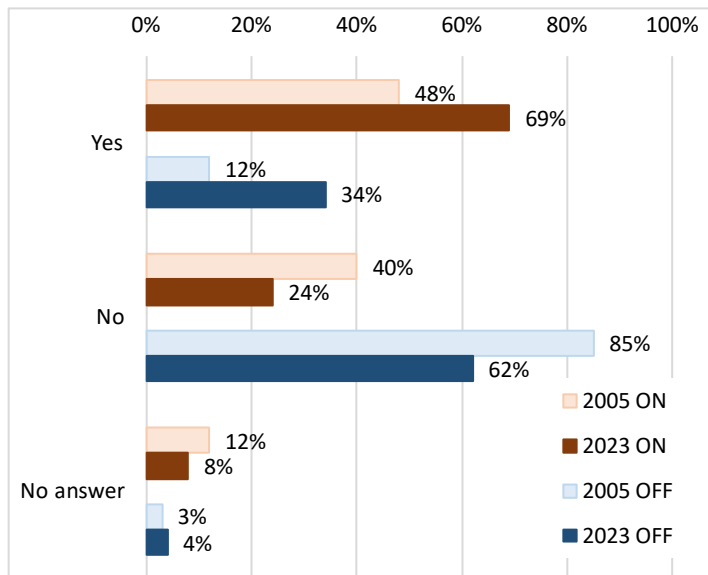
Q73: Occupation Other Responses: ON RESERVATION

- Arts and crafts.
- Bus driver.
- Career Services.
- Committee member COA.
- Cook; line cook (2).
- Crisis.
- Dispatcher.
- Elder program.
- Electrician.
- Environment services specialist (3).
- Firefighter.
- I have three jobs.
- I prefer not to answer (2).
- Paralegal/ executive assistant.
- Patient registration specialist.
- Reception.
- Receptionist at the historic preservation.
- Retail worker (2).
- Sales.
- Secretary.
- Sr. customer service representative.
- Tourism.
- Transportation.

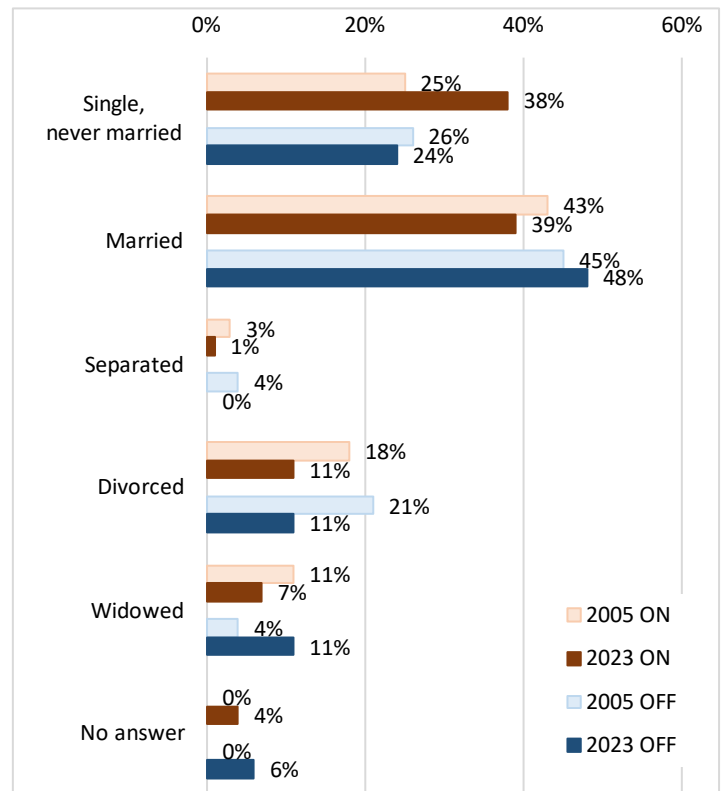
Q73: Other Responses: OFF RESERVATION

- Accounting/Finance.
- Artists.
- Benefit Advocate.
- Claims adjuster.
- Customer service.
- Disabled (2).
- Human Resources.
- I'm currently working on my degree in psychology.
- Information Technology.
- Legal Assistant.
- Medical (3).
- Office employee.
- Other.
- Parcel Runner USPS, Independent Licensed Insurance Broker - Health Insurance Products.
- Peer Support Specialist.
- Receptionist for Vet Hospital.
- Retail worker.
- Retired.
- Retired but volunteer services.
- Retired teacher.
- Security guard/ security officer.
- Take care of an autistic person – Grandson.
- VA.

Q72: Are you employed on the Reservation?

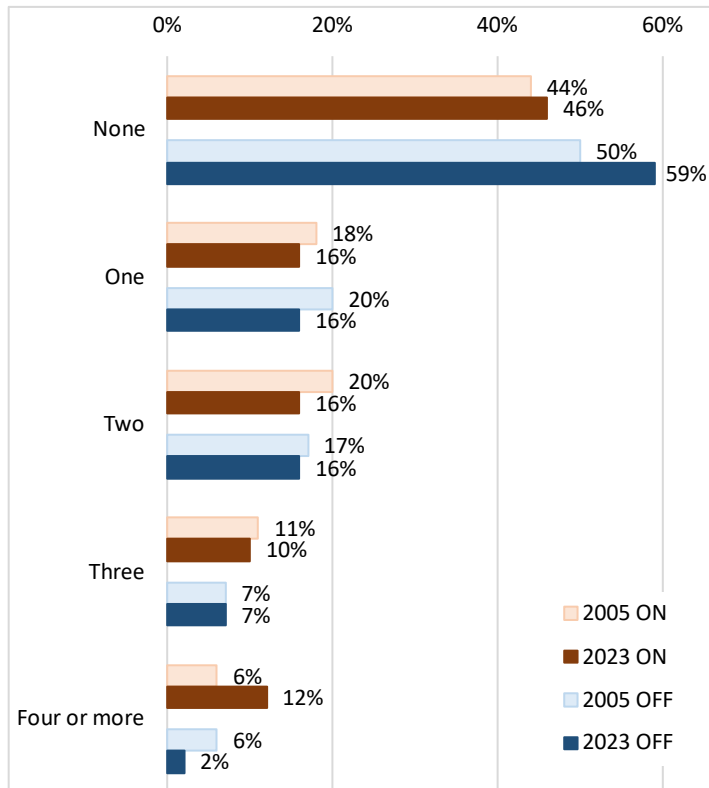


Q74: Which of the following best describes your CURRENT marital status?

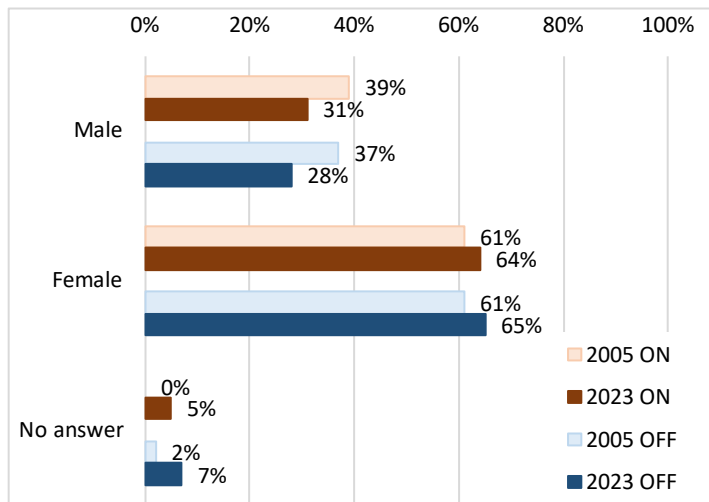


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

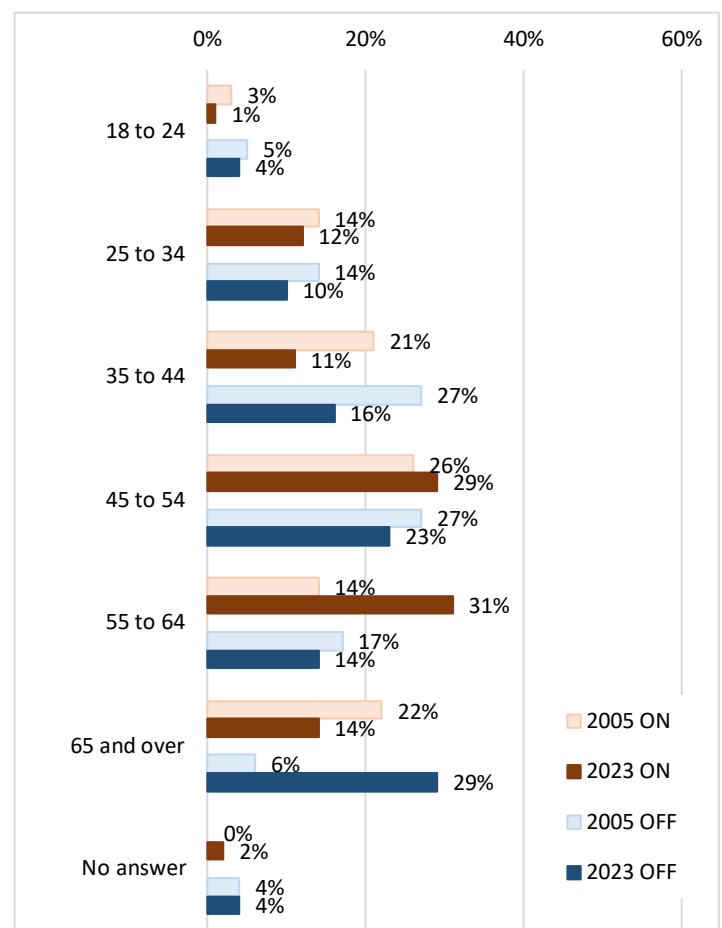
Q75: How many children under 18 years of age reside in your household?



Q76: What is your gender?

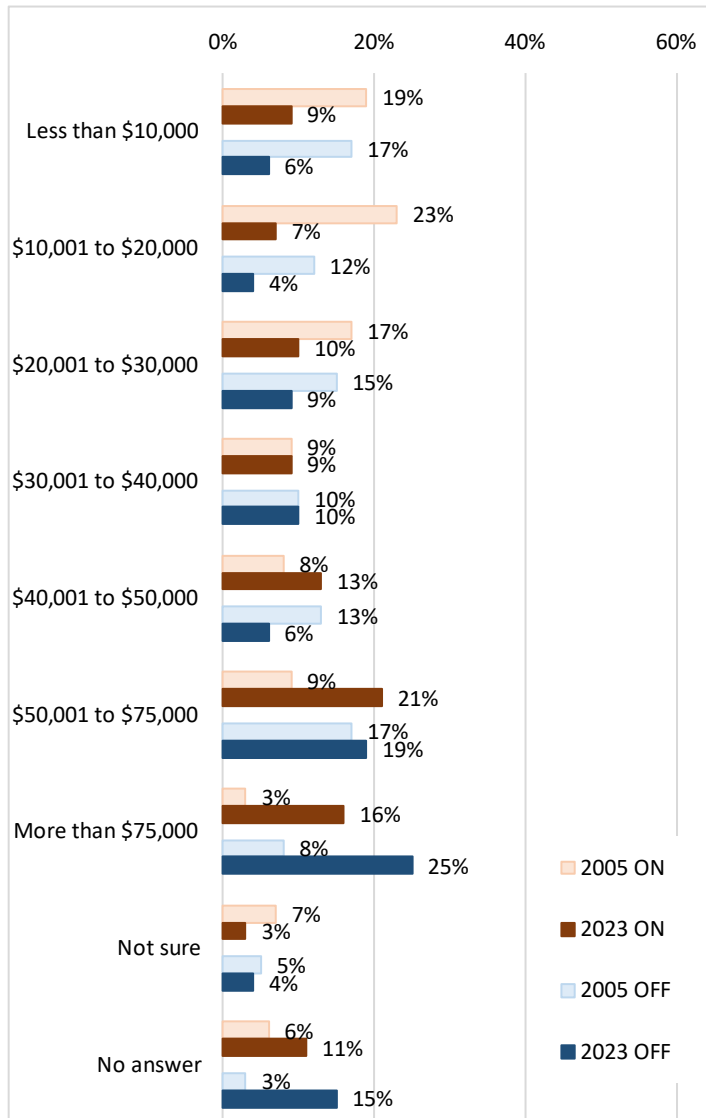


Q77: What is your age?

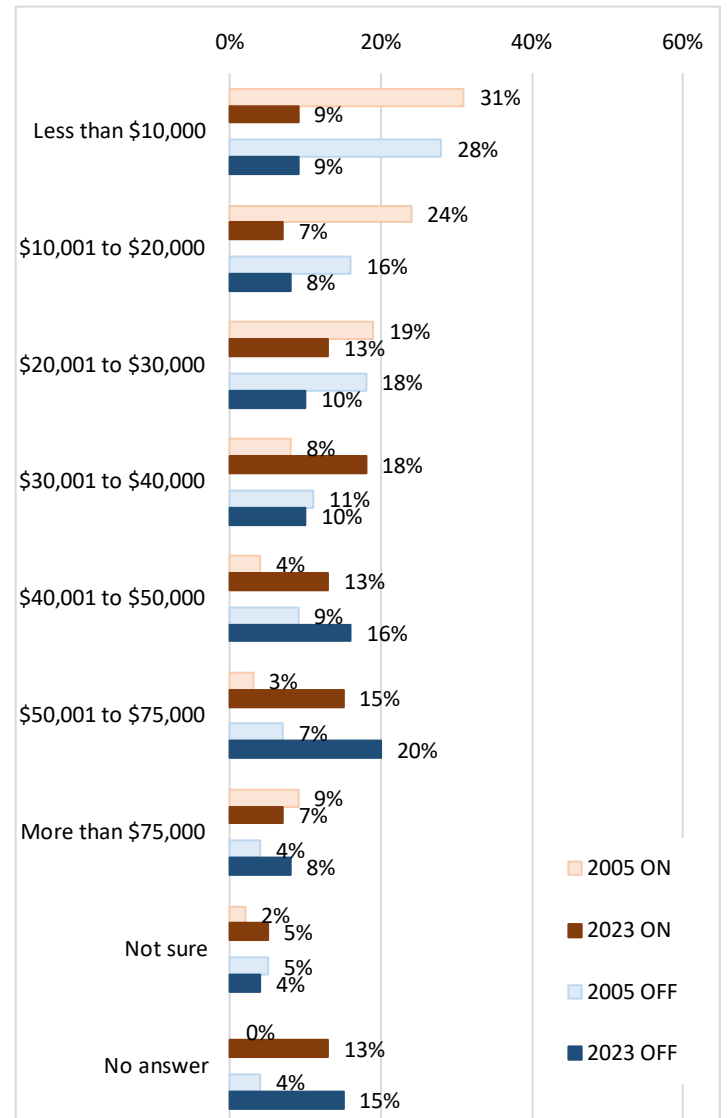


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q78: What is your combined TOTAL FAMILY INCOME before taxes?

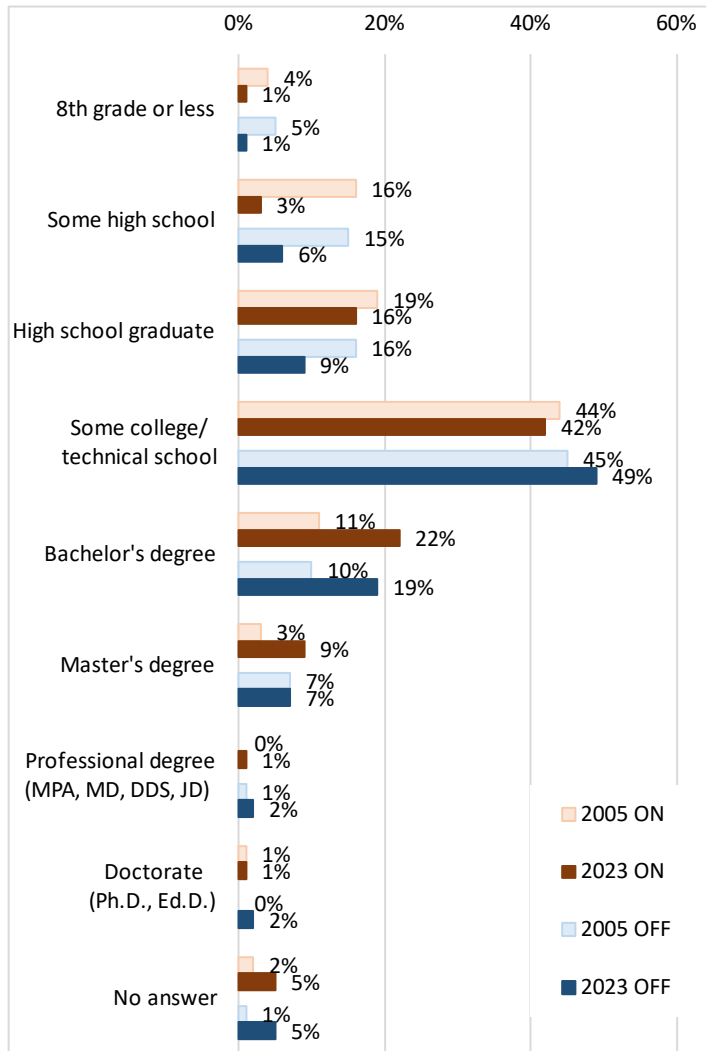


Q79: What is your TOTAL INDIVIDUAL INCOME before taxes?

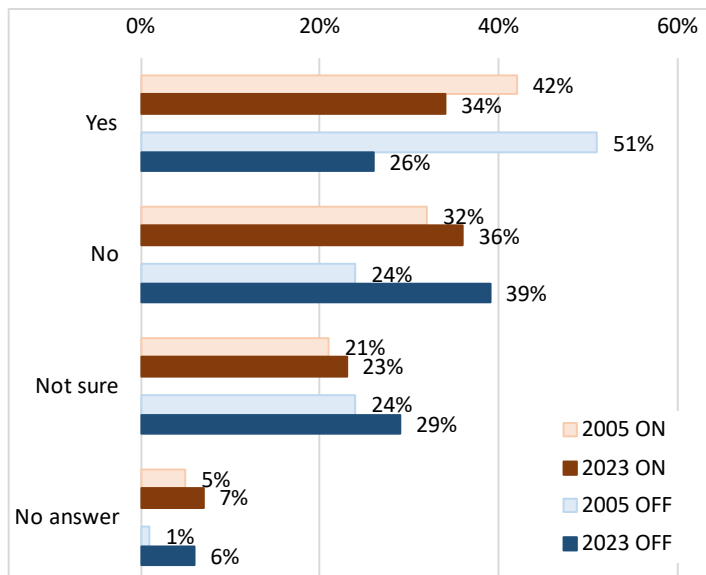


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

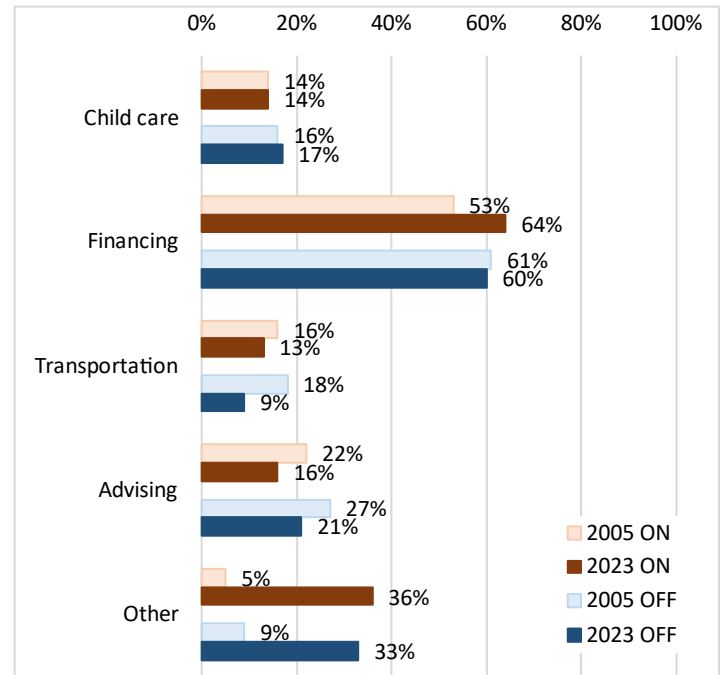
Q80: What is the highest level of education you have completed?



Q81: Do you plan to continue your education sometime in the future?



Q82: When making your continued education plans, which of the following areas will you need assistance in?



Q82: Education: Other Responses: ON RESERVATION:

- All the above!
- Disabled.
- Financial (2), tuition, books, and fees (3) and student loans.
- First Nations Studies Program.
- I needed it all. I was 18 when I left the rez with my kids and we struggled for years.
- Managing tech help.
- Materials, books, student supplies, and food allowance.
- Natural resources.
- Need assistance with a Student Loan.
- I'm on disability; haven't thought of education.
- It's hard on your kids when you are gone to work all day; then school at night and must fit in homework instead of spending time with them and helping with their homework.
- Nursing.
- Tutor.

Q82: Education: Other Responses OFF RESERVATION:

- Available funds.
- Balance employment with education needs.
- Better degree opportunities to be offered at CMN.
- Employment supportive and able to work with school schedule when needed.
- Enrolled member business mentorship/workshops (2).
- GED.
- Grants/tuition assistance.
- Health.
- I'm 85 years; I'm retired.
- Small business
- Taking care of my elderly mother.

Q83: Is there anything else you would like to tell us that would help us assess the needs of the Menominee Nation Community?

Comments ON RESERVATION:

General Comments

- Thank you for your work. It may seem like a difficult and thankless task, but we only get better if we continue to strive for excellence.
- Climate change is real. I'm worried we're going to run out of luck with electricity. Other tribes are getting alternative energy projects. We got Spectrum last year. If you can't do it for the community, start helping homeowners who are taking care of their houses and have an income. Double down on Daddy Joe Biden's incentives. Start lobbying for student loan forgiveness for tribal members. You're probably never going to get a president and DOI secretary to entertain tribal needs again. Hit them up hard.
- Descendants to be more involved instead of seen on the same level as non-natives.
- Everyone needs to come together to make this reservation better.
- Fix the main road in Neopit and add new sidewalks and light posts like Keshena has had the opportunity to enjoy.
- Food sovereignty assistance.
- Keep everyone in mind not just family!!
- Look at the marginal members of the tribe and community and assess their needs. It's disheartening to continually see ex-legislative members receive the cream.
- More unity and access to learning about our culture.
- Need more street signs and/or stop lights due to inconsiderate disrespectful old school reservation drivers!
- Nope. Wouldn't listen anyway.
- Give gas allowance to those who can't visit people but lack money. Have cleaning crews go to old people to clean and mop floors or clean ovens, things like that. Bring back the calendars that show info; and info about not drinking or doing drugs, where did they go? Why did they stop?
- Spread more money around.
- The status of pollen, air pressure, and areas where the public is exposed to blastomycosis, aspergillus, and environmental disease, including cancer and rare diseases Water Testing, containments, and the effects of chemical blanket spraying.
- Many members do not go to church or attend ceremonies. We need a wake house for anyone that passes and chooses not to have a church-affiliated service and for the community member can be sent off in the best positive way possible. The entrance faces east and the exit faces west to help with a traditional wake, funeral, etc.
- We always need food, especially with the price rising, also supplies for food preservation and an area where we can go to utilize big kitchens, with cooking, prepping, and eating areas and utensils, also various food presentations.

General Comments (continued)

- We need to grow our future leaders, and our youth, and show them the importance of a quality education where they can attend school and be financially supported by our tribe without any hurdles to overcome. We need them because they will be our future leaders and take care of us. I feel unsteady right now with our tribe (communities, members, and tribal government), and I pray every day.

Administration

- I think it would be nice if the Administration would reach out to departments and see how things are going, not the supervisors but the employees. I know they have more important things to attend to, but employees bring important things up and nothing is done.
- Look into why a lot of good long-time tribal employees are leaving to work elsewhere.
- More comprehensive planning; with a financial plan beyond one year.

Business Opportunities

- Expand small business opportunities.
- Focus on our children and elderly and I think we will be fine.
- Get our kids access to better education, resources, and mentors ASAP. Highly educated, emotionally stable experts won't magically fall into our lap. If they do, they will get chased out of here by old mops. The only option is to build our kids up to run this place. It needs to happen now.

Community Programs and Services

- Not all community programs are made public, it's on a who-you-know basis. By the time word of mouth spreads about the programs the funding is all gone or there is a wait list because employees who are running the programs have relatives or close friends already signed up. There should be a professionally managed public Google or electronic document that lists all the programs as they are available, so the information is accessible to everyone, not just employees' relatives and friends.
- The picking of those in need should be based on need, not who the person is. Their names and contact information should be anonymous to those determining eligibility/need.
- Propane services are needed.
- Provide more economic development for people.
- Repair roads, plow/salt/sand roads in & out of Neopit, a store that has more supplies and is open more days/hours.
- We need services for disabled tribal members & income. Review Aging services; should be based on income. Wealthy should pay on a sliding scale. Low income must be helped.
- When will the internet be available for the whole reservation? It has been over 3 years since it was decided, and some locations have no internet service yet.

Q83: Comments ON RESERVATION (continued)**Drugs and Alcohol**

- Do what you must do to get the drugs and drug dealers off our reservation.
- Get rid of drug peddlers.
- Get the drug and alcohol abuse under control and the embezzlement that has been going on for years and years and years. Give our next generation a chance.
- Get these drugs out of our community, it is killing our family and friends!
- Hire more help for people with drug problems.
- Meth and heroin are the biggest problems.
- More help for drug addiction. There are too many meth/heroin users on the reservation that need help. Too many Narcan users.
- More access to the programs the tribe runs. I mean not everyone is eligible, but sure could use the help, and because they are not able to get the help they need, they turn to other ways of means the survive which is where alcohol and drugs come in.
- Start posting the NAMES and MUGSHOTS of these people who are getting caught with drugs.
- Drug and Alcohol needs to be a priority at the Menominee Clinic, including their mental health division, especially when they only serve 5 walk-ins to serve. And we wonder why we continue to have high suicide rates and drug overdoses. Death and grief are a blanket that covers the Menominee Indian Reservation, while the clinic won't jar loose. At the same time, we need a halfway house and more programming and staff at our drug and alcohol treatment facility.
- We should try one dry day out of the week...no alcohol sold or drank. Stop alcohol sales.

Education

- Get college courses to meet employment on the reservation.
- More education on child rearing, it seems people unable to take care or provide for children have large amounts of children.
- The schools need better discipline and less babying of the students, schools close or delay for no reason.

Elders

- Ask ELDERS what they need on a one-on-one basis.
- Need more elderly services (2); help elders over 60 like me.

Employment

- Need jobs for community members.
- Let very experienced Menominee work in jobs that might require education, but qualified Menominee who don't have a college degree yet.
- What are we doing about Daycare services pay per hour, these teachers work hard and some attend college.
- Watch the people placed in high positions, if there is an extreme drop in employees in one area there must be a common denominator. It should be investigated and handled. Too many good employees are lost.

Health Care

- Get seen on the same day for dental and optical. More jobs or adjust current jobs to meet members on the reservation.
- We need more than the clinic for healthcare, especially if they won't help us financially while they continue to be the wealthiest Menominee Tribal division in the Tribe, even, more money than even the Tribe itself. Shameful.

Housing

- Build more homes and economic opportunity will follow.
- Build the rental units; you built an economy without a population to support it.
- Get more housing, help our people on these drugs, and get help for our children that are being abused and neglected by their parents on these drugs.
- More housing (apartments) available for single/married (no children) and working people.
- Housing authority needs to assist disabled members of the tribe with fixing up their homes regardless of if they are renting to own or own, or renting from someone, especially our elders that need it. In my opinion, why give known drug dealers a new home to sell from, when there are elders that need a new home first? Why doesn't the tribe buy houses and fix them up and let families that can't live in housing rent them?
- Need housing for our community members.
- Start building apartments.
- Start rebuilding neglected communities; a process that will help the younger generation see there is value in their community and have a better outlook on life and opportunities.

Law Enforcement

- I think investing more time and money into Law Enforcement (2). This would help eliminate the drug problem on the reservation.
- Keep it safer on the outskirts.
- Please give our Tribal police a bonus. Look at what Shawano police officers are getting for bonuses. We need a new jail. Our jail is outdated. Look at Jailer pay. Also, what about Conservation? Will they ever get a building of their own?
- More support for the courts.

Legislature

- Members need to be heard; it appears MTL has its mindset.
- More transparency.
- Allow the enrolled members time to speak about things. We each have different ideas and perspectives to offer that legislators would be surprised to hear. We have a lot of educated people from different backgrounds that could help people see things differently.
- Are elected officials working together? Get rid of some of the committees and let workplaces enforce their policies and procedures. Start working on getting revenue for our tribe.
- Listen to the people and make wise decisions.

Q83: Comments ON RESERVATION (continued)**Legislature (continued)**

- How effectively does the Menominee tribal legislature lobby or advocate at the federal and state levels?
- Government reform needs to be a consistent focus at the legislative and tribal government levels. That is a big need for the Menominee Nation to then be more effective in the governance and administration of the Tribe.
- Quit firing the most dedicated employees and learn how to govern!
- Stop Nepotism!
- Stop spending money on off-reservation gaming.
- Transparency.
- Unity.

Survey Comments

- Get your s**t together; this survey is too long.
- Too many questions. If this was a scoping survey, it could have been refined a bit more.
- Questions focused on understanding demographics could limit confidentiality. This could hinder people from wanting to respond or responding with incorrect information to "hide" their identity.
- Some of the questions are asked in a way that doesn't allow for an understanding of how much the respondent knows about that topic. The mix of open-ended and close-ended questions may help assess that. Maybe.
- There were a few grammar and spelling issues that might impact understanding and, possibly, the analysis of results.
- This is a good start but should be done regularly. Pick the topics that need the most attention and track those with regular surveys to achieve the success of the next seven generations.

Survey Comments (continued)

- Certain questions on this survey could have been written better. I answered these with the 'no answer' or I didn't provide an answer because the answers provided were inadequate. I found it concerning that as I tried to turn in the survey, I was forced to give answers to questions I chose not to answer. The problem I have with these types of questions in surveys is that they can give misleading results.
- I'd like to know if the survey should have also distinguished between the communities served. The five central communities on the reservation differ in access and availability to resources and services, in addition to off reservation, which some respondents might come from. How will you reconcile this demographic? This may be part of the plan, but going into the communities and explaining what you are doing, and then gathering input through discussions will be important. Good facilitation will be vital. Smudging and starting with prayer should be part of the regular protocol for these meetings. Food, of course.

Youth

- More focus on dealing with the lack of respect among our youth. More focus on being 100% transparent about where funds are going. Our children's future depends on it.
- Need a place for our couch-surfing youth!!! Stop sending them off the reservation. We need everyone working with our at-risk youth and not shunning them away!
- Need a good education for our children.
- Need more youth services (2).
- Need safe childcare/daycare.
- Our youth need more of everything...they are our future. :)
- We need to save the youth from all the heroin and meth.

Q83: Comments OFF RESERVATION**General Comments**

- Thank you for allowing me to express information that hopefully will be an asset to the future of the Tribe.
- I'm glad to have a survey to complete. Thank You!
- Be fair to us all; some snap eyes at elders, shameful!
- Change begins with the people. If you have an idea of where you want to take the tribe, you need the buy-in of the people if it is going to succeed. Change takes time and if you cannot convince the people that the direction you want to go is the right one, your idea will fade away. You will also get more done and get more participation from the people if they believe that their input is being taken seriously. Finally, listen to people that offer solutions not just complaints.
- Keep helping with our reservation; there wasn't much there when I left.
- Last time I was there was 60 years ago. I get the news; (M/N) it grew a little but needs to grow more.
- Promote respect for the animals.

General Comments (continued)

- Look at all our people, from children to elders. If anyone is hurting, suffering, or their needs are not being met, or if we look at them and disregard them or don't see them at all, then we are failing. Same for all living things: plants, animals, fish, etc. If they are suffering, then we have neglected them. What happens to them, happens to the people. The people are a mirror of what is happening in nature and nature is a mirror of what is happening to the people. We are connected.
- Stop sticking to the same old ideas when it comes to business ventures. Build apartments for people without tons of kids. Quit hiring the same old thieves in different positions. Be more transparent with the public. Uphold the Constitution.
- Treat everyone the same, family members or not; your child or not; treat them the same as you would your own.
- Work together

Q83: Comments OFF RESERVATION (continued)**Administration (continued)**

- I just hope that with all this information, you plan and follow through with it, unlike the strategic plan that was created.
- Just keeping updated on current developments.
- Transparency (2). When it comes to meetings of any kind, I don't think anything should be kept away from the People. We have a right to know what is being talked about in sessions. Also, few people have been proven to have stolen from the tribe in one way or another and yet can hold positions within the Tribe. I don't think that should be an option for them. That list of people should be available for employers to know whom they're hiring.

Community Programs and Services

- Better use of Menominee money to better living conditions on the reservation.
- Community? Help EVERYONE.
- Abuse is a big problem.
- We need to make internet Wi-Fi free (2) and computers available for every member on the reservation. The Internet is very important today.
- Have ALL applications and programs on ONE MAIN site easily assessable to whoever is looking. Our website is not very useful. Why do members have to call various places just to have to arm wrestle someone to get an application for a service that wasn't advertised or poorly advertised?
- Everyone should have a fair shake at accessing resources. Look at some of the other WI tribes' websites, they are so easy to navigate and programs, announcements, and applications for programming are all in one easy-to-access webpage.
- I think communication with tribal members about what resources we have to offer needs to be made simpler. I know I have a tough time understanding things and get overwhelmed by paperwork, so I empathize with people that are illiterate and technologically illiterate.
- Listen to the needs of the community. More open /transparent
- Maybe upkeep of roads and unsightly properties.
- Needs more rez-to-rez programs.
- People who don't use any of the programs don't get any help or any incentives for doing everything on their own. People who fraud the system get so much help and the hard-working people who are barely getting by don't get help. They get overlooked. Way too many programs are just enabling people to not work or be lazy.
- Provide relationship/counseling resources before marriage.
- Regulate the number of boats on Legend Lake in the summertime.
- Per cap (2).
- Secure revenue from tourism, legalization of marijuana, etc. to establish an annual payment distribution to tribal members (clearly, stumpage and revenue from MTE and MCR are not working!).

Community Programs and Services (continued)

- Take care of the needy on the reservation.
- Taxicab service on the rez.

Drugs and Alcohol

- Availability of drugs and no consequences for dealers
- Ban drug dealers from the reservation.
- Drugs and alcohol; more attention to incoming illegal drugs.
- Drugs big problem, as well as drinking/drinking and driving.
- Address the drug problem earlier in the addiction cycle.
- Having more options for rehabilitation in the area would greatly help our people. So many are addicted to drugs/alcohol in our community. Having facilities on the reservation would help those people immensely.
- I am very proud of my heritage, and I have fond memories of my childhood growing up on the reservation. It is so hard to see how alcohol and drugs have impacted the lives of our community and how much we must do to make it safe for everyone.
- More is needed to combat drugs and theft so that people would be more willing to open businesses and get people decent jobs there without fear of loss prevention so high.
- Rehabilitation facility.
- We need to seriously address the drug problem.
- Why are we not as a people coming together and combating this meth and heroin problem?

Education

- Lack of education - just don't push them through school so when they get to college they fail.
- I would pursue a graduate program if the Tribe offered financial assistance and the Tribe would pay the employees according to their educational level.
- Leadership classes with internships for young men and women for good decision-making. Essential for good program success and good Tribal government.
- Other tribes pay a portion or wholly financed members to attend schooling.

Elders

- Elders are important, need to let them know that. Too much wisdom is being wasted.
- For a long time, since my last stay on the reservation, I believe the Elders need better services to stay in their homes, including in-home care.
- Help the elderly.
- Assist the off-reservation families/elders.

Employment

- Provide training to employ Menominee people and provide advancement opportunities.
- I believe the tribe has what it takes to make small business owners of tribal members profit from our natural resources and skills. We can be a profitable nation using our natural skills. The Creator has given us what we need, all we need to do is work harder.

Q83: Comments OFF RESERVATION (continued)**Employment (continued)**

- I would like to see more well-paying employment opportunities.
- The focus is on available assistance for the poor, the elders, and children, as well as alcohol and drug abusers, but what about those in between? Some work hard to make ends meet but are barely met, yet they are not eligible for many programs or assistance. Some single parents work two jobs which take away time spent with children, especially for their academic support. Local jobs such as at the casino do not pay much compared to the surrounding areas. The casino has too many part-time jobs that don't pay much. Create more full-time jobs so they have opportunities to have benefits.
- Our tribal members are going to Shawano to look for employment. Businesses off the reservation pay more than the employment opportunities on the reservation.
- Turnover.
- Why did we purchase the Hillstop and not focus on something more productive for the tribe that creates more jobs and provides more products to buy?
- With the high turnover in the tribal workforce over the last several years, I would suggest that the Human Resource Department consider sending out exit surveys to departing employees so that the organization can pinpoint areas in need of assistance/development, as well as having data on what is working well so that we can strengthen our organization for the wellbeing of our community.

Healthcare

- Better healthcare.
- Check community members for Long Haul Covid, this disease can leave someone too ill to work enough to afford necessities, but not disabled enough to qualify for state/federal assistance.
- Need better medical facilities on & off the reservation.
- Encourage healthy eating.

Housing

- Housing.
- Housing repairs for off-reservation members.
- Open housing to more members; the application process is too stringent!

Law Enforcement

- Missing people.
- I think law enforcement should be in Neopit at ALL times, as it takes far too long for them to respond to a situation in Neopit.
- Elders in Neopit do not feel safe.

Legislature

- Educated, honest leaders are needed.
- Our leaders need to go into the departments and see how managers or directors are running tribal businesses. Make sure everyone is being treated fairly and not being underappreciated for their abilities or efforts on the job.
- Return the power of the council to the people. Everything is backroom, corrupt, and designed to put money in the pockets of the council. Stop wasting our money and resources. Not a single person I've talked with has ever been happy with the council. This is exactly how termination occurred the first time around because backroom dealing put 2000 dollars in the councils. You waste 60,000 a year on postage, come on.
- Seal the deal on the Kenosha casino project.
- We need old, self-interested leaders like Myrna, Rachel, and the administration at the Tribe and Clinic to leave so the Tribe can heal and move in a positive direction.
- Would be nice to NOT have to see the drama between the legislature members, I don't understand how they can't work together.

Location and Access to Services

- 50-mile radius.
- Also help enrolled members that don't live on the reservation.
- Help the enrolled members who live off the Rez.
- Keep off-reservation members in mind.

Membership

- Are you worried about future enrollment numbers at the current blood quantum?

Youth

- Assessment of youth.
- Children/ youth need more things to do recreation-wise, like swimming, roller skating, bowling, etc.
- Development of In-house recreation youth sports; adult league sports (family-friendly).
- We need to get the youth to have respect for themselves and others.