


















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I. Justice

I. Successes from the MITW 2007 Strategic Plan.







Originally, the 2007 Strategic Plan Judicial Workgroup created three goals and fifteen objectives by members of the community, partners, and stakeholders to address necessary changes needed to improve the quality of life for individuals. With that in mind, the Judiciary and Social Service agencies created long-lasting collaboration relationships over the past 16 years, providing services along with Menominee Tribal Family Services in the following areas:

-  Eliminated 127 bench warrants/vacated: successful compliance.
-  Promoted independence instead of jailing individuals; services are provided to eliminate the use of incarceration.
-  Caseworkers/Family Resource Specialists provided jail visits, early intervention, and case management.
-  Aided in different ways to help individuals succeed: resources and monitoring.
-  Referral to other resources to assist and address barriers that may impede the ability of parents to provide needed financial support to children: Menominee Tribal Family Services Wrap Around Services.
-  Extensive networking with the Community Resource Center, other Tribal programs, Tribes, States, Counties, Employers, and Employment Resources.
-  Training and education for Crime Victim Advocates and Families.
-  Public awareness to gain customer feedback on evaluations to improve the programs.
-  Reach as many communities as possible for Incident Command-approved events; 477 virtual and outdoor events. Family outreach; engaged and involved in family activities, practices, and services.
-  Promoted nurturing to sustain the development of youth for life successes: Child Advocacy (case management/individual/group).
-  Referrals to other resources addressed barriers that may impede the ability of parents to provide the needed family support for children.
-  Maehnowesekiyah Wellness Center and Tribal Day Care provided services for DV victims and Child-in-Need of Protection.
-  Resource mapping to identify all departments and programs that can be involved with problem-solving.
-  Oskeh Waepeqtah – advocacy support services opened the closed silos to collaborate with law enforcement and MTC referrals. This supports strategic plan goals to expand the referral system.
-  Sexual Assault – Crisis Intervention; Sex Assault Victim Specialist – Justice Dept. Crime Victim Specialist – Menikānaehkem Victim Advocate.

Memorandum of Understanding agreements result in collaboration of services, sharing in policy development, and advocating for Menominee families. The goals and objectives created 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 the Reservation. The strategic plan will move forward through the inclusion of the 2023 goals and objectives that were newly formed.

II. Community Survey Overview

The Community Survey asked respondents a total of four questions related to law enforcement and three questions related to the judiciary regarding their perceptions of how well the Tribe, its programs, and its members; protect the safety of Tribal members, enforce laws, and exercise its inherent sovereignty and its jurisdiction. The survey results revealed the following notable highlights:












-  Respondents were asked if they feel like they live in a safe and secure environment; 74% of off-reservation respondents said yes, while only 44% of on-reservation respondents said yes.
-  43% of on-reservation and 36% of off-reservation respondents indicated the Menominee Nation environment is somewhat unsafe for children.
-  41% of on-reservation and 30% of off-reservation respondents feel they can count on the Tribal Police for help and protection when needed.
-  22% of on-reservation and 23% of off-reservation respondents feel they can count on the Tribal Courts for help and protection when needed.
-  Survey respondents believe a teen court (47/40%), a peacemaking court (35/32%), and an elder court (37/33%) would be very useful on the reservation.
-  49% of on-reservation and 35% of off-reservation respondents indicated the number of detention centers on the reservation is not adequate – more are needed.

64% of on-reservation and 43% of off-reservation respondents believe the Menominee Tribe does not provide enough resources for law enforcement.

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.

III. Planning Workgroup

A workgroup comprised of professionals and community members was assembled to evaluate the community survey comparative data results to identify and address problems and their underlying causes. The workgroup identified programs that directly address law enforcement, the judiciary, and sovereignty. The workgroup consisted of the following departments and programs:

- | | | |
|--|--|--|
|  Advocacy and Support |  Legal Department |  Tribal Law Enforcement |
|  Conservation |  Prosecution |  Tribal Probation |
|  Family Services |  Public Defender’s Office |  Youth Services |
|  Juvenile Justice |  Tribal Courts | |

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

IV. Programs with a Specific Emphasis on Justice

The workgroup identified the following Tribal programs as resources due to their knowledge and emphasis on law enforcement services, judicial services, Tribal government, sovereignty, and jurisdiction:

- ✦ **Legal Services:** The department is responsible for providing legal advice and representation to the Legislature, committees, and departments in all civil legal matters involving the Tribe; developing or reviewing ordinances, resolutions, and contracts; and interpreting statutes, rules, and regulations.
- ✦ **Menominee Tribal Police Department:** The department is responsible for developing and overseeing a vast array of programs and services aimed at preserving the peace, protecting the community, and enforcing the laws of the Tribe.
- ✦ **Prosecutor’s Office:** This office is responsible for interviewing witnesses and preparing them for trial, continuing ongoing investigations, preparing criminal cases for trial, presenting criminal cases in trials, rendering legal advice and assistance to local law enforcement officials, and litigating cases before the Tribal Court.
- ✦ **Public Defender’s Office:** The Public Defender’s Office was established in 2019 to provide legal services to indigent defendants within the Menominee Tribal Court. The Public Defender’s Office provides services for criminal cases only.
- ✦ **Tribal Courts:** The Menominee Tribal Court is a court of general jurisdiction with appellate review operating under the Authority of the Menominee Tribal Constitution and By-laws as a separate and equal branch of the Tribal Government. The Menominee Tribal Court provides judicial services to the Menominee Indian Reservation.



Figure 1: EMS Training

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
<ul style="list-style-type: none"> 👉 Creation of the Public Defender’s Office. 👉 Conservation helps the police department with staffing shortages. 👉 Juvenile justice – Children’s Code. 👉 Support network (wraparound services). 👉 Active shooter training. 👉 Probation and court location. 👉 18 courts. 👉 Recovery case management. 👉 New Model of Care – opioid abuse. 👉 Juvenile referrals to outside agencies. 👉 Grant writers. 	<ul style="list-style-type: none"> 👉 Need wellness program for first responders. 👉 Codes need to be updated so Conservation can be included in referrals for prosecution. 👉 Laws often mirror state statutes. 👉 Laws lack cultural outcomes/options. 👉 Lack of automation for case management. 👉 No data to show that our systems are effective. 👉 Fine management/bench warrant management. 👉 Law enforcement perception – community feels unsafe. 👉 Community stigma around repeat offenders. Not forgiving. The stigma of counseling.
Opportunities	Threats
<ul style="list-style-type: none"> 👉 The justice system based on Menominee values and priorities supports and values our community members regardless of whether they offend. 👉 Culturally responsive ways to address crime and repercussions other than state statutes. 👉 AODA and DV services while incarcerated – work with the family as well. 👉 Expand/start MAT program while incarcerated. 👉 Drug court; re-evaluating in progress; is this serving the community? Do we need a high-risk offender program? 👉 Reimagine community and perception of the community. 👉 Work with the family that has been a victim of the offender. Family counseling vs. individual. 	<ul style="list-style-type: none"> 👉 Crime increases. 👉 Timing for appointments. 👉 Staffing 👉 Funding 👉 Increase in incarceration. 👉 Availability of treatment. 👉 Family visits/support. 👉 Community support. Casework management. 👉 Time and resources.
Passions	Priorities
<ul style="list-style-type: none"> 👉 Revamp the criminal justice system to be more Menominee Centric 👉 Juvenile Justice Court 👉 Holistic justice service provision 👉 First Responder Wellness – a process of debriefing, wellness sessions, and counseling to work on traumatic stress. 	<ul style="list-style-type: none"> 👉 Data collection/workflow process/analysis – to map case from beginning to end (SWOT). 👉 Data and reports (clerk’s office) 👉 Public defender’s department 👉 Sufficient resources – monitoring, equipment, staffing, and system collaboration. 👉 Develop a survey to collect community data.

A full report of the SWOT Analysis for Justice 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 Justice service area, the workgroup developed eight goals and thirty-five objectives. These goals include the following:

-  **Goal One: Educate the community on inherent sovereignty.**
 -  Objective One: Identify areas of desired sovereignty (legislative).
 -  Objective Two: Educate the community on sovereignty, and juvenile justice needs/requirements (POA).
 -  Objective Three: Task policy specialist to keep up to date on Federal Indian Law, review/update codes, amend the Juvenile code, etc.
 -  Objective Four: Exercise greater use of jurisdiction and sovereignty across all Tribal departments. Conduct a review with all departments.
 -  Objective Five: Educate juveniles on the Tribal government and the Tribal justice system.
-  **Goal Two: Strengthen, stabilize, and integrate the Menominee Public Defender's Office within the Tribe's Justice System. [RESOURCE – for the Tribe] "Where they Help".**
 -  Objective One: Implement legal changes to reflect having a public defender's office.
 -  Objective Two: System integration – incorporate the public defender's office into other tribal government business practices.
 -  Objective Three: Enhance funding and support for the public defender's office.
 -  Objective Four: Communicate and educate to inform the community about the public defender's office.
-  **Goal Three: Enhance access to services for offenders and individuals within the justice system; incarcerated or on probation/parole, and for services prior to release.**
 -  Objective One: Create a resource position to educate the community and individuals regarding the Menominee Tribal justice system.
 -  Objective Two: Increase access to services for those in Middle Village, South Branch, and Zoar.
 -  Objective Three: Define exit release plan – jail or off probation – define a goal and a plan to take them into the future positively.
-  **Goal Four: Address codes, ordinances, and legislation that hinder the justice system from working efficiently.**
 -  Objective One: Collect information from across the justice system to review laws, identify opportunities for improvement, and make recommendations for changes.
 -  Objective Two: Create interagency protocols, agreements, and process flow charts (standard operating procedures) between the prosecutor's office and other relevant departments.
 -  Objective Three: Revisit considerations around the processing of domestic violence and conditions for charges of domestic violence, impact, and relevancy today.
 -  Objective Four: Work with IT to update and streamline e-codes to make the interface more user-friendly and provide basic education on how to use them (employees and the community).
-  **Goal Five: Recruitment, hiring, and retention of justice-system staff.**
 -  Objective One: Provide support to HR for customized, specialized outreach to local law schools with Native American programs for hiring candidates.
 -  Objective Two: Increase access to funding across the justice system; more grant resources as well as other funding efforts.
 -  Objective Three: Utilize available connections/resources to recruit staff, i.e., law schools, legal/tribal associations/organizations. Utilize Law School Native Clinics to try to resolve issues of staffing and resources.
 -  Objective Four: Offer and promote competitive packages that reflect the interests of younger staff (i.e., work-life balance as a hiring benefit.)

- 🐾 Goal Six: Enhance communication and collaboration between justice-related stakeholders (prosecutor's office, conservation, probation/parole, crime victims' office, law enforcement, and other departments) to define roles/responsibilities, identify gaps, and develop a strategy for problem-solving.
 - 👉 Objective One: Create a process flow map to look for gaps and opportunities to improve fair access to the justice system.
 - 👉 Objective Two: Create an action plan to improve/streamline issues related to gaps in prosecutorial responsiveness.
 - 👉 Objective Three: Create a solution flow chart – to remove barriers. Ensure all departments/staff adhere to processes once they are developed. Put more communication in writing. Promote interdepartmental problem-solving approaches.
 - 👉 Objective Four: Enhance communication with the community regarding the decision-making processes.
 - 👉 Objective Five: Identify opportunities to cross-train and provide inter-department training
 - 👉 Objective Six: Put policies/procedures on the intranet so other departments can see what the workflow looks like – when there are questions. Establish a database to access department policies/procedures – to promote accountability and provide access to information across departments.
 - 👉 Objective Seven: LONG TERM: Plan for a Tribal Juvenile Facility.
- 🐾 Goal Seven: Enhance Tribal/County relationships around justice/behavioral health situations.
 - 👉 Objective One: Provide opportunities for communities to support law enforcement through the adoption of community policing and crime prevention strategies (i.e., neighborhood watch, community meetings, and two-way engagement between the police and communities).
 - 👉 Objective Two: Support and promote positive imaging for youth to rethink perceptions of law enforcement, the criminal justice system, and other professional roles within the Tribe. Balance the perception to see justice staff outside of the legal/adversarial system.
 - 👉 Objective Three: Create videos of tribal/community member rights, how to complete forms, and other areas where assistance would support community members' access to the justice system.
 - 👉 Objective Four: Conduct adult/juvenile mentor/culture camps (2-3 days).



Figure 2: Police Commission Training

JUSTICE Goal ONE: Educate the community on inherent sovereignty.			
Objectives: ➔	<i>Objective One: Identify areas of desired sovereignty (legislative).</i>	<i>Objective Two: Educate the community on sovereignty, and juvenile justice needs/requirements (POA).</i>	<i>Objective Three: Task policy specialist to keep up to date on Federal Indian Law, review/update codes, amend the Juvenile code, etc.</i>
Categories: ↓			
Inputs/ Resources	<ul style="list-style-type: none"> ✿ Separation of Power, clearly identify all entities and indicate their roles and responsibilities. ✿ Constitution states, “The Court shall have funding.” 	<ul style="list-style-type: none"> ✿ Identify current communication methods being used. ✿ Present juvenile justice needs and requirements. 	<ul style="list-style-type: none"> ✿ H.R. Department to create job descriptions. ✿ Internship or full-time status. ✿ Exempt vs. Non-Exempt.
Outputs/ Activities	<ul style="list-style-type: none"> ✿ Bring all parties together to identify roles and responsibilities. ✿ Identify obstacles to create a seamless connection between all entities. ✿ Workgroup members to review and create processes to align MTE, MTL, Courts, Clinic, County and CMN. 	<ul style="list-style-type: none"> ✿ Create marketing ideas to provide education to the community on sovereignty, juvenile justice needs, and requirements. ✿ Gain participation by elders, youth, and other members of the community ✿ Develop 90-day plans. 	<ul style="list-style-type: none"> ✿ Develop job description specific to Task Policy Specialist for the Judicial system. ✿ Gain funding to support salary requirements. ✿ Develop 90-day plans.
Outcomes/ Results	<ul style="list-style-type: none"> ✿ A clear process and training program that will provide education to departments and to the community on new ordinances and or processes and procedures. ✿ All obstacles removed that hinder the seamless streamlining of processes. ✿ Flow chart of what departments fall under the Court. 	<ul style="list-style-type: none"> ✿ Make the community aware of sovereignty and its meaning in relation to juvenile justice needs and requirements (POA). 	<ul style="list-style-type: none"> ✿ Hire Task Policy Specialist. ✿ HR Orientation and Training. ✿ Current updates on Federal Indian Law, reviewed and revised updates to codes, amended Juvenile code, etc.
Baseline Data	<ul style="list-style-type: none"> ✿ Present sovereignty practiced by current Legislative Leaders. 	<ul style="list-style-type: none"> ✿ Present sovereignty practiced by current Legislative Leaders. 	<ul style="list-style-type: none"> ✿ System currently being used.
Timeline	✿	✿	✿

JUSTICE Goal ONE: Educate the community on inherent sovereignty (continued).			
Objectives: ➔ Categories: ↓	<i>Objective Four: Exercise greater use of jurisdiction and sovereignty across all Tribal departments. Conduct a review with all departments.</i>	<i>Objective Five: Educate juveniles on the Tribal government and the Tribal justice system.</i>	
Inputs/ Resources	<ul style="list-style-type: none"> ✎ All departments and/or partners identified in the matrix. ✎ Identify all tribal departments. 	<ul style="list-style-type: none"> ✎ Identify all juvenile programs that the Tribal government and the Tribal justice system have. ✎ Invite grassroots programs that work with juveniles in both Tribal government and the Tribal justice systems. 	
Outputs/ Activities	<ul style="list-style-type: none"> ✎ Create 90-day plans to conduct reviews for all tribal departments. ✎ Create relationships and partnerships with tribal departments through participation in Community Engagement Workshop. 	<ul style="list-style-type: none"> ✎ Invite grassroots programs who work with juveniles in both Tribal government and Tribal justice systems to be a part of the Community Engagement Workshop. ✎ Create 90-day plans with educational partners to develop materials. 	
Outcomes/ Results	<ul style="list-style-type: none"> ✎ Training on the use of jurisdiction and sovereignty for all Tribal Departments. 	<ul style="list-style-type: none"> ✎ Identifying and collaborating with all programs that are available to juveniles that the Tribal Government and Tribal Justice system have. ✎ Daily, weekly, and monthly marketing developed for future leaders in justice and governmental programs. 	
Baseline Data	<ul style="list-style-type: none"> ✎ Number of tribal departments currently practicing the use of jurisdiction and sovereignty. 	<ul style="list-style-type: none"> ✎ Marketing efforts that are used to reach and educate juveniles. 	
Timeline	✎	✎	

JUSTICE Goal TWO: Strengthen, stabilize, and integrate the Menominee Public Defender’s Office within the Tribe’s Justice System. [RESOURCE – for the Tribe] “Where they Help”.

<p>Objectives: ➔</p> <p>Categories: ↓</p>	<p><i>Objective One: Facilitate legal changes to reflect having a Public Defender’s Office.</i></p>	<p><i>Objective Two: System Integration to incorporate PD’s Office into other Tribal government business practices.</i></p>	<p><i>Objective Three: Enhance funding and support for the PD Office.</i></p>	<p><i>Objective Four: Communication and education to inform the community about the PD’s Office.</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Res. Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Tribal Ordinances. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Communication Department.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Streamline procedures. ☞ Enhance communication and cross-training. ☞ Create Best Practice procedures. ☞ Develop 90-day plans to enhance collaboration 	<ul style="list-style-type: none"> ☞ Streamline procedures. ☞ Enhance communication and cross-training. ☞ Create Best Practice procedures. ☞ Develop 90-day plans to enhance collaboration. 	<ul style="list-style-type: none"> ☞ Funding sources available ☞ Create 90-day plans to gain support for the Public Defender’s Office ☞ Develop relationships and partnerships with other Tribal programs 	<ul style="list-style-type: none"> ☞ Develop communication and education plans for outreach to tribal communities. ☞ Create 90-day plans to gain support from the community.
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Completed processes and procedures for the Public Defender’s Office. ☞ Communication plan to introduce to the community. 	<ul style="list-style-type: none"> ☞ Public Defender’s Office integrated into Tribal government business practices. ☞ Improved delivery of legal representation. 	<ul style="list-style-type: none"> ☞ Fully funded Public Defender’s Office for protection of tribal member rights. ☞ Legal services available to those who cannot afford it. 	<ul style="list-style-type: none"> ☞ Tribal member will have representation to protect their rights within the court of law. ☞ Restored faith in the justice system – individual rights protected.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ None available . 	<ul style="list-style-type: none"> ☞ None available. 	<ul style="list-style-type: none"> ☞ New program. 	<ul style="list-style-type: none"> ☞ New program.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

JUSTICE Goal THREE: Enhance access to services for offenders and individuals within the justice system; incarcerated or on probation/parole, and for services prior to release.

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective One: Create a resource position to educate the community and individuals regarding the Menominee Tribal justice system.</i></p>	<p><i>Objective Two: Increase access to services for those in Middle Village, South Branch, and Zoar.</i></p>	<p><i>Objective Three: Define exit release plan – jail or off probation – define a goal and a plan to take them into the future positively.</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Create 90-day plans to gain partnerships and relationships with tribal government agencies to assist in the development of the resource position. ☞ Create a form of communication to educate community members. 	<ul style="list-style-type: none"> ☞ Identify current access to services. ☞ Provide community meetings for those in surrounding communities on the Reservation. ☞ Create 90-day plans that will include community members in the surrounding communities on the Reservation. 	<ul style="list-style-type: none"> ☞ Establish a program with Menominee Tribal Family Services for assistance in successful completion. ☞ Create 90-day plans to fall in alignment with other tribal agencies for collaboration to develop release plans.
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Resource Position created. ☞ Funding sources identified. ☞ HR Orientation and Training. ☞ Job Opening Posted. ☞ Resource Position hired. 	<ul style="list-style-type: none"> ☞ Communication carried to communities for their increased access to services. 	<ul style="list-style-type: none"> ☞ Release plans created. ☞ Collect data measures to indicate if the program is designed for success. ☞ Successful completion of positive results.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ New position; none available. 	<ul style="list-style-type: none"> ☞ New position; none available. 	<ul style="list-style-type: none"> ☞ New program; none available.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

JUSTICE Goal FOUR: Address codes, ordinances, and legislation that hinder the justice system from working efficiently.

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective One: Collect information from across the justice system to review laws, identify opportunities for improvement, and make recommendations for changes.</i></p>	<p><i>Objective Two: Create interagency protocols, agreements, and process flow charts (standard operating procedures) between the prosecutor's office and other relevant departments.</i></p>	<p><i>Objective Three: Revisit considerations around the processing of domestic violence and conditions for charges of domestic violence, impact, and relevancy today.</i></p>	<p><i>Objective Four: Work with IT to update and streamline e-codes to make the interface more user-friendly and provide basic education on how to use them (employees and the community).</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Conservation Commission. ☞ Constitution and Bylaws.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Create 90-day plans to gain partnerships and relationships with tribal government agencies to assist in development of the resource position. ☞ Create a form of communication to educate community members. 	<ul style="list-style-type: none"> ☞ Identify current access to services. ☞ Provide community meetings for those in surrounding communities on the Reservation. ☞ Create 90-day plans that include community members in the surrounding communities on the Reservation. 	<ul style="list-style-type: none"> ☞ Establish a program with Menominee Tribal Family Services for assistance in successful completion. ☞ Create 90-day plans to fall in alignment with other tribal agencies for collaboration to develop release plans. 	<ul style="list-style-type: none"> ☞ Create 90-day plans to gain partnerships and relationships with tribal government agencies to assist in the development of the resource position. ☞ Create a form of communication to educate community members.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ Resource Position created. ☞ Funding sources identified. ☞ HR Orientation and Training. ☞ Job Opening Posted. ☞ Resource Position hired. 	<ul style="list-style-type: none"> ☞ Communication is carried to communities for their increased access to services. 	<ul style="list-style-type: none"> ☞ Release plans created. ☞ Collect data measures to indicate if the program is designed for success. ☞ Successful completion of positive results. 	<ul style="list-style-type: none"> ☞ Resource Position created. ☞ Funding sources identified. ☞ HR Orientation and Training. ☞ Job Opening Posted. ☞ Resource Position hired.

JUSTICE Goal FOUR: Address codes, ordinances, and legislation that hinder the justice system from working efficiently.

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective One: Collect information from across the justice system to review laws, identify opportunities for improvement, and make recommendations for changes.</i></p>	<p><i>Objective Two: Create interagency protocols, agreements, and process flow charts (standard operating procedures) between the prosecutor’s office and other relevant departments.</i></p>	<p><i>Objective Three: Revisit considerations around the processing of domestic violence and conditions for charges of domestic violence, impact, and relevancy today.</i></p>	<p><i>Objective Four: Work with IT to update and streamline e-codes to make the interface more user-friendly and provide basic education on how to use them (employees and the community).</i></p>
<p>Baseline Data</p>	<p>✎ New position; none available.</p>	<p>✎ New position; none available.</p>	<p>✎ New program; none available.</p>	<p>✎ New position; none available.</p>
<p>Timeline</p>	<p>✎</p>	<p>✎</p>	<p>✎</p>	<p>✎</p>

JUSTICE Goal FIVE: Recruitment, hiring, and retention of justice-system staff.				
Objectives: ➔	<i>Objective One: Provide support to HR for customized, specialized outreach to local law schools with Native American programs for hiring candidates.</i>	<i>Objective Two: Increase access to funding across the justice system; more grant resources as well as other funding efforts.</i>	<i>Objective Three: Utilize available connections/resources to recruit staff, i.e., law schools, legal/tribal associations/organizations.</i>	<i>Objective Four: Offer and promote competitive packages that reflect the interests of younger staff (i.e., work-life balance as a hiring benefit.)</i>
Categories: ↓				
Inputs/ Resources	<ul style="list-style-type: none"> ✎ All departments and/or partners identified in the matrix. ✎ Tribal Ordinances. ✎ Current HR hiring processes. 	<ul style="list-style-type: none"> ✎ All departments and/or partners identified in the matrix. ✎ Enforcement and Resource Protection Committee. ✎ Budget and Finance Committee. 	<ul style="list-style-type: none"> ✎ All departments and/or partners identified in the matrix. ✎ Labor, Education, and Training Committee. 	<ul style="list-style-type: none"> ✎ All departments and/or partners identified in the matrix. ✎ Enforcement and Resource Protection Committee. ✎ Budget and Finance Committee.
Outputs/ Activities	<ul style="list-style-type: none"> ✎ Identify current procedures. ✎ Review existing ordinances and policies. ✎ Create 90-day plans to review, revise, and develop a customized program for hiring specialized candidates. 	<ul style="list-style-type: none"> ✎ Develop 90-day plans to identify funding partners and/or grant writer assistance. ✎ Review existing funding sources to determine if other resources are available. 	<ul style="list-style-type: none"> ✎ Develop 90-day plans to identify educational partners and law school programs. ✎ Review and revise existing resources to determine if other resources may be available. 	<ul style="list-style-type: none"> ✎ Identify existing hiring packages. ✎ Measure compliance with mandated responsibilities. ✎ Gain funding to stay competitive. ✎ Form 90-day plans to assist promoting competitive packages.
Outcomes / Results	<ul style="list-style-type: none"> ✎ Customized outreach program for hiring of Native American candidates. 	<ul style="list-style-type: none"> ✎ Funding to support justice system efforts. ✎ Creation of goals and objectives for grant funding proposals. 	<ul style="list-style-type: none"> ✎ Connections with legal colleges, universities, tribal associations/organizations for staff recruitment. 	<ul style="list-style-type: none"> ✎ Identification of ideal skill sets/education levels. ✎ Increase in acquisition of qualified staff.
Baseline Data	<ul style="list-style-type: none"> ✎ Current HR Program processes for hiring specialized Native American individuals 	<ul style="list-style-type: none"> ✎ Current funding sources 	<ul style="list-style-type: none"> ✎ Listing of existing educational institutions that are being used for recruitment 	<ul style="list-style-type: none"> ✎ Existing hiring requirements ✎ Current job description ✎ Current salaries/wage benefits
Timeline	✎	✎	✎	✎

JUSTICE Goal SIX: Enhance communication and collaboration between justice-related stakeholders (prosecutor's office, conservation, probation/parole, crime victims' office, law enforcement, and other departments) to define roles/responsibilities, identify gaps, and develop a strategy for problem-solving.

<p>Objectives: ➔</p> <p>Categories: ↓</p>	<p><i>Objective One: Create a process flow map to look for gaps and opportunities to improve fair access to the justice system.</i></p>	<p><i>Objective Two: Create an action plan to improve/streamline issues related to gaps in prosecutorial responsiveness.</i></p>	<p><i>Objective Three: Create a solution flow chart – to remove barriers. Ensure departments/ staff adhere to processes once they are developed. Put more communication in writing. Promote interdepartmental problem-solving approaches.</i></p>	<p><i>Objective Four: Enhance communication with the community regarding the decision-making processes.</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Develop 90-day plans to gain collaboration to create a process flow map. ☞ Identify all areas of justice-related departments and services. 	<ul style="list-style-type: none"> ☞ Develop/revise action plan to improve prosecutorial response. ☞ Create 90-day plans to develop collaboration and cohesiveness. 	<ul style="list-style-type: none"> ☞ Staff training in processes and procedures. ☞ Develop or gain interdepartmental problem-solving skills. ☞ Create 90-day plans for staff training and development. 	<ul style="list-style-type: none"> ☞ Produce new materials to share with the community on the decision-making process. ☞ Develop 90-day plans to include all programs involved to have a consistent message
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Process flow map to enhance communication and collaboration of justice services. 	<ul style="list-style-type: none"> ☞ Well defined expectations. ☞ Overall efficient operation of systems for Justice-related programs and services. 	<ul style="list-style-type: none"> ☞ Flow chart of processes and procedures for staff training and development. 	<ul style="list-style-type: none"> ☞ Enhanced communication throughout programs. ☞ Enhanced communication with community members.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ Justice-related departments and services currently available. 	<ul style="list-style-type: none"> ☞ Justice-related departments and services currently available. 	<ul style="list-style-type: none"> ☞ HR Policies and Procedures. ☞ Job descriptions. ☞ Current hiring practices. 	<ul style="list-style-type: none"> ☞ Justice-related departments and services currently available.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

JUSTICE Goal SIX: Enhance communication and collaboration between justice-related stakeholders (prosecutor’s office, conservation, probation/parole, crime victims’ office, law enforcement, and other departments) to define roles/responsibilities, identify gaps, and develop a strategy for problem-solving (continued).

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective Five: Identify opportunities to cross-train and provide inter-department training</i></p>	<p><i>Objective Six: Put policies/procedures on the intranet so other departments can see what the workflow looks like – when there are questions. Establish a database to access department policies/procedures – to promote accountability and provide access to information across departments.</i></p>	<p><i>Objective Seven: LONG TERM: Plan for a Tribal Juvenile Facility.</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Labor, Education, and Training Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Communication Plan. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Budget and Finance Committee.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Enhance collaboration through the development of 90-day plans; inviting all justice-related departments. ☞ Include other partners in behavioral health for education and support. 	<ul style="list-style-type: none"> ☞ Improve communication protocol. ☞ Develop 90-day plans to gain partnerships and relationships with entities to help support the messages of communication. ☞ Create a workflow map. 	<ul style="list-style-type: none"> ☞ Enhance collaboration through the development of 90-day plans to seek support for funding to support a Tribal Juvenile Facility. ☞ Complete memorandum of understanding/agreements with others.
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Meetings held bi-weekly to provide time to review pending cases. ☞ Increase communication with all justice-related stakeholders using best-practice procedures. ☞ Clear communication and procedures. 	<ul style="list-style-type: none"> ☞ Well-defined expectations. ☞ Improved communications that can be data measured on the following: <ul style="list-style-type: none"> ☞ Improved functioning of the justice-related departments. ☞ Reduction of repeated offenses. ☞ Overall efficient operation systems for justice-related departments. 	<ul style="list-style-type: none"> ☞ Pursue grant funding aimed at addressing the unmet needs. ☞ Tribal Juvenile Facility.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ Existing processes. ☞ All departments identified who currently work hand-in-hand. 	<ul style="list-style-type: none"> ☞ Existing processes. ☞ Justice-related departments and services currently available. ☞ Current crime statistics. ☞ Partnership agreements. 	<ul style="list-style-type: none"> ☞ None available.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

JUSTICE Goal SEVEN: Enhance Tribal/County relationships around justice/behavioral health situations.

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective One: Define roles and responsibilities</i></p>	<p><i>Objective Two: Formalize an agreement</i></p>	<p><i>Objective Three: Identify funding sources to complement roles/responsibilities</i></p>	<p><i>Objective Four: Identify placement resources for adults and juveniles.</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Labor, Education and Training Committee. ☞ Budget and Finance Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Budget and Finance Committee.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Enhance collaboration through the development of 90-day plans; inviting all justice-related departments. 	<ul style="list-style-type: none"> ☞ Develop collaboration through the development of 90-day plans; inviting all justice-related departments. 	<ul style="list-style-type: none"> ☞ Increase collaboration through the development of 90-day plans; inviting all justice-related departments. 	<ul style="list-style-type: none"> ☞ Develop collaboration through the development of 90-day plans; inviting all justice-related departments.
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Increase communication with all justice-related stakeholders using best-practice procedures. ☞ Improved communications between departments and community. 	<ul style="list-style-type: none"> ☞ Complete memorandum of understanding w/agreements with other Tribal and County entities as well as Justice System and Behavioral health departments. 	<ul style="list-style-type: none"> ☞ Sufficient resources; monitoring, equipment, staffing, and system collaboration. ☞ Services for staff members as well as community. 	<ul style="list-style-type: none"> ☞ Training and education for Crime Victim Advocates and Families. ☞ Child Advocacy (case management, individual and group). ☞ Networking with Community Resource Center.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ Present job descriptions and department descriptions of roles and responsibilities. 	<ul style="list-style-type: none"> ☞ Present agreements in place. 	<ul style="list-style-type: none"> ☞ Current funding sources. 	<ul style="list-style-type: none"> ☞ Advocacy support services. ☞ Number of referrals. ☞ Number of success stories. ☞ Number of adults and juveniles. ☞ Current data measures.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

JUSTICE Goal EIGHT: Consider education, crime prevention, and early intervention options to work with communities and families.

<p>Objectives: →</p> <p>Categories: ↓</p>	<p><i>Objective One: Provide opportunities for communities to support law enforcement through the adoption of community policing and crime prevention strategies.</i></p>	<p><i>Objective Two: Support and promote positive imaging for youth to rethink perceptions of law enforcement, the criminal justice system, and other professional roles within the Tribe.</i></p>	<p><i>Objective Three: Create videos of tribal/community member rights, how to complete forms, and other areas where assistance would support community members' access to the justice system.</i></p>	<p><i>Objective Four: Conduct adult/juvenile mentor/culture camps (2-3 days).</i></p>
<p>Inputs/ Resources</p>	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. 	<ul style="list-style-type: none"> ☞ All departments and/or partners identified in the matrix. ☞ Enforcement and Resource Protection Committee. ☞ Menominee Language and Culture Commission.
<p>Outputs/ Activities</p>	<ul style="list-style-type: none"> ☞ Enhance collaboration through development of 90-day plans; inviting all justice-related departments. ☞ Review and revise current ways of policing communities. 	<ul style="list-style-type: none"> ☞ Develop collaboration through development of 90-day plans; inviting all justice-related departments. 	<ul style="list-style-type: none"> ☞ Enhance collaboration through development of 90-day plans; inviting all departments. 	<ul style="list-style-type: none"> ☞ Develop collaboration through development of 90-day plans; inviting all departments identified in the matrix. ☞ Creation of culture camps for adults and children.
<p>Outcomes/ Results</p>	<ul style="list-style-type: none"> ☞ Policing and crime prevention strategies developed for each community. 	<ul style="list-style-type: none"> ☞ Improved communications that can be data measured by number of attendees, number of events, etc. 	<ul style="list-style-type: none"> ☞ Videos created for tribal/community member rights, form completion and available access to justice system. 	<ul style="list-style-type: none"> ☞ Practices of the Menominee way of life for both adult and juvenile mentors, and culture camps.
<p>Baseline Data</p>	<ul style="list-style-type: none"> ☞ Current policing and crime prevention strategies. 	<ul style="list-style-type: none"> ☞ 2005-2023 Community Survey Data. 	<ul style="list-style-type: none"> ☞ None available. 	<ul style="list-style-type: none"> ☞ Advocacy support services.
<p>Timeline</p>	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞ 	<ul style="list-style-type: none"> ☞

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

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

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

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

Agencies/Organizations	JUSTICE (CONTINUED)										
	Goal 6							Goal 7			
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6	Objective 7	Objective 1	Objective 2	Objective 3	Objective 4
Tribal Departments											
Administration	P	P	P	p*			P	P			
Advocacy and Support Services	P						p*				P
Aging and Long-Term Care											
Agriculture and Food Systems											
Chairman's Office	P										
Child Support											
Communications			p*	p*							
Community Development											
Community Resource Center											
Conservation	p*	P								P	
Early Childhood Services											
Education											
Emergency Management		P									
Environmental Services											
Family Services	P										
Finance											
Gaming Commission											
Historic Preservation											
Housing											P
Human Resources											
Information Technology			p*				p*				
Kaehkenawapahtaeq											
Land Management											
Language and Culture											
Legal Services	p*	P	P		P		P	P	P		P
Lending and Taxes											
Maehnowesekiyah	P	P	P		P		P	P	p*		P
Maintenance											
Member Services											
Probation	p*	P	P		p*		p*	P	p*	P	P
Prosecutor	P	P	P		p*		p*	P	p*	P	P
Public Defender	P	P	P		p*		p*	P	p*	P	P

Agencies/Organizations	JUSTICE (CONTINUED)										
	Goal 6							Goal 7			
	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6	Objective 7	Objective 1	Objective 2	Objective 3	Objective 4
Transportation											
Tribal Archives											
Tribal Jail								P	P	P	P
Tribal Police	p*	p*	p*	p*	p*		p*	P	P	P	P
Tribal School											
Youth Services											
PARTNERS											
Bureau of Indian Affairs											
Churches											
College of Menominee Nation											
Community											
Great Lakes Inter-Tribal Council											
Menikānaehkem											
Menominee Casino											
Menominee County											
Menominee Indian School Dist.											
Menominee Tribal Clinic											
Menominee Tribal Courts	p*	P	p*	p*	p*	p*	p*	p*	p*	p*	p*p
Menominee Tribal Enterprise	p*	p*	p*	p*							
Menominee Tribal Legislature	P	P	p*	p*				S			
Menominee Tribal Schools											
Nataenawemakano (YSP)											
State of Wisconsin											
UW Extension											
Wolf River Development											
Woodland Boys and Girls Club											

Agencies/Organizations	JUSTICE (CONTINUED)			
	Goal 8			
	Objective 1	Objective 2	Objective 3	Objective 4
Tribal Departments				
Administration				S
Advocacy and Support Services			S	
Aging and Long-Term Care			S	
Agriculture and Food Systems				
Chairman's Office				
Child Support				
Communications			p*	
Community Development				
Community Resource Center			S	S
Conservation				
Early Childhood Services				
Education				S
Emergency Management	S	S		
Environmental Services				
Family Services				S
Finance				
Gaming Commission				
Historic Preservation				
Housing				
Human Resources				
Information Technology				
Kaehkenawapahtaeq				
Land Management				
Language and Culture				P
Legal Services	S		S	
Lending and Taxes				
Maehnowesekiyah				
Maintenance				
Member Services				
Probation	S	S	S	
Prosecutor	S	S	S	
Public Defender	S	S	S	

Agencies/Organizations	JUSTICE (CONTINUED)			
	Goal 8			
	Objective 1	Objective 2	Objective 3	Objective 4
Transportation				S
Tribal Archives				
Tribal Jail	S	S	S	
Tribal Police	P*	P*	P*	P
Tribal School				S
Youth Services	S	P*	S	P*
PARTNERS				
Bureau of Indian Affairs				
Churches				
College of Menominee Nation			S	
Community	P*	P	S	S
Great Lakes Inter-Tribal Council				
Menikānaehkem				
Menominee Casino				
Menominee County			S	
Menominee Indian School Dist.				S
Menominee Tribal Clinic				
Menominee Tribal Courts	S	S	P*	
Menominee Tribal Enterprise				
Menominee Tribal Legislature	S			
Menominee Tribal Schools				S
Nataenawemakano (YSP)				
State of Wisconsin				
UW Extension				
Wolf River Development				
Woodland Boys and Girls Club		S		S