

# Social Pillar

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## Social Workgroup Notes June 28, 2023

The workgroup met to review the goals and objectives, discuss concerns brought forward for review by this committee, and review plans for future success videos.

Gary Dodge, Jr. and Sheena Waupoose attended the meeting from the Communication Department. They are working on additional success videos and asked for any Directors to please contact them regarding accomplishments, collaborations, or other successes they have been part of achieving because of the 2007 strategic plan. Please email your thoughts to them ([gdodge@mitw.org](mailto:gdodge@mitw.org); [swaupoose@mitw.org](mailto:swaupoose@mitw.org)). Here is a link to the first completed video in case you have not had a chance to view it: [Cultural Strategic Plan Successes - YouTube](#).

It was suggested that the successes be more prominently presented to the community, using the digital signage, website, and through social media – in a “Did you know” kind of format. Focus on positives.

The group discussed ideas related to youth placement in temporary custody. Some key comments included:

- Don’t let the parents off the hook too easily; don’t give up on the parents.
- Take a whole-family approach.
- Provide quicker support to grandparents who need help with caring for their grandchildren in lieu of parents being able to do so.
- Youth show patterns of behavior – find ways to intervene earlier in their lives.
- The process to get help takes too long.
- Create a placement list of community members who would be willing to take in youth.
- Create a checklist of resources and services for individuals who may be willing to take in youth to give them access to more help and services.
- There is a program in Green Bay that provides residential and outpatient services. They can work with up to 22 young people. The tribe could look to model programs after something that is working.
- Provide an intake assessment prior to placement to identify needs and risks.
- GLITC has a 36-bed AODA residential facility. The tribe could look at how that program was developed.
- Youth and families need someone to help them navigate insurance/billing/access to services.
- Create an ongoing fundraising campaign to be able to accept donations that would support youth and family services.

## Social Workgroup Notes June 21, 2023

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Topic transferred to this workgroup from Natural Resources:

- ❖ Goal: Increase Housing Opportunities
  1. Perform GAP Analysis.
  2. Identify more housing locations.
  3. Continue to address housing/tenant policy.
  4. Develop an inter-department communication procedure.
  5. Utilize community service programs for recreation and residential improvement.
  6. Evaluate the potential use of unused green space.

Based on discussion during the workgroup meeting, key considerations were identified regarding planning goals and objectives for housing.

- Additional department directors and decision-makers who should be included in planning for housing:
  - Wayne Wilber, Housing
  - Doug Cox, Land Use Development
  - Natasha Chevalier, Community Development
  - Marlin Waupoose, Utilities
  - James Corn, Maintenance
  - Menīkānaehkem
  - Menominee Tribal Legislature
  - Administration
  - Grant Writers
- Considerations around Housing
  - Centralize contacts for housing and other housing-related resources.
  - Address infrastructure needs for expansion of Tribal housing.
  - Identify existing efforts and plans to build from for goals and objectives.
  - Incorporate community policing and crime prevention approaches into housing.
    - Have community service officers assigned to housing.
    - Re-establish a sense of community and neighborhood care for each other.
    - Re-invigorate/establish a drug elimination program within communities to bring community members together to address local problems and provide non-alcohol/drug activities.
    - Incorporate cameras into neighborhoods.
  - Housing/tenant policy, and ensure it addresses:
    - eligibility requirements
    - revisit adherence to inspection requirements and accountability
    - waiting lists
    - types of housing needs
    - process for accessing rental properties when they become available.
    - identify types of housing options – flat rents, rent-to-own, apartments, tiny homes, etc.
  - Identify options off-reservation and develop a plan for expanding housing options.
  - Educate the community on financial literacy/financial planning resources for Tribal members to prepare them for homeownership and self-sufficiency. [Resources are available, but not being accessed].
  - Provide additional homeless shelter options.
- Consolidate all housing feedback from the comparative data report.
  - Pages 4-5; Pages 6-7; Q7-10 on pages 8-9; Q11 – pages 9-14; pages 29 and 32-33; page 49, 52.

## Comparative Data Related to Housing

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

### ON RESERVATION:

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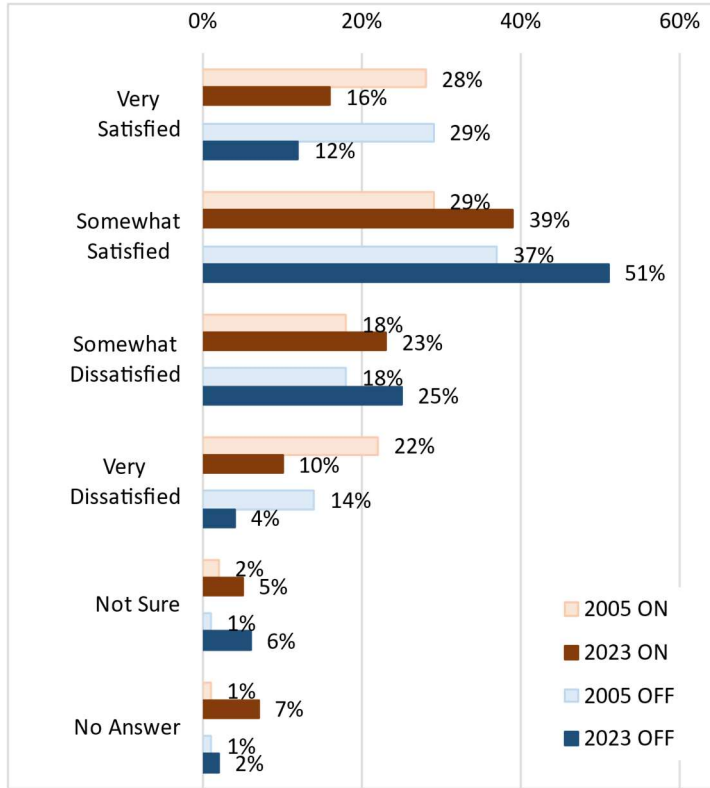
- Plowing, yard help, and lawn mower.
- Assistance with home repair and maintenance (2).
- Fix the house up; it's getting old.
- Home repairs (6).
- Housing upkeep from weather i.e., doors, wood stove, and/or roof.
- Not making enough to have house repairs done.
- A place to live.
- Adequate housing (12).
- Home improvement loan.
- Housing that fits us all.
- Remodeling my trailer.
- To be able to save money to add on/renovate our home.
- Resources for an adult, early twenty male tribal members - housing, healthcare, services, etc. Homeownership housing - tribal mutual help type homeownership program.
- House getting fixed up! I 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.
- 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 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.
- Safety and security needs.
- 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.
- Property taxes on Legend Lake are too high for me.
- 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.
- Utilities: Heat (4), Electricity (3), LP gas (2); Utilities (2) and mortgage; Water bill.

### OFF RESERVATION

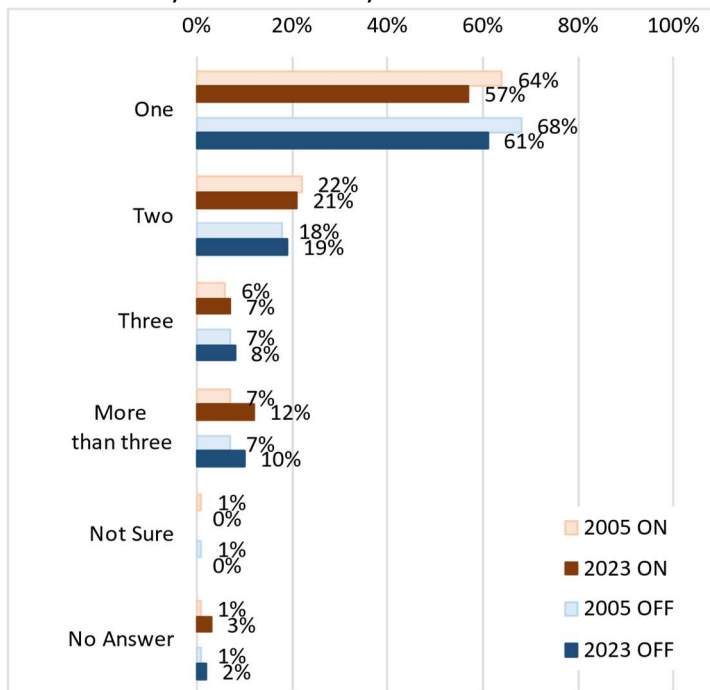
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- Affordable housing in decent neighborhoods with a good school system. No help for drug and alcohol abuse or mental health.
- Rent takes a lot of income.
- Behind on bills. Not paying a bill to buy food.
- Buying a house.
- Daily expenses (commute).
- Home improvements and maintenance (6).
- Homelessness or living in overcrowded places.
- I am an elder living off the reservation.
- Housing (7) I'd rather live on the reservation but there is a lack of housing.
- 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.
- Owning our own home.
- Rent.
- Things my house needs like a bathroom.

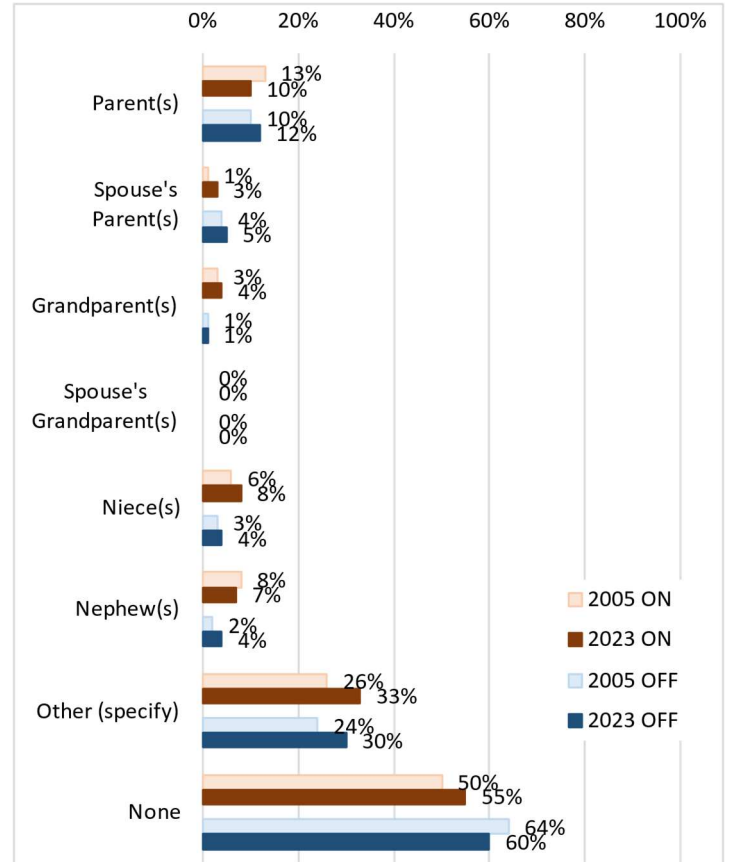
Q8: How satisfied are you with your current housing situation?



Q9: How many families live in your household?



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).
- 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.

#### More Housing (continued)

- That we have a mill-logs-land. Log homes for all that need them. Family 1st in all tribal jobs.
- 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.
- 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.
- 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.
- Need more housing, but the tribe needs to understand with more homes, there needs to be more staff at housing if/when this happens.
- Tribe needs to build housing opportunities for older couples looking to downsize from bigger houses.

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

- 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).
- Tiny home construction (2) 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.
- 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 (14) and apartments (12), in all communities; housing/larger families; safe houses.

**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.
- 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.

**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 housing help.

**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 our 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/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.



**Housing Recommendations: ON-RESERVATION (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.
- 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.
- 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 (6)
- 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
- More places to rent for people without big families.
- Also, more rent-to-own homes for enrolled members with bad credit.

**Single-Families/Young Adults/Single Adults**

- Singles and couples with no children have very limited options.... more apartments or tiny homes.
- Single-family apartments (4) and housing for smaller families (4) and newly married couples.
- Build more houses for both families and single people who prefer not to live off the reservation.

**Single-Families/Young Adults/Single Adults (continued)**

- Extremely high need for apartment complexes, young people can't keep their jobs because they must move off the Rez.
- Apartments 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.
- 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.
- 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.
- 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.
- Apartments; youth/teen shelters
- Build more housing for single people and small families.
- 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.
- 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 their Tribal School bus.
- There need 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.
- 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.

**More Housing (continued)**

- 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.
- 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.
- 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.
- 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.
- Safe and lawful communities.
- 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.
- Tribal members want to move back up there but must settle for Shawano.

**Q11: Housing Recommendations: Off-Reservation Comments:**

### ***More Housing (continued)***

- 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.
- 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.
- 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.
- 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.
- 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.
- Follow and develop policies for the low-income housing areas- NO DRUGS and ALCOHOL.

### ***Alcohol/Drug Restrictions***

- 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 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).
- 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.

**Q11: Housing Recommendations: Off-Reservation Comments (continued):*****Elders and Special-Needs Living (continued):***

- 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.

***Home Repairs (continued)***

- Available if not homes then land to put one on.
- Build more houses (4).

***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.
- Rent-to-Own Homes, Tiny Home Communities, or Apartments for the Younger Generation to have an opportunity at building their credit and rental history.

***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.

**Q11: Housing Recommendations: Off-Reservation Comments (continued):**

**Single-Families/Young Adults/Single Adults (continued)**

- 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.
- 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, without 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.

Q61: What do you consider are the three most serious problems that need to be addressed by the Menominee Tribal Legislature today?

ON RESERVATION		
First	Second	Third
Housing (8) /Homeless members (3) and housing programs Housing for young adults 23-33.	Housing (28) (affordable). ... or rent-to-own program. Housing for the younger, middle, and elders 55 and up.	Homelessness (4) Housing for the working class
Housing/apartments to live on the reservation Housing and making people accountable. Allow for removal if the lease is not followed for another family to utilize.	Housing / a new and bigger CBRF for elders. Housing (28) (affordable). ... or rent-to-own program.	Housing Needs and dilapidated junk properties cleaned up. More housing (9) and make (apartments) are available for single/married (no children, working people.
OFF-RESERVATION:		
First	Second	Third
Homelessness Housing (5) Housing for elders	Homelessness (3). Homelessness as related to crime (2). Homes for non-traditional families of tribal members. Housing (16). Housing counselors provide and assist low-income tenants with more resources to be more self-sufficient and encourage them to buy their own homes. Currently, many homes have no essentials such as boats, UTV, etc.	Homelessness Housing (9) Housing for people who don't qualify for housing

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

#### HOUSING: ON RESERVATION:

- 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.
- Need housing for our community members.
- Start building apartments.
- 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?
- 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.

#### HOUSING: OFF RESERVATION:

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

The notes from this meeting will be sent to the individuals suggested to weigh in on the housing strategic plan. They will be invited to attend the meeting next Wednesday. If good participation does not occur next week, we may perhaps need to hold a special meeting to review the plans for goals/objectives related to housing.

## Social Workgroup Notes June 14, 2023

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The workgroup participants reviewed and updated the goals and objectives. They reviewed the opportunities, threats, passions, and priorities from the MTL Retreat.

There are so many variables and factors related to how youth respond to adversity. Many times, individuals excel despite the circumstances in their life, which reinforces the importance of meeting each child where they are, rather than putting them into boxes or having preconceived expectations for what the youth can accomplish.

There was a discussion about the We Are 5-7 Program and how helpful it has been in working with at-risk youth. There is a need for more mentoring and creating opportunities for youth who otherwise might fall between the cracks – the quiet youth, the ones who are not interested in sports, etc.

While not included as a goal for this pillar, the group discussed the importance of making connections between youth and existing programs; identifying the barriers that prevent youth from being involved in existing programs.

## Social Workgroup Notes May 31, 2023

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The SWOT Analysis for the social group includes many items related to AODA. The group would like to ensure this topic is covered in the Health Pillar. If it is not, the social group would like to revisit and add a goal on this topic.

The SWOT Analysis also addressed concerns with probation and parole and efforts to help reintegrate into society and continue efforts such as studying for GED completion. If this is not addressed by the Justice Group, the Social Pillar would like to revisit and consider adding another goal.

## Social Workgroup Notes May 24, 2023

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### Proposed Workgroup Schedule Moving Forward:

- Wednesday, May 31: 1-3 pm at the Omaeqnomenewak Wetohkatikamek Center with the initial workgroup.
- Wednesday, June 7: NO MEETING – MTL Retreat this week.
- Wednesday, June 14, June 21, and June 28 from 12-1 pm: Meeting with the extended workgroup (additional departments including Tribal School, MISD, Police Department, Land Management, CMN, UW Extension, and Cultural Preservation).
- July 5: NO MEETING (Day after holiday).
- July 12 and 19 from 12-2: Meeting with extended workgroup and the community from 12-1 pm.
- The shorter meeting times on June 14, 21, and 28 will hopefully encourage participation. We will ensure a tight agenda to review the work and make any additions/corrections during the 1-hour meeting time. We are proposing longer meetings when the community is involved to ensure they have time to review and make comments.

Important notes to keep moving forward with: The focus needs to remain on improving existing services and access to services for all Tribal members, regardless of what community they live in. This may need to be further developed within goal 1 or developed into an additional goal and objectives.

## Social Workgroup Notes May 17, 2023

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The social workgroup suggested that this workgroup focus on improving existing services. Their second focus area related to enhancing access to information regarding services to include a directory that shows the types of services, hours of operation, in addition to the point of contact, as well as to make the information available in a format for individuals who may not be able to read (literacy or eye health).

While the Social Workgroup identified homelessness as a goal, the focus has been more on identifying the homeless population and determining the areas of need they have. Another focus area related to homelessness is access to Housing, which may need a different workgroup or other departments involved to fully develop goals in this area.

<b>Goal One: Create a Comprehensive Resource Directory of Services and Providers</b>		
Objective One: Identify existing directories of resources and services to build from.		
Objective Two: Compile information regarding additional resources, services, and providers.		
Objective Three: Disseminate information to the right audiences using the best platform to reach them, being inclusive of the needs of all Tribal members as possible.		
Objective Four: Identify barriers to participation/access and create strategies to address the barriers.		
Make sure the format is searchable by age group, type of service, etc.	Allow for frequent updates of the information.	Use the Communication Plan and the App to inform the community.



Include resources from CMN, MTE, County, and Schools as well as from the Tribe.	Check with HR to perhaps use a Summer Intern and work through CRC.	Have a central clearinghouse/phone number that can explain what is available.
Have collaborative ZOOM meetings monthly to update on services.	Create a children/youth resource guide. Have each department submit activities and eligibility requirements.	A department needs to be willing to put this together and keep it updated.
Make information about this resource available on Reservation and for outside areas, i.e., Shawano, Gresham, Antigo, etc.	Create a social media page for youth for announcements, events, programs, etc.	Make information available to youth in the schools about what is available in the community.
Ensure a user-friendly format that is easy to update connections.	Keep the MITW website up to date with resources, services, forms, department contacts, and events.	Update TV Monitors in Tribal Buildings and throughout the Reservation with more current information.

<b>Goal Two: Provide Access to Services that will Support the Homeless</b>		
Objective One: Define homelessness, reasons for being homeless, and identify categories of need: inability to meet qualifications for housing, lack of available housing; limited income to cover monthly expenses; not able to pass background checks; mental health/addiction, etc.		
Objective Two: Assess needs and scope of the impact; get numbers from Wayne Wilber on the number of individuals on the waiting list for housing; gather data from other sources.		
Objective Three: Create a long-term strategy to address the needs of those identified. Be sure the strategy includes on-reservation, surrounding communities, and remote areas where tribal members live (Green Bay, Milwaukee, Chicago, etc.)		
Define homeless to identify categories of need for housing.	Create a survey to identify reasons, age groups, and needs. Determine how to distribute to reach the right people.	Consider options to provide a shelter or housing – maybe in Shawano?
Provide resources to assist individuals and families in need of housing, i.e., financial literacy.	Address food insecurities as a component of homelessness.	Sources for information on homeless: Wayne Wilber – Housing/ Eagle’s Nest Sue – CRC – Income Maintenance; TANF/JTP

<b>Goal Three: Offer Food Boxes to Tribal Youth, like the Senior Food Box Program</b>		
Objective One: Assess the number of Tribal youths who are struggling with food insecurities.		
Objective Two: Identify existing programs that offer food for other Tribal members to build this resource out to serve Tribal youth.		
Objective Three: Create a strategy to get the right food to the individuals most in need and ensure it is maintained as a resource for youth.		
Objective Four: Find ways to provide food where youth are gathered and access funding to pay for the food. (Not possible with federal funds.)		
Include simple recipes to promote independent skill-building.	Identify a marketing strategy to ensure participation.	Incorporate youth in community gardens/gardening programs.
Identify food pantries and sources of food for youth.		

Goal Four: Create a Strategy to be Responsive to Tribal Members struggling with mental health (suicide awareness) and access to services		
Objective One: Assess and build upon existing resources and services.		
Objective Two: Identify gaps in services and talk with families about their unmet needs.		
Objective Three: Eliminate barriers to accessing mental health services, make the process more efficient, and reduce the wait time.		
Objective Four: Create a community awareness plan around suicide prevention and how to access crisis management services.		
Suicide Rates - Marketing efforts to build awareness.	Suicide Rates - Communication and a plan outlined for tribal members.	Suicide Rates - Collaboration among entities for services
Create an efficient mental health response for Tribal members	Be clearer in the communication about “same day services” – assessment can take a week or more.	

*Additional suggestions:*

Plant gardens and provide training on homeownership to include winterizing, upkeep, home care. Look at more ideas for sober fun and sober living to provide a sense of hope.

## Social Workgroup Notes May 10, 2023

A significant barrier in this category is educating the community on what services are available, how to access them, and what the eligibility requirements are. Community engagement and involvement is another important component.

Key players in this topic area include Youth Services, Early Childhood, Mary Kramer, Housing, Wayne Wilber, Adi Caldwell from Maehnowesekiyah, and member services. It is felt that these meetings should be mandatory. Every voice is important and if a director cannot attend themselves, they should assign a representative to attend. Meeting invites should include an emphasis on sending an alternate.

Volunteer training was a goal in 2007. There seems to be less time and attention, or perhaps less awareness, of efforts on this topic.

Life skills classes and parent engagement are two key areas of priority for the group.

The rest of the discussion notes are captured in the updated SWOT analysis document.

## Social Workgroup Notes May 3, 2023

The group discussed who else should be involved in this pillar’s workgroup:

- Lori Corn – Tribal School
- Wendell Waukau – MISD
- Keith Tourtillott – MTPD
- Doug Cox - Land Management
- Brian Kowalkowski – CMN
- Jennifer Gauthier – UW Extension
- Dave Grignon – Historic Preservation

### Review of Prior SWOT Analysis

- Language immersion and the ability to understand and communicate in the Menominee language is an important part of social engagement; an opportunity to relate to each other in a way that promotes shared values.
- Children need to understand language to help instill pride in being Menominee.

## Review of Current SWOT Analysis

### CULTURE:

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- Keep out traditions that are not Menominee (Sundance).
- The Tribe could do more to strengthen the use of language and encourage cultural approaches to programs by using its sovereign power, but it is not used as often as it could be.

### LANGUAGE:

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- Menominyou.org is a good resource to help the community stay connected with the language/culture.

### AODA:

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- There was concern about the impact on young children when parents use drugs in front of them.
- Introduce culture and language in detention and treatment/detox facilities when individuals have time to focus on this aspect of who they are.
- Look at having a Detox facility and connecting individuals with resources when they come out of treatment.
- Formalize and grow the Recovery Coach program as a support resource for individuals returning from treatment.

### ELDERS:

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- There is an ongoing impact from trauma – boarding schools – loss of language.
  - Mandate/encourage tribal employees to learn the language; provide time during their workday.
- Bring back the Elder Committee.
  - Hold Elder Summits
  - Provide opportunities for youth to connect with elders.
  - Listen to the issues elders see and learn about how they would like to see those issues addressed.
- Discuss social issues the elders see and how to address issues based on how things used to be done.

### OTHER CONSIDERATIONS:

- Revisit Neopit community needs, such as access to resources and services, enhanced roads, repair houses, etc.
- Provide more resources to grandparents who are raising their children due to alcohol and substance use disorders with parents.
- Bring back assembly presentations in the schools to teach about social issues, awareness of responsibilities, and culture/language.
- Look at grant opportunities where the Tribe can work collaboratively with partners like MTE, School District, CMN, Tribal Schools, County, WRDC, etc.
- A suggestion was made for a small percentage of lumber from MTE to be allocated for building/repairing homes.
- At the conclusion of the meeting, participants were asked what they would like to see as outcomes for the Social Pillar planning meetings:
  - Stop and check the status/pulse; get feedback on education – what to do differently to improve college and career outcomes for Tribal members.
  - See the community come together – youth with elders – and with administration; heal the community; have culture woven into everyday activities, services, and the lives of Tribal members; look seriously at culture for the success of future generations; focus on the youth to teach them about who they are as Menominee youth through language and cultural teachings; teach them to honor mother earth.

### NOTE:

It was mentioned that Gena Kakkak was sitting at the table with one of today's participants during the Director's Retreat. Gena indicated during that meeting that she would like to see Housing be its own area of focus or pillar for the new plan.

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