



# Natural Resources



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















## J. Natural Resources

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### I. Successes from the MITW 2007 Strategic Plan.

Originally, the 2007 Strategic Plan Natural Resources Workgroup created twenty-two goals and fifty-four objectives by members of the community, partners, and stakeholders to address the necessary changes needed to improve the continued efforts to sustain forest management, land use, water resources, fish, and wildlife. With that in mind, they have created long-lasting collaborative relationships over the past 16 years.




Shortly after the Strategic Plan was approved in September 2007, the Natural Resource workgroup used these same goals and objectives to develop the Integrated Resource Management Plan; thereby, using this document as their guide to complete goals and objectives. The Natural Resource workgroup on June 1, 2023, had Forest Management and Menominee County in attendance and walked through the following:

-  Goal 1: Objective 1 - has been completed; BMP is used both by the County and the Tribe and there has been no reason to revise.
  -  Objectives 1-3 have been completed.
-  Goal 1: Objective 5 – no specific plan for Forestry – take this to MTL Retreat to be a part of their goals and objectives.
-  Goal 2: Objective 2 – Completed.
-  Goal 5: Increase Environmental Education for the Menominee Community.
-  Goal 6: Amendment of the Menominee Constitution.
  -  Objective 1: Gap Analysis of forest operations.
-  Goal 9: Land Use: This is being addressed by the Comprehensive Planning Committee.
  -  Objective 4: The roads workgroup addresses issues of road maintenance; the Tribe, County, and MTE meet monthly.
-  Goal 12: Land Use: Improve Communication; this is ongoing.
-  Goal 13: Water Use: Natural waters, maintain water quality – this has now become a part of the Environmental Services Department functions.
-  Goal 14: Water Use: This has become an Environmental Services Department work plan.
-  Goal 16: Water Use: has been completed.
-  Goal 17: Water Use: Objective 2; Develop a plan to control/remove invasive species is ongoing.
-  Goal 18: Water Use: has been completed.
-  Fish and Wildlife – GOAL 19, 20, 21, and 22: Ongoing Environmental Services Department-specific work plans; this is ongoing, being done now continually.

The goals and objectives created in 2007 were revisited in 2023 and are ongoing through collaboration and relationship building. Prior separate work plans were combined to create efficiencies in workflow and outcomes. The Natural Resources workgroup identified opportunities to enhance collaboration and further streamline operating procedures for the 2023 plan.

## II. Community Survey Overview

The Community Survey asked respondents a total of four questions regarding their perceptions of how well the Tribe, its programs, and its members educate the community about natural resources and enforce laws to protect natural resources. The survey results revealed the following notable highlights:







-  When asked about satisfaction with the current management of natural resources within the Menominee Reservation, 29% of on-reservation and 31% of off-reservation respondents indicated they were satisfied. 24/23% were not satisfied and 40/41% were unsure.
-  76% of on-reservation and off-reservation respondents were satisfied with the quality of air on the Reservation.
-  59% of on-reservation and 71% of off-reservation respondents are satisfied with the quality of lakes and rivers on the reservation.

When asked about the quality of wildlife on the Menominee Reservation, 69% of on-reservation and 74% of off-reservation respondents indicated they are satisfied.

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 comparative data survey results to identify and address problems and their underlying causes. The workgroup identified programs that directly address the following: Forest Management, Land Use, Water Use, and Fish and Wildlife. The workgroup consisted of the following departments and programs:

-  Agriculture and Food Systems
-  Conservation
-  Environmental Services
-  Information Technology
-  Menominee County
-  Menominee Tribal Enterprises

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

#### IV. Programs with a Specific Emphasis on Natural Resources

The workgroup identified the following Tribal programs and partners as resources due to their knowledge about natural resource management, land use, water use, and fish and wildlife:

- ✦ **Environmental Services:** The department is responsible for programs and services aimed at implementing, monitoring, and enforcing the various health, safety, and environmental laws of the Tribe.
- ✦ **Conservation:** The department is responsible for implementing and enforcing conservation laws of the Tribe, assessing the well-being of wildlife populations, and encouraging the use of sound conservation practices by hunters, fishermen, and trappers.
- ✦ **Menominee Tribal Enterprises (MTE):** This entity is committed to excellence in the sustainable management of the forest, and the manufacturing of lumber and forest products.
- ✦ **Trust Resources:** The Department of Trust Resources Compliance and Enforcement is responsible for monitoring the compliance of the Tribe’s contractor in the management and development of the Tribe’s forest.
- ✦ **Community Development:** The department is responsible for developing and overseeing a vast array of programs and services aimed at developing community infrastructure and conducting long-term and short-term planning in the development of the community.



*Figure 1: Summer River*

## 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"> <li>👉 Improved lakes and rivers (survey data).</li> <li>👉 Indigenous knowledge, Bio-Char.</li> <li>👉 Forest management – community education.</li> <li>👉 Sustainability.</li> <li>👉 Wildlife management.</li> <li>👉 Collaboration between education, community, CMN, and historic preservation.</li> <li>👉 Water quality – setting our own standards.</li> <li>👉 Gardens/agriculture.</li> <li>👉 Seed reservation – culture.</li> <li>👉 Inter-connected systems – wildlife/forest systems thinkers.</li> </ul>	<ul style="list-style-type: none"> <li>👉 Disrespectful of Mother Earth – garbage, wasteful.</li> <li>👉 Destruction – not following the teachings.</li> <li>👉 Ordinance revision – lead, CWD.</li> <li>👉 Lacking integration and enforcement of management by managers.</li> <li>👉 Change in mindset.</li> <li>👉 MTE-MTL not seeing eye-to-eye.</li> <li>👉 All equipment is run by hydraulic fluid, can we use a more biodegradable fuel?</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>👉 Build alliances with outside entities.</li> <li>👉 Eco-tourism, in a controlled fashion.</li> <li>👉 Emergency plans in place for climate-related disasters.</li> <li>👉 Look at low-value forest areas for development.</li> <li>👉 CMN – climate control/seedlings sustainable development.</li> <li>👉 Put a bounty on invasive species. Garlic mustard is edible and can be used. Can be revenue and food for the Tribe.</li> <li>👉 Forest education – develop curriculum for high school and younger students.</li> <li>👉 Citizen wardens – overregulating certain things, underregulating others.</li> </ul>	<ul style="list-style-type: none"> <li>👉 Water rights – climate migration.</li> <li>👉 Freshwater rights – legal help.</li> <li>👉 Wolf River Corridor – sustained yield, forest management, invasive species.</li> <li>👉 Overharvesting our medicines.</li> <li>👉 Outside – interested in our resources.</li> <li>👉 Lack of wardens and staff.</li> <li>👉 Boundaries – garbage dumped on our reservation from off-reservation people.</li> <li>👉 Perspective – using the term resource when referring to our plants and animal relatives – they are not resources; they are our relatives.</li> <li>👉 Data collection, controlling, managing, policies – Data Sovereignty.</li> </ul>
Passions	Priorities
<ul style="list-style-type: none"> <li>👉 Go green – implementing lifestyle change – educating the community.</li> <li>👉 Food sovereignty – the ability to purchase and produce healthy food.</li> <li>👉 Resource protection and management.</li> <li>👉 Update codes.</li> <li>👉 Make the reservation a clean place.</li> <li>👉 Remember who we are.</li> </ul>	<ul style="list-style-type: none"> <li>👉 Land use plan – revise and redo the plan.</li> <li>👉 IRMO multi-disciplinary departments/entities</li> <li>👉 Effective regulation development.</li> <li>👉 Collaboration with community stakeholders.</li> <li>👉 Protect our land and natural resources.</li> <li>👉 Ecotourism and climate change.</li> <li>👉 Caring for what we have.</li> <li>👉 Education; connection to the land.</li> <li>👉 Treat everything as a relative.</li> </ul>

A full report of the SWOT Analysis for Natural Resources 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 Natural Resources service area, the workgroup developed three goals and eight objectives. These goals and objectives include the following:

- 🐾 **Goal One: Forest Management: Improve environmental/cultural protection of the forest.**
  - 👉 Objective One: Seek additional funding to create a lobbying plan that addresses forest management.
  - 👉 Objective Two: Request that MTL provide approval for a gap analysis of forest operations and operational structure.
  - 👉 Objective Three: Request that MTL define stumpage and identify the potential for payment options as part of their goals/objectives.
  - 👉 Objective Four: Work as needed to align with BIA's annual allowable cut.
- 🐾 **Goal Two: Land Use: Define Tribal lands and land use.**
  - 👉 Objective One: Create a new land use plan (define sustained yield [unify terminology and meaning] and promote the creation of a tourism feasibility study: use of green space, green tourism, RV park, etc.)
  - 👉 Objective Two: Create new building codes and revisit zoning procedures and regulations to be reflective of the Tribe's land use plan for review and approval by MTL.
- 🐾 **Goal Three: Expand and enhance resource protection and use.**
  - 👉 Objective One: Be proactive in identifying and addressing the potential for environmental justice issues.
  - 👉 Objective Two: Identify threats and be responsive to cultural protection needs.



*Figure 2: Ice Fishing*

<b>NATURAL RESOURCES Goal ONE: Forest Management: Improve environmental/cultural protection of the forest.</b>				
<b>Objectives:</b> ➔	<i>Objective One: Seek additional funding to create a lobbying plan that addresses forest management.</i>	<i>Objective Two: Request that MTL provide approval for a gap analysis of forest operations and operational structure.</i>	<i>Objective Three: Request that MTL define stumpage and identify the potential for payment options as part of their goals/objectives.</i>	<i>Work as needed with BIA's annual allowable cut.</i>
<b>Categories:</b> ↓				
<b>Inputs/ Resources</b>	☞ Current lobbying plan addresses forest management.	☞ None available.	☞ Current definition of stumpage. ☞ Current payment options (none).	☞ Review current annual allowable cut provisions.
<b>Outputs/ Activities</b>	☞ Identify current Integrated Resource Management Plan. ☞ Create a lobbying plan for forest management. ☞ Gain funding for forest management lobbying plan.	☞ Develop budget for costs associated with a gap analysis. ☞ Gain funding for lobbying plan. ☞ Listing of all available resources. ☞ Gain business partnerships that will assist operations.	☞ Definition of stumpage. ☞ Potential payment options. ☞ Develop 90-day plans to gain partnerships to improve cultural and environmental protection.	☞ Continued involvement in the Natural Resource Workgroup. ☞ Develop partnerships with entities necessary to support annual allowable cuts. ☞ Create 90-day plans.
<b>Outcomes/ Results</b>	☞ Lobbying plan for Forest Management.	☞ Redefined forest operations and operational structure.	☞ Improved environmental and cultural protection of the forest. ☞ Stumpage defined; process created for stumpage payment.	☞ Agreement with BIA to review and revise annual allowable cut. ☞ New agreement for annual allowable cut.
<b>Baseline Data</b>	☞ None available.	☞ Menominee Constitution.	☞ Current agreement for stumpage payments.	☞ Current BIA agreement.
<b>Timeline</b>	☞	☞	☞	☞

<b>Goal Two: Land Use: Define Tribal lands and land use.</b>		
<b>Objectives:</b> → <b>Categories:</b> ↓	<i>Objective One: Create a new land use plan (define sustained yield [unify terminology and meaning] and promote the creation of a tourism feasibility study: use of green space, green tourism, RV park, etc.)</i>	<i>Objective Two: Create new building codes and revisit zoning procedures and regulations to be reflective of the Tribe's land use plan for review and approval by MTL.</i>
<b>Inputs/ Resources</b>	<ul style="list-style-type: none"> <li>✿ Current Land Use Plan.</li> <li>✿ Current definition of sustained yield.</li> <li>✿ Previous feasibility studies for tourism for use of green space, green tourism, RV Park, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>✿ Current codes.</li> <li>✿ Current zoning procedures.</li> <li>✿ Current Land Use Plan.</li> <li>✿ Current commercial development plan.</li> </ul>
<b>Outputs/ Activities</b>	<ul style="list-style-type: none"> <li>✿ Create 90-day plans to develop partnerships with Forest Management, Environmental Services, Economic Development, and Historic Preservation.</li> <li>✿ Creation of tourism plan with use of green space, green tourism, RV Park, etc.</li> </ul>	<ul style="list-style-type: none"> <li>✿ Create 90-day plans to gain commercial development partnerships with WRDC, Casino, MTE and MTL.</li> <li>✿ Revision of Land Use Plan.</li> <li>✿ Revision of zoning regulations and procedures.</li> <li>✿ Creation of building codes.</li> </ul>
<b>Outcomes/ Results</b>	<ul style="list-style-type: none"> <li>✿ Approval of revised Land Use Plan for inclusion of tourism and/or commercial development.</li> </ul>	<ul style="list-style-type: none"> <li>✿ Approval of Land Use Plan with inclusion of building codes and zoning regulations and procedures.</li> </ul>
<b>Baseline Data</b>	<ul style="list-style-type: none"> <li>✿ Current Land Use Plan.</li> </ul>	<ul style="list-style-type: none"> <li>✿ Current Land Use Plan.</li> </ul>
<b>Timeline</b>	<ul style="list-style-type: none"> <li>✿</li> </ul>	<ul style="list-style-type: none"> <li>✿</li> </ul>



<b>Goal Three: Expand and enhance resource protection and use.</b>		
<b>Objectives:</b> ➔ <b>Categories:</b> ↓	<i>Objective One: Be proactive in identifying and addressing the potential for environmental justice issues.</i>	<i>Objective Two: Identify threats and be responsive to cultural protection needs.</i>
<b>Inputs/ Resources</b>	<ul style="list-style-type: none"> <li>✎ Current plan that identifies environmental justice issues.</li> <li>✎ Current activities that identify and address environmental justice.</li> <li>✎ Current work plans for the Environmental Services Department.</li> </ul>	<ul style="list-style-type: none"> <li>✎ Current plans that identify threats to cultural and environmental protection.</li> <li>✎ Documents that support the need for cultural protection.</li> </ul>
<b>Outputs/ Activities</b>	<ul style="list-style-type: none"> <li>✎ Develop 90-day plans that invite partners to discuss and develop relationships for environmental protection.</li> <li>✎ Review current work plans for Environmental Services Department and Historic Preservation.</li> <li>✎ Review and revise current ordinances, rules, and regulations.</li> </ul>	<ul style="list-style-type: none"> <li>✎ Develop 90-day plans that invite partners to discuss and develop relationships for environmental protection.</li> <li>✎ Review current work plans for Environmental Services Department and Historic Preservation.</li> </ul>
<b>Outcomes/ Results</b>	<ul style="list-style-type: none"> <li>✎ Up-to-date proactive areas identified and plans of addressing environmental justice issues for natural resource protections.</li> </ul>	<ul style="list-style-type: none"> <li>✎ Cultural threats identified and environmental justice impacts addressed in all areas expanding and enhancing resource protection and use of Menominee natural resources internally and externally.</li> <li>✎ Legal representation – including freshwater rights.</li> </ul>
<b>Baseline Data</b>	<ul style="list-style-type: none"> <li>✎ Current agreements with EPA, BIA, DNR, MTE, etc.</li> </ul>	<ul style="list-style-type: none"> <li>✎ Current agreements with EPA, BIA, DNR, MTE, etc.</li> </ul>
<b>Timeline</b>	✎	✎

## VII. Responsible Parties

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

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

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

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