

**NOW: STRENGTHS:**

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- Revenue from MTE, WRDC, and the Casino supports tribal families; it is limited to those who work there.
- Doing economic development in an environmentally conscious and sustainable way
- MTE: Sustained Yield Policy
- Communicating what the infrastructure can handle so small businesses are more knowledgeable about their options and possibilities. Communicating our infrastructure plan.

**NOW: WEAKNESSES:**

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**TRIBAL PLAN**

- No long-term economic plan for the base dollar - only the multiplier is addressed.
- Kenosha Casino - There is a lack of info on where we are with that initiative. Concern from the community because lack of information

**SMALL BUSINESS OPPORTUNITIES**

- No plan to sustain business dollars in the community, multiplier plan.
- We do not communicate what is possible for small businesses regarding what our infrastructure can handle so plausible opportunities are identified.
- No land reserved for small business development by tribal members.
- Need for succession planners.

**EDUCATION**

- Education – allow tribal members to invest in businesses/business ventures, and insurance reimbursement for medical services. Educate the public on economic issues/topics.
- No education for the public on financial literacy and economic development to start small businesses.
- No education for the public on financial literacy and economic development for them to confidently start small businesses.

**FUTURE: OPPORTUNITIES:**

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**TRADITIONAL OPPORTUNITIES**

- Opportunities to revive our bartering system to barter our resources with other tribes.
- Opportunities to barter with other tribes for resources.
- Reclaim/buy Ancestral lands.
- Opportunities for traditional economics - Reviving the bartering market.
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**MTE RESOURCES**

- Long-term opportunities with MTE rather than short-term.
- More marginal timberland.
- MTE gets out of the pulp and into more profitable areas.

- Long-term opportunities with MTE rather than short-term ones
- WOODLAND Financial Partners – More visibility in the community and access to the community.
- Sawmill – We are no longer profitable.
- Revenue from MTE, WRDC, and Casino is limited in that it supports only those that are employed there.

**BUSINESS VENTURE SUGGESTIONS**

- Meat processing facility
- Our own funeral home/burial services
- Need for succession planning.
- Support small businesses to keep them in the community.
- Develop E-COMMERCE, marketability, and product development.

## FUTURE: OPPORTUNITIES (continued):

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### TRIBAL PLAN

- Acquire adjacent lands.
- Diversified market opportunities - Cannabis and hemp, maple syrup, and other environmental opportunities that are considered towards environmental impacts.
- Off-reservation economic development – is there an opportunity to open franchises off the reservation?
- Open a franchise that is owned by Menominee.
- Continue to support the Kenosha casino.
- Have an infrastructure plan for the expansion of business and homes.
- Stock portfolio - Invest in the tribe for a financial dividend.
- Stock portfolio - Invest in other small businesses on the reservation/off the reservation.
- Tribal members could invest in our community development companies and get a dividend payment back. Or invest in our tribe for dividends/future development.
- Listing of all local business contractors/services for people to reference.
- Infrastructure plan for expansion of businesses & homes

- Insurance reimbursement for medical services
- Small business opportunities can be communicated to tribal members regarding our infrastructure.

### TOURISM

- Research tourism for a controlled tourism plan.
- Tourism – Connect with northern tribes – Casino tour route.
- More tourism opportunities – Trails in the forest, walkways, etc.
- Invest in the Tribe’s current businesses.
- Invest in diversifying events that are our businesses.
- Continue to strategically purchase properties.
- Ability to invest in emerging Markets.
- Taxes/tribal fees – Legend Lake boats deplete our resources.
- S Corp that is Menominee managed; that members can invest in rather than the stock market.
- Taxation – Taxing our lending LLCs - Right now they only pay a small fee of \$50.00. PR campaign to the tribal membership – Profits will go to our children, elders, and culture – Tax referendum.
- International Gaming – Asian Market, South America, Australia, India.

## FUTURE: THREATS:

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### FUNDING LIMITATIONS

- The community doesn't have a general understanding of the restrictions and guidelines we must abide by when it comes to our grant funding.
- The community doesn't understand how dollars can be spent.
- Corporations and the government profit from our data without our consent.
- Data security from hackers.
- Tourism increases revenue but brings up jurisdiction issues and enforcement, and environmental impacts.

- Lack of funds for future programming.
- Loss of revenue by not attempting economic development off the reservation.
- The Fed is changing its policies. We need to prepare for what's to come (Credit cards, interest rates, etc.).
- Funding - Lack of capital for the investments.
- Land availability – How do we create more land to build on for tribal member development/housing?
- The Legislature really needs to consider the complexities of decision-making around the land.

## FUTURE: THREATS (continued):

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### FUTURE PLANNING

- Need for succession planning – the threat of losing administrative knowledge.
- Employee retention crisis.
- Community not involved in meetings, projects, etc.
- Not investing in and maintaining our current businesses.
- Losing the tax base – Menominee County insolvency.
- Government regulation in emerging markets.
- Homeownership/financial literacy of tribal members – Educate our tribal members about credit/homeownership/loans etc.

### WORKFORCE AND EMPLOYMENT

- WRDC – They are a strength, but they are taking from our Tribal employees because they are flexible.
- Competitive wages and benefits.
- Our biggest threat is ourselves to economic stability – Stop always saying no and make decisions for the future.
- Available workforce – Where do we get the workforce for all our jobs, competitive wages, keep our people here instead of leaving, “brain drain”.

## PASSIONS:

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1. High-tech manufacturing (machining/composites/defense/medical).
2. Pellet stove fuel manufacturing from logging by-products/chipping – mulch production from the same.
3. Renewable energy compost + manufacturing
4. Well-paying jobs to improve the quality of life with needs met. (housing/food/clothing/entertainment/education/health)
5. Using technology to reduce energy use/expense – solar/go thermal/smart switches/LED bulbs/insulation improvement.
6. Reduce carbon footprint as a component of energy use and education.
7. Assisting people in finding talents (what comes easy for them/you; but is a little more difficult for others).

## PRIORITIES:

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1. Land Use Plan – designating Business Park
2. Leasable Facilities for small businesses/entrepreneurs
3. Assessment of current resources for businesses (services for startup/Labor pool, general assets)
4. Development of current resources for agriculture, such as maple syrup/sugar and ginseng cooperative
5. Development of a list of business opportunities that require no degree and have a low cost of entry, e.g., computer coding, handyman, business, baking, etc.