

NOW: STRENGTHS:

COMMUNITY

- Sense of Identity and our homeland.
- Revitalization of culture and identity happening.
- Close Knit Community.
- Collaboration/Sharing resources.
- Face Center - Community Engagement Center.
- Accessibility to Education - Tribal School, MISD, CMN.
- Community Engagement and Support.
- The community offers a great deal of programming; especially at the Family Resource Center.
- Training.

FAMILIES

- The quality of family life has increased over time.
- Family Dynamics is improving.
- Job opportunities.

CULTURE

- Language and culture - What we have now.
- The Land is the most important b/c the community is so connected to the land and forest.

NOW: WEAKNESSES:

ACCESS TO RESOURCES AND SERVICES

- Family dynamics and support are missing; lack of parental accountability for children's behavior
- Limited land base - We have a growing population, but the land mass is the same.
- Limited infrastructure for building
- Adult Programming - Plenty is offered for youth, but adults need more. Ex: singles/couples/middle-aged.
- Only socially and physically isolated entertainment options are available right now.
- People are not willing to wait and need instant gratification.
- Services and opportunities, especially for the youth, are primarily in Keshena. More opportunities in the other three communities are needed.

SERVICES

- College facility in the community.
- Health Care Resources.
- Medical Services.
- Wrap Around Services.
- Trauma Informed Care.
- Suicide Rates - We have funding to help.
- Ongoing drug and alcohol-free activities.
- The number of programs to assist our needs.
- Transportation for employment.
- Abundance of youth programs.
- Accessibility to Childcare services.
- MITW Children's Code.
- There are passionate employees and community members advocating for change in the community.
- ARPA Related funding - Renovations/available for all income levels.
- Improvement in the food services for elders.

FINANCES AND EMPLOYMENT

- Wages - low competitive wages
- Lack of disposable income to meet basic needs
- Inflation - Addressing all tribal needs within all tribal groups.
- We have a high cost of living in our area.
- Financial Insecurity.
- Financial Employment.
- Job opportunities.

COMMUNICATION

- We are a close-knit community and confidentiality can be hard.
- Lack of communication with the public. Tribal members have too many hoops to jump through.

NOW: WEAKNESSES (continued):

HOUSING

- Vacant Homes - Lack of Enforcement of Ordinances
- Vacant/Run down homes - Cleanup is needed.
- Homelessness.
- Housing areas need more work to be fully developed housing areas.
- Not enough housing opportunities here - Not enough apartments, single-family homes, home ownership options, homeowner repair options, Multi Family situations, elder housing, access to credit/capital to purchase homes, etc.
- Members must move off the reservation for housing needs.
- There is a lot of drug use in Tribal Housing. We need a zero-tolerance policy again.
- Drug Use in Housing - Develop a zero-tolerance policy for Opioid Epidemic
- Recovery homes are needed.

HEALTH

- This is not a good place to raise a family.
- Issues/struggles with Mental Health.
- Suicide Rates - Lack of service and response.
- Suicide Rates - Lack of education and information.

FUTURE: OPPORTUNITIES:

LEGISLATIVE

- Updated Constitution to allow academic and social development.
- Purchase land outside of the reservation boundaries.
- Develop a land use plan - to help obligate marginal timber lands for housing and apartments.
- Get our Wisconsin land back.

- Sense of hopelessness.
- Not living the way our spirit is supposed to.
- Generational trauma.
- Alternative pain management.
- Food insecurity - Cost of food is high - Food shortages.

ACCESS TO SERVICES

- There are no evening daycare services.
- Limited services and assistance for off-reservation Tribal members.
- Elder assistance living facility options are limited.
- Elders and other family members raising other people's children - Parents need to be parents.
- Transportation for employment.
- Not a lot of collaboration with other tribes - tend to compete instead of collaborating.
- The tendency to take for granted the resources and opportunities that are available.
- Despite the passion to advocate for change, change tends to evolve slowly.
- Economic diversification.
- Transportation to events in Keshena is missing; resources need to be brought to the outlying communities.

LEGISLATIVE (CONTINUED)

- Enrollment/Blood Quantum Determination - Seek other ways to determine membership.
- Funding for tribal ventures
- Assumption of Adult Protection Services from the county.
- Integrate our ideas through the Community Engagement workshop to move forward and accomplish those goals.

FUTURE: OPPORTUNITIES: (continued)**LANGUAGE, TRADITIONS, AND CULTURE**

- Log cabin village for recovery or traditional villages.
- Incorporate ceremony into social life.
- Write our traditions down in a sort of “Manual” that everyone can have access to. A lot of people don’t know who to go to. (Menominee names & Ceremonies, etc.) Videos of elders to talk about how to do things to prevent outside people from accessing and using our information – During our gatherings we can have it shared. Downsides to a manual: People are learning separately rather than together.
- Menominee-specific recipe book on traditional foods and medicines.
- Tribal members learn how to preserve our food.
- Everyone can learn how to hunt, fish, and gather in season.
- Find holistic options for people in need of support for recovery, domestic violence, and trauma.
- Menominee-specific herbal medicine book.
- More language speakers/ability to converse in Menominee - Teachers & Trainees, all community members.
- Charter Immersions Schools - K-12, College.
- Community access and practices for traditional activities or ceremonies.
- More availability for daycare/childcare services
- Extended daycare hours.

INFRASTRUCTURE, FACILITIES, AND ENFORCEMENT

- Strict Enforcement of ordinances regarding properties - annual inspections, # of vehicles.
- Create a data management/records retention plan to protect our data sovereignty.
- Better community infrastructure - Roads, electricity, sewers, and water.
- Upcoming infrastructure opportunities and projects.
- Update and enforce our ordinances - Ex: Alcohol being sold in a school zone.
- Energy Independence - Hydro, wind, Upcoming Solar Projects.

INFRASTRUCTURE, FACILITIES, AND ENFORCEMENT (CONTINUED)

- Upcoming opportunities to utilize our resources - Our land and the knowledge that our tribal members hold at the individual level.
- Sidewalks & Pedestrian safety expansion/infrastructure.
- Landscaping/beautification of the community.
- Public Safety/Justice System Facility.
- Convenience stores: Middle Village – South Branch.
- Create a database of programs and organizations that need volunteers, what tasks are needed, and when they are needed; also create a database of potential volunteers and availability.
- Energy Independence - Hydro, wind, solar - Tribal level.
- Develop a volunteer program to develop a pool of volunteer staff for community programs and events.
- Renewable energy options at the individual/tribal member level - renewable options for homes/housing, etc.
- Reintegration for previously incarcerated members to be employed and become self-sufficient, active members of the community.
- Expand the hours of service for our Clinic to increase access to healthcare.
- Off Reservation Member services - Various homeowner loan programs.
- Natural Resources Facility.
- Achieve Food Sovereignty Goals.
- Agrotourism/Ecotourism - walking trail with educational markers in Menominee language
- Food Sources - Revenue will be made.
- Intertribal Bartering system with neighboring tribes - revitalize traditional trade routes.
- Laundromat services.
- Meat processing facility.

FUTURE: OPPORTUNITIES: (continued)

FAMILY AND COMMUNITY SUPPORT

- Daycare - available spots that are not income based or that do not have required guidelines.
- Daycare - Remodeled and expanded facilities
- Recognize the power that we have when we work together. – create a mentoring program to train older children to be role models to younger children. A peer mediator program.
- Additional support for community needs – Family services – pampers, Clothes, toiletries, etc.
- Neopit convenience store
- Connections between the youth and the elders are strong; there are opportunities to further those connections at the Family Resource Center.
- Program to connect people who can hunt, gather, and fish with those who need help/cannot themselves/ don't know how.
- More community gardens.
- More and improved youth activities/programs.
- Collaborate with youth programming & advertise for it in a timely manner.
- Combination of adult care and youth facilities - Storytelling, Puzzles, etc. to entertain youth, older youth can be involved through job training.
- More Family engagement opportunities - cultural cooking, nature walks, Art in the park, music, dancing, karaoke, reading, etc.
- More Community engagement activities.
- Obligate money for each community to develop their own programming - Technical assistance along with this idea.
- Coordination of a community calendar.
- Knowing about all opportunities currently available or in the works. Keeping everyone informed of what's happening. A wellness coordinator for the tribe would help with community healing.
- Use Department resources/budget for community engagement/family engagement opportunities.

EMPLOYMENT

- Inflation - Annual Review of the current inflation rate and a discussion around COLA is needed.
- Review/ research to bring wages to national levels.

AODA AND MENTAL HEALTH

- Suicide Rates - Marketing efforts to build awareness.
- Suicide Rates - Communication and a plan outlined for tribal members.
- Suicide Rates - Collaboration among entities for services
- Efficient Mental Health Response for tribal members.
- Drug Use in Housing - Develop a zero-tolerance policy for Opioid Epidemic.
- Drug Use in housing - Develop Treatment plans and alternative housing.
- Detox Facility for those entering treatment - for adults and children.
- Treatment options for teens/youth.
- Collaborative “one-stop shop” for behavioral health and AODA Services.

HOUSING

- “One-stop shop” facility for aging resources.
- Adult care facilities.
- Elder communities.
- Tiny House Villages.
- More housing for students/singles/elders/ workforce housing/transitional housing.
- More options for the youth in each community, more things for youth to do within the community. Transportation to the activities
- Elder communities – Apartments
- CBRF – Dementia care unit, no dementia care here, long travels for care
- Many facilities and locations to host community events
- Homogenous populations - Scandinavia, Denmark, etc. – Homogenous communities, unity in what we do and what defines who we are.

FUTURE: THREATS:

FAMILIES AND YOUTH

- Parent participation with children in all aspects of the child's life
- Social Media use among youth impacts suicide rates, depression, bullying, and other social problems.
- Parent participation - Health needs in respect to addiction – The parents have an addiction; we don't assess the kids' health needs.
- Teach a life skills class that focuses on tasks such as cooking, cleaning, personal financial management, basic car maintenance, etc.
- Fragmentation of families due to low housing opportunities - families are separated and it's a challenge to connect and take care of each other.

TRADITIONS AND CULTURE

- Traditional seeds have been lost over time.
- Lack of knowledge of our clans and the responsibilities you were given by your clan. Those roles were passed down traditionally and we should start doing that for the community today.
- Reinvigorating cultural roles and practices using indicators.
- Lack of Respect for our knowledge keepers – Some keep the knowledge safe within themselves and their family to prevent others from abusing or misusing it – How do we approach them with respect, so they are comfortable to share? Providing safe spaces.

PASSIONS

- Housing.
- AODA.
- Cleanup and drug houses.
- Creating opportunities for connection/relationship through social life.
- Family engagement.
- Supportive services.
- Helping and assisting families in need.

COMMUNITY ENGAGEMENT

- Engagement of community at meetings – Lack of participation in Community Engagement Workshop, MTL, and committee meetings. It is hard to get them to attend.

EMPLOYMENT

- Succession Planning is needed. We are faced with the threat of losing the training and experience we gained when an employee leaves employment with MITW.
- Intimidation in the workplace.
- Staff Burnout
- Employee Retention within the tribe and the casino – Keeping good employees.
- It's hard to motivate/support staff and yet hold our expectations for what needs to be done. We need to work on traditional ways of incentivizing our staff.
- Lateral violence and internalized oppression in the workplace and in the community – What policies do we have to help these situations? Conflict resolution amongst employees rather than attacking. Meeting to work out conflict rather than ignoring it.
- Lack of succession plan – Our policies are so closed and restrictive that they don't allow for alternatives. The language is restrictive.

OTHER COMMENTS

- Fear to take initiative.
- Fear to share our knowledge with others.
- We are holding others' hands and enabling them. We need to hold adults accountable.
- Corporations/Government stealing our data without compensating us.

- Family activities.
- Accessibility of culture.
- Community engagement.
- Community investment.
- Community participation.
- Children – Equal youth community investment.
- Safety/emergency preparedness.
- Safety – Child, Elders, Family.

PRIORITIES

- Housing opportunities (4).
- Getting more community members to the Community Engagement Workshops.
- Wages Address Staff Burnout.
- Employment – Wages – Retention.
- All communities have convenience stores.
- Cleanup drug houses.
- Lack of transportation.
- Transit now has reduced routes.
- Culture as prevention.
- Cultural centers in each community.
- Community investment.
- Community participation.