

MENOMINEE INDIAN TRIBE OF WISCONSIN 2023 STRATEGIC PLANNING

WORKGROUP MEETINGS EVALUATION REPORT



Introduction and Overview

The Menominee Indian Tribe of Wisconsin (MITW) Administration Department is coordinating the facilitation of workgroup meetings to support the development of the 2023 MITW Strategic Plan. Workgroups began meeting the first week of May and will continue through June. The workgroups provide Tribal Departments, external partners, and community members with an opportunity to contribute knowledge, experiences, and ideas that will be incorporated into the strategic plan. The workgroups, representing the seven planning pillars:

- * Culture
- * Economics
- * Education
- * Health
- * Justice
- * Social
- * Natural Resources

**“A DREAM written down
with a date becomes
a GOAL.**

**A GOAL broken down into
steps becomes
a PLAN.**

**A PLAN backed by ACTION
MAKES OUR DREAMS
COME TRUE.”**

Workgroup Overview

The schedule for the workgroup sessions includes weekly meetings at various locations throughout the Reservation. The workgroup plans for each pillar that have been developed to date will be reviewed during the MTL Leadership Retreat on June 5-7, 2023. After receiving feedback from the Legislature, the workgroup sessions will be expanded to include external stakeholders, followed by sessions that are open to community members. The goals and objectives developed during workgroup sessions will include follow-up using the community engagement workshop process that the community is familiar with. This strategy will ensure follow-through toward the implementation of the goals and objectives.

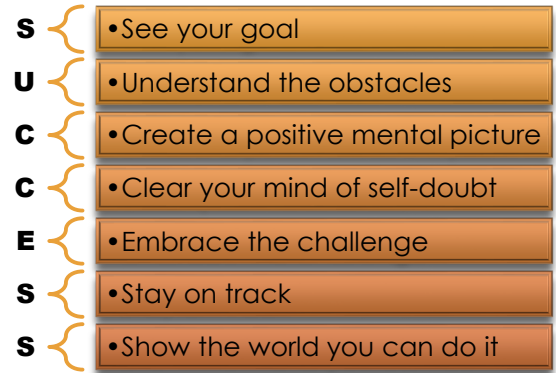
Participants

Invitations were sent to all Department Directors who either attend the sessions in person or identified participants from their departments to represent them at the workgroup sessions.

Workgroup Meetings Agenda

The workshops use the following general agenda, with the opportunity to incorporate additional discussion topics that reflect the specific needs of the participants for the pillar:

1. Welcome – Introductions
2. Review of Past Meeting Notes
3. Discussion on the Day's Purpose and Anticipated Outcomes
4. Affinity Process to Map Goals and Objectives
5. Review of the Meeting's Accomplishments
6. Next-Steps/Assignments/Meeting Closure



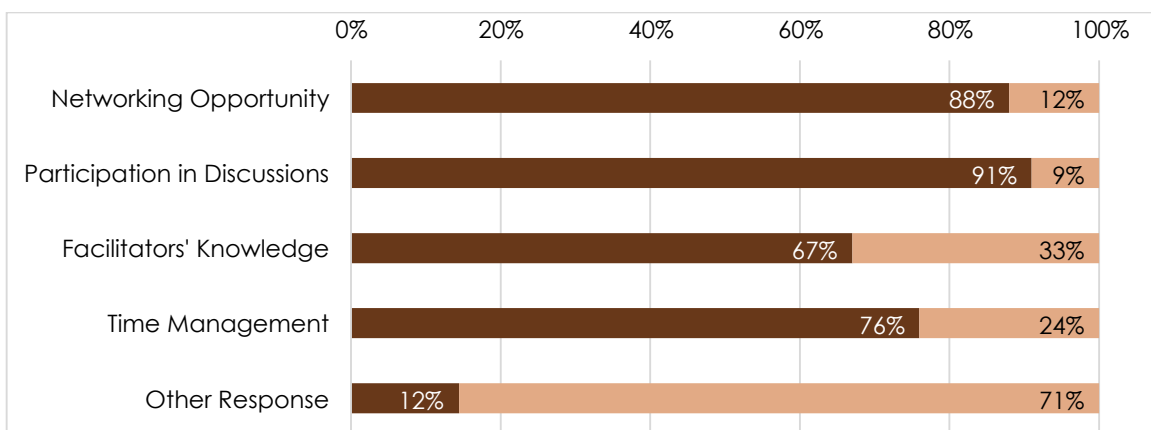
Workgroup Evaluation Summary to Date

To date, there have been 149 workgroup participants across the seven planning pillars. Of those participants, 34 completed evaluation forms, either online or using hard-copy evaluation forms provided during the meetings.

Evaluation Summary Findings

Valuable Aspects of the Meetings:

Participants were asked to rate the meetings for the aspects they found most valuable. The responses are outlined as follows:

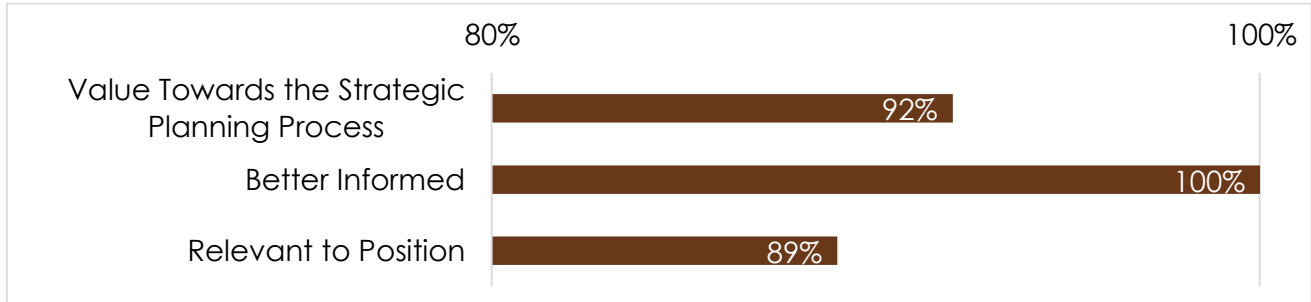


Other responses included:

- ❖ Great work, everyone!
- ❖ This process allows for overt and covert participation.

Satisfaction Ratings

Participants were asked to rate the meeting's overall value in helping prepare for the strategic planning process. Their ratings were combined and averaged. 100% of participants feel better informed on the strategic planning process because of this meeting. Of the 34 participants who completed the evaluation forms, 89% indicated the meeting was relevant to their work.



When asked if they have any additional recommendations for departments to include in the strategic planning process for MITW, participants provided the following comments:

- ❖ Include the schools (5)
- ❖ Housing (3)
- ❖ Addie Caldwell/Maehnowesekiyah (3)
- ❖ Wendell Waukau/MISD (3)
- ❖ Jail/Probation
- ❖ Wayne Wilber/Housing (3)
- ❖ Nell Strebel, Assistant Superintendent
- ❖ Jamie Loudbear Wayka/College and Career Advocate
- ❖ Regina Washinawatok/Board Member MISD

The final question asks participants if they have any additional comments or observations related to the strategic planning process or the meeting they attended.

Their responses included:

- ❖ *Align with our plans at MTC-DAIT goals and objectives.*
- ❖ *Another great meeting. :-) (2).*
- ❖ *Directors should send someone from their department if they cannot attend. This also brings different ideas and thoughts. Post-it notes work for this session (2).*
- ❖ *I hope we can make a movement towards improving existing services that will benefit our community.*
- ❖ *I would like to see the school administration represented at the table for planning and knowledge.*
- ❖ *It would be good if all directors would send someone from their department if they cannot attend.*
- ❖ *More participation is very much needed!*
- ❖ *More STEM and STEAM educational programs for younger students 7 or 8 years old and up.*

Observations

Location

The workgroup meetings are held at various locations, including the Omaeqnomenewak Wetohkatikamek Center, Tribal Office Boardroom, the Forestry Center, and the Judicial Center. As more community feedback is incorporated into the workgroup meetings, locations will be added to accommodate participation by the community, including Neopit, Middle Village, and community centers in Milwaukee and Chicago, as well as reaching out to Tribal members who live in surrounding non-tribal communities like Green Bay, Shawano, Gresham, and Antigo.

Participants

Some departments are not represented in the workgroups. Some directors may not be able to participate and have not identified alternate representatives from their departments. This may impact having full participation in the work-group discussions and it may limit access to valuable information, perspectives, and feedback as the plan is developed.

Recommendations for the Future

It may be advantageous to offer opportunities to provide email or other electronic feedback for the planning process, as this will encourage participation and increase representation. This would allow for valuable recommendations from individuals who, due to their work schedules, are not able to participate in the planning sessions. A particular area where this may be helpful is for the Justice workgroup, where engagement and involvement by court staff may be limited due to their court docket and schedules. The same concepts could be applied to other workgroups where attendance to date has been limited.