

1993 ANNUAL REPORT

ANNUAL GENERAL COUNCIL MEETING

Dear Menominee Tribal Members:

It is my pleasure to report that the Menominee Indian Tribe has enjoyed a phenomenal year of growth. Our greatest growth has been the expansion of Tribal services and facilities. We have seen the start of construction on our first College of the Menominee Nation building which will serve tribal and non-tribal students for both academic and technical education; the Community Based Residential Facility (CBRF); the Wolf River Ranch Project; the Maehnowesekiyah expansion and now a hotel attached to the Casino. All of these projects will result in additional jobs for Tribal members raising our present employment to a much higher level.

As mentioned, we recently broke ground for the Wolf River Ranch development. The Tribal Planning Department worked intensively for the past year developing plans which include areas zoned for schools, churches, commerce, light industry, playgrounds, etc. The Menominee Tribal Housing Authority will construct the first 30 homes, 15 rental and 15 that will be mutual help homes. Sewer, water and waste water treatment facilities are being included in the development.

These expansions and new construction projects stress education, housing, care for the elderly and those with compulsive behavior as well as economic development which leads to jobs and the betterment of self. This type of growth places the Tribe's emphasis precisely where it should be - on its members. The Legislature set this course early in the year and has followed that course without wavering.

The year also has seen a tremendous growth of national image and prestige which is leading to a dramatic increase in our economic development potential and worth. The Tribe's joint venture with GamePlan, Inc., is only one example of that growth in both prestige and development. Menominee GamePlan has brought numerous inquires concerning our knowledge and training abilities in gaming. We have a firm consulting agreement with the San Carlos Apache. In addition we have expressions of interest from Tribes in California, Washington, New York and Montana.

Moreover, our \$250,000 investment in GamePlan, Inc., in the form of a promissory note, has already paid huge dividends. The Tribe exercised its option to purchase 15 percent interest in the common stock of the company. That action erased the promissory note, but netted the Tribe stock worth \$6 million, a rather enviable growth for an investment of less than one year. What's more important is that this stock will be worth considerably more (perhaps as much as 5 times that much) in the not-too-distant future.

Ada Deer's appointment as Assistant Secretary of the Department of the Interior (head of the BIA) has brought us considerable prestige and recognition. Her swearing in ceremony in August was a major event and one which brought considerable recognition to the Menominee and its tradition of leadership. Our involvement in the NCAI/NIGA Joint Task Force has brought additional recognition to the Menominee for our gaming expertise and leadership. As a member of this Task Force I am working, as other are, to insure Tribal Sovereignty not only in the area of gaming, but in other areas as well. The group intends to also insure that non-Indian gaming interest will not diminish our ability to set our own course for economic development, education and care for our people.

During the Spring we saw the first traditional Sturgeon Ceremony since the Wolf River Dams near Shawano cut off the Sturgeon from their ancestral spawning grounds. It

is a ceremony which will continue as a result of year long efforts to develop a Sturgeon Enhancement Plan in conjunction with the Wisconsin Department of Natural Resources and the U.S. Fish and Wildlife Service. The plan will restore and/or establish one or more harvestable Lake Sturgeon populations to the waters of the Menominee Indian Reservation. The final results of that effort will be ready for comment and adoption shortly after the first of the new year.

In conjunction with our concerns over the Wolf River and restoring Sturgeon to its natural spawning habitat on the Reservation, the Tribe is proceeding with efforts to remove both the Balsam Row and Paper Mill dams through action with the Federal Energy Regulatory Commission.

During the year, we made considerable progress on the off-reservation treaty rights and sovereignty issues. Although we have not taken any actions to date in court, you can expect some actions to be filed in the near future.

Another major action this year came in August, when U.S. Senator Herb Kohl introduced a bill that may finally bring relief to the Tribe for damages to the Menominee Forest resulting from bad management practices by the BIA from 1951-1961. The matter is now in the hands of the U.S. Court of Federal Claims and could result in considerable financial benefits to the Tribe.

Your Legislature and government is also very involved in action on another environmental front, as well. It has provided \$80,000 in working capital, as have three other Tribes, to fund Nii Win, a 4-Tribe consortium established to provide a consolidated Intertribal forum in challenging the siting, permitting and operation of the proposed Crandon Mine. We will continue to pursue this matter as well as other environmental issues impacting the Reservation.

This has also been a growth year in the area of recreation. The new Woodland Youth Center at Neopit is receiving very heavy use for both recreational and social activities. The Keshena facility also has shown considerable usage growth as has the expanded softball facilities in Keshena. It is anticipated that the new football field will get a similar reception in the coming year.

All in all, it has been an exciting and busy year for your Legislature and government. My thanks to all who worked long hours, often without a break to make these major strides happen. I congratulate everyone for making 1993 a banner year for our people. We are confident that 1994 will be equally rewarding.

Respectfully submitted,
Glen Miller, Chairman

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1993 TRIBAL LEGISLATURE DIRECTORY

| | | |
|--|---------|--|
| GLEN T. MILLER, CHAIRMAN P.O. Box 1 Keshena, WI 54135 | TERM-95 | 799-5113 Office |
| SHIRLEY A. DALY, VICE-CHAIR P.O. Box 503 Keshena, WI 54135 | TERM-94 | 799-4552 Office 799-3705 Home |
| LORENE A. POCAN, SECRETARY HCI Box 74 Neopit, WI 54150 | TERM-95 | 799-3861 Office 799-3631 Home |
| RICHARD AWONOHOPAY P.O. Box 25 Keshena, WI 54135 | TERM-96 | 799-3348 Office |
| MARGARET R. SNOW Route 3, Box 83 Suring, WI 54174 | TERM-96 | 414-842-4608 Home |
| HILARY WAUKAU, SR P.O. Box 82 Neopit, WI 54150 | TERM-96 | 756-2365 Home |
| ROBERT E. DEER 201 East Fairview Green Bay, WI 54301 | TERM-94 | 414-492-5825 Office 414-336-2367 Home |
| LUKE E. BEAUPREY P.O. Box 333 Keshena, WI 54135 | TERM-94 | 799-5166 Office |
| KENNETH M. FISH General Delivery Neopit, WI 54150 | TERM-94 | 799-3322 Office 756-2202 Home |

1993 COMMITTEE LISTING

SOCIOECONOMICS

Social Services
Day Care
R.N.I.P.
Tribal Clinic
Housing
Maehnowesekiyah
Food Distribution
Recreation
C.A.P.

COMMITTEE APPOINTMENTS

Lorene A. Pocan
Margaret Snow
Luke E. Beauprey
Lucille B. Chapman
June Miller
Frances Walker, Alternate

COMMUNITY DEVELOPMENT

Land Use
Planning
Environmental Services
ANA
Economic Development

COMMITTEE APPOINTMENTS

Kenneth "Paddo" Fish
Robert E. Deer
Hilary Waukau, Sr.
Marilyn Warrington
Keith Tourtillott
Kerry Chevalier, Alternate

GOVERNMENT AFFAIRS

Codewriter
Tribal Police
Conservation
Prosecutor
Tribal Courts
Telecommunications
Motor Vehicle
Tax Commissioner
Probation

COMMITTEE APPOINTMENTS

Shirley A. Daly
Richard Awonohopay
Robert E. Deer
Wendell Kenote
Jonathan Wilber
Clara Fowler Otto

ADMINISTRATIVE REVIEW BOARD

Personnel
Insurance

COMMITTEE APPOINTMENTS

Hilary Waukau, Sr.

Shirley A. Daly
Luke E. Beauprey
Margaret Otradovec
Pete Penass, Sr.
Wendell Kenote, Alternate

COMMITTEE APPOINTMENTS

Richard Awonohopay
Lorene A. Pohan
Margaret R. Snow
Wendy A. Boivin
Myron Pyawasit
Royal E. Warrington

MENOMINEE CULTURE

Logging Museum
Pow Wow

COMMITTEE APPOINTMENTS

Lorene Pohan
Margaret R. Snow
Richard Awonohopay
Orman Waukau, Jr.
Yvette Snow
Mary Wayka, Alternate

EDUCATION COMMITTEE

1. Education Division
 - a) Headstart
 - b) Education Department
 - c) J.T.P.A.
 - d) J.O.M.
2. Tribal School

ADMINISTRATION FOR NATIVE AMERICANS

Laurie Reiter, Director

ECONOMIC DEVELOPMENT

The Menominee Tribal Economic Development Office staff is Laurie A. Reiter, Director, Terri Holzman, Researcher, and Renee Mahkimetas, Secretary. (Please note that the Economic Development Office is separate from the Business Development Office, Chuck Cokain, which services all "TRIBAL" business ventures.) The Economic Development department serves "INDIVIDUAL" tribal members wishing to develop small businesses on the Menominee Reservation. Over half of the funding comes from the Administration for Native Americans. This funding agency requires a specific project to be completed within a given term. As of September 29, 1993, the funding term ended for the two-year ANA Project which we refer to as "The Private Sector Initiative." In May 1993, the staff successfully secured a new grant award for a one-year project for the 1993-1994 fiscal year. The new project expands upon the accomplishments already made in the "Private Sector Initiative Project".

Since the first news article announcing the Private Sector Initiative in May, 1992, there have been over eighty five (85) requests for small business assistance. Due to the policy of confidentiality, client names and business ideas cannot be revealed. However, in general terms, business assistance requests have varied from business plan development, marketing research, financing, to on going financial management. Each individual was guided through a standard process in order compile and organize all the various types of information required by financing institutions. The business ideas presented were in various stages of development. Some individuals had only an idea, while others were already operating their business when they came into the office for management assistance. The following provides a measurement of the program's accomplishments within a sixteen (16) month period:

| | |
|--|-----------|
| Number of Requests for Business Assistance | 86 |
| Actual New Businesses Started | 3 |
| Actual Jobs Created Including Owner | 10 |
| Approved Loans(Combined total \$56,500) | 4 |
| Business Plans Completed | 10 |
| Marketing Plans | 4 |
| Number of Educational Sessions Provided | 10 |
| Income Directed toward Local Labor Force | \$119,276 |
| Income to Tribe | \$ 10,258 |

The staff meets with individuals on a daily basis. Many clients want grants, loans, and/or simply information. The department itself does not provide grants or direct loans. The staff provides technical assistance on HOW TO ACCESS the grants, loans and guarantees currently available within the state. Technical assistance has been provided to every individual who has requested it. The type of assistance has been varied and has depended on the actual stage of development the client was in.

One of the most common tasks the Economic Development staff performs is to act as a "temporary middleman" between potential funding and technical resource agencies. To date, there have been numerous contacts made by the Economic Development Staff on behalf of clients. The contacts made range from government agencies such as the Department of Development, BIA, WI Veteran Affairs, and the WI DNR to banks, private firms, universities, and other local programs and departments. The most recognized characteristic among all the clients was the lack of any formal business education. Many had excellent backgrounds including specialized skills and relevant experience but they lacked AWARENESS OF BASIC BUSINESS DEVELOPMENT. In short, clients were unaware of "how to get started" in business.

In order to address the issue of "how to get started," individuals were invited to attend basic yet necessary educational courses dealing with entrepreneurship. The courses were scheduled for Tuesday evenings and limited to twenty (20) individuals per session. The first five sessions began in October, 1992 and the second set of sessions began in February, 1993. The sessions enjoyed an excellent participation rate even though

they were offered on a voluntary basis. The sessions included: Introduction to the Marketplace, Taxation, Marketing, Business Structures, Review, The Personal Credit Report, Local Law & Regulations, The 5 C's of Credit, Financial Projections, and a one-to-one Session. Most of the sessions included guest speakers from the local area. A complete list of these sessions and their content is attached.

To date, the PSI project has given tribal members an opportunity to develop their business ideas, while receiving educational and hands-on assistance. The PSI project also enhanced the local economy. By providing the assistance necessary to start three new businesses, a total of ten (10) employment positions have been created in the private sector. As of June 1993, the combined projected gross sales of these new firms were \$149,900. The gross receipts for each averaged \$49,900. This represents gross receipts 11% higher than the 1987 national average of \$44,900. Furthermore, these businesses are expected to contribute over \$10,258.00 to the tribe in licenses/permits, advertising, interest and other costs within the first year. These numbers were based on start-up projections. The actual impact is expected to be much higher since one of the businesses expanded in July 1993, one is planning to expand in 1994 and the third business is now securing a regular customer base.

The "Private Sector Initiative" was proposed as a "pilot project" whereas, the first fiscal year provided for the administrative foundation which is being utilized for every client. The second year provided for the implementation of the project. It must be noted that the PSI application developed for clients in the first year is NOT simply "another form", it is a "PROCESS" that develops and refines the individual's business idea. As this report indicates, this "pilot project - The Private Sector Initiative" does provide individual tribal members opportunity and assistance (through education) in starting their own businesses. The goal of the project is to outperform programs offered by Small Business Development Centers and Local Universities by providing customized hands-on assistance to each tribal member wishing to start their own business.

Although the project funding from ANA has expired, the Menominee Tribe has absorbed the costs and continues to fund the efforts of the Private Sector Initiative Project. The educational sessions are planned to be connected with the newly formed Community College on the Menominee Reservation and individuals will have the opportunity to utilize these business courses toward college credits or a certification program. State and local agencies are now familiar with the Private Sector Initiative Project and are more willing to make their programs accessible to our clients.

Finally, in the past two years of working with individuals wishing to start a small business on the reservation, three major problems (which were encountered by every individual) were identified. The first is start-up capital. The clients typically do not have large sums of money saved that they can invest in their business idea. The BIA is the only source that helps to alleviate this problem through the BIA grant. Unfortunately, the availability of BIA grants is sporadic and uncertain at best. BIA deadlines are short and the funds are very limited. Second, there is a lack of buildings in which to house potential businesses. Individuals are immediately faced with high construction costs which mandates the borrowing of large sums of money. When large sums of money are needed before the business can even begin to generate income, the situation is not very attractive to any lender. Third, the lack of land availability located within high traffic areas is a problem. In most communities, small businesses are located along the main street. On the reservation, Hwy.47/55 is primarily residential. Small business exposure and location is crucial to small business survival. The combined effect of these barriers cause small business growth and development to be quite difficult for all individuals on the Menominee Reservation.

ATTORNEY

William Kussel, Program Attorney

The Program Attorney is responsible to serve in the capacity of staff attorney for the Program Managers and as such provides legal assistance to the tribal programs and administrative staff relative to their scope of work.

Fiscal Year 1993 was the second budget year for this program which was started in January 1992. Virtually all Tribal programs which paid indirect cost were, either directly or indirectly, legally represented by this Office. Some legal representation occurred in the way of official legal opinion, contract, personnel matters or

representation in various courts including, Tribal Court, Wisconsin Circuit Courts, Illinois Circuit Court and the United States District Court for the Eastern District of Wisconsin.

A highlight of Fiscal Year 1993, included legal work on the Menominee Tribal Resource Conservation and Recovery Act (RCRA) Pilot Project in conjunction with the adoption of Ordinance 92-14 "Menominee Tribal Hazardous Waste Ordinance." The Menominee Indian Tribe of Wisconsin is the first Indian Reservation in the United States to gain provisional partial delegation of 40 CFR parts 260 to 263, from the Environmental Protection Agency. This pilot project, upon final approval, will delegate to the Menominee Indian Tribe partial delegation of the EPA authority to regulate hazardous wastes on the Menominee Indian Reservation in accordance with federally mandated minimum standard. Final delegation of EPA authority pursuant to 40 CFR parts 260 to 263, is expected within Fiscal Year 1994.

The Program Attorney represented the interest of the Menominee Tribal Social Service in several Indian Child Welfare Act cases throughout Fiscal Year 1993. The representation included litigation and court appearances in Tribal Court, Wisconsin Circuit Courts and Illinois Circuit Court.

Other Tribal Programs were represented by this Office in a variety of ways including; the drafting of contracts, legal opinions, employment law issues, and legal defense for the Tribe and Tribal Departments in legal actions filed against them.

CODE WRITER - Jeremy Weso

Fiscal year 1993 was a highly active year for this office, to say the least, with many sweeping changes taking place in its seat within the Tribal Government both in staff and the new role it's about to embark upon for fiscal year 1994. This office, working in combination with the Program Attorney's and Prosecutor's office, provided eight (8) ordinances, more than thirteen (13) amendments, and more than eleven (11) amendments & ordinances which were either defeated, tabled or still in committee. More than eight (8) ordinances came from external departments and agencies. With all this legislative fervor, 1993 is sure to go down in the chronicles as a year of significant, and often controversial, reform. From the increase in the Tribe's legal drinking age (vs. Wisconsin intent to lower the legal drinking age) to the onslaught of new gaming ordinances, the Tribe has seen a wealth of legislation come to light which has sparked considerable debate.

Many of the Tribe's problems which surfaced in 1993, the Tribe vehemently intervened in order to combat the concerns of the community (ie. domestic violence, firearms, library theft, underage drinking, etc). This is not to say, however, that all concerns have been addressed or a compromise imminent. There's still a lot of work left to be done, much of which is already in the works.

The focus of my department in recent years has been geared towards the future. I, on the other hand, have momentarily diverted its attention on past legislation in an effort to bring many of these ordinances (101 active Tribal ordinances) most of which are outdated, into the "nineties" to meet the demands of our ever changing society. Working highly in conjunction with the Prosecutor and Program Attorney's offices, various committees and external agencies, this legislative reform has worked out extremely well and it is my intent to carry over this reform into fiscal year 1994 pending approval by the Program Attorney.

Mr. Luke E. Beauprey, my predecessor, left January 29th, 1993 to pursue other career opportunities. I, Mr. Beauprey's legal secretary at the time, applied for his position and was hired soon thereafter. Juggling two positions at the same time, as Code Writer and secretary, moved to the Program Attorney's office under the auspices of Mr. Kussel, Director of the Program Attorney's office. In August, with sufficient funds in my budget and the definite need for a full-time secretary, hired Ms. Gaynelle M. Peters as my legal secretary.

My office closed the year out with 18.36% of my budget left, or \$11,556.29. My total annual budget for the year was \$62,940.00, using \$51,383.71 for office expenditures, or 81.64% of the actual. Average spending for each month was \$4,281.98, or 6.80% of the actual. Spending reached an all time low in May at \$1,795.67 (2.85%) and reached an all time high in August when it peaked at \$7,626.48 (12.12%). *Figures based on information provided by MITW Finance.*

On October 1st, 1993, a date at which the Menominee Tribal Legislature convened, Amendment to

Ordinance _ 79-16, Tribal Government Plan, was adopted. The amendment phased out the Code Writer's office, transferring its goals and objectives to the Program Attorney's office thus terminating a Tribal program that spanned over a decade. Operating under this new umbrella, many of my previous goals will remain in effect in addition to various responsibilities to the Program Attorney's office such as research and other paraprofessional services typical of those responsibilities normally handled by a paralegal.

COMMUNITY ACTION PROGRAM

Harley Lyons, Director

The overall goal of the Community Action Program is to seek funding from any source to provide direct services to the low-income people, especially the elderly.

The major source of funding at the present time is the Title III and Title VI programs which are designated for the elderly.

The total funding for Title III program is \$73,765

| | | |
|-------------|---------------------------|----------|
| III - B | Supportive & Nutrition | \$25,233 |
| III - C - 1 | Congregate Meals | 18,708 |
| III - C - 2 | Home Delivered Meals | 9,976 |
| | Senior Community Services | 2,825 |
| | Benefit Specialists | 15,808 |
| III - D | In-Home Service | 411 |
| III - G | | 804 |

The programs offered to the elderly under the Title III program are: Congregate meals, Home Delivered meals, referral services and various center activities. The staffing for the Title III program is as follows: Project director, secretary, site coordinator/cook and two aides.

During the past year, we provided 12,561 congregare meals, 7,136 home delivered meals, 3,582 transportation units, 6,467 information and referral services units, 1,088 recreation units. The senior meals will be served in the new Recreation building starting in January. We hope to provide more activities for the elderly.

TITLE VI

The goal is to provide nutrition and supportive services to Indian Elderly 55 years and older or to their spouse.

The total funding under Title VI is 78,959 and is staffed as follows: Project Director, secretary, site coordinator/cook and two aides.

The program provided 3,958 congregare meals, 13,481 home delivered meals, 4,695 information and referral services, 513 outreach services, 168 home, Commodity pick-up, 3,211 transportation services and 1,157 Social/Recreation Activities.

202/8 ELDERLY HOUSING

The Elderly/Handicap 202/8 housing project consists of twenty units, ten are located in Keshena, five in south Branch and five in Zoar. In each of the units, there is two bedroom unit and the rest are one bedroom units. There is a laundry room located in each complex which is to be used by the tenants. The budget is based on the rent we collect from the tenants and the subsidy we receive from the HUD Office. The two bedroom apartments rent for \$612 per month and the one bedroom apartments rent for \$524 per month. This gives us a budget of \$132,300 to operate the elderly housing project. The tenants pay a certain percent of their gross monthly income and the difference is subsidized by HUD. The mortgage on the buildings is \$669,100 and we pay a monthly mortgage payment of \$4,905.14 per month.

PUBLIC TRANSPORTATION

The Public transportation program is funded 50% by Section 18 funds and 50% by local funds which consist

of Menominee County's Section 85.21 funds and some funds from the Tribe. The total budget for this year is \$98,315.

The Transportation program provided a total of 12,720 one-way trips, to the residents of the Reservation/County. The following is a breakdown of the purpose of the trips.

| | |
|-----------------------|--------|
| Nutrition | 4,448 |
| Shopping | 1,100 |
| Medical | 39 |
| Employment | 5,591 |
| Education | 256 |
| Recreation | 1,352 |
| Other | 852 |
| | |
| Total One - Way Trips | 13,638 |

The Tribe presently has two 15 passenger vans, one 8 passenger van, one 20 passenger bus, and two 10 passenger buses with lifts that are used in the Public Transportation System.

ALTERNATE ENERGY PROGRAM

This program is funded by the State in the amount of \$16,117 and is used to purchase wood burning units for low-income families in order to help with the high cost of home heating fuels. It also provides minor emergency repair services for the elderly. This past year, we helped 16 households with assistance. We will request funding to continue this program.

COMMUNITY FIRE PROTECTION

This is a joint effort between the Menominee Tribe, the Town of Menominee and the BIA to provide fire protection services to the residents of the Reservation/County. The fire department has a combined budget of \$70,960 which is used to operate the fire departments in Keshena, Neopit, South Branch and Zoar. We have a total of ten fire trucks and four stations.

DIRECT ELDERLY ASSISTANCE

The total funding for the program was \$50,000. We received 14 applications and helped 10 of them. This program was a direct assistance to help fix up their homes if they could not get any help from any other programs. There were qualifications for the program such as, you had to be an enrolled Menominee, fifty-five or older and meet the 125% State poverty guidelines.

CHAIRMAN - OPERATION OF TRIBAL GOVERNMENT

Glen Miller, Chairman

The Menominee Tribal Legislature approved 943 Motions, 113 Resolutions (which are mainly funding applications, passed 32 Ordinances, approved Amendments to 10 Ordinances, and approved 15 Amendments to Lease Ordinances (cancellations).

Many notable actions have occurred this year. These include the establishment of our own College of the Menominee Nation which has shown an outstanding enrollment for the Fall semester; working on finalizing the plans for an Elderly CBRF which is scheduled for construction at the Wolf River Ranch area with possible groundbreaking this Fall pending successful resolution of differences; the construction of a new Youth Recreation Center in Neopit; the construction of the Zoar Community Center; the newest Clinic Expansion project; the general development of the Wolf River Area for residential, commercial, and health care needs with an upcoming Public Hearing in all areas of the Reservation scheduled for this Fall; the treaty claims issue has been successfully completed; the sturgeon enhancement issue has been successfully completed; and the Menominee Congressional Reference issue has been successfully introduced to the Congress and the value of the claims will need to be decided. The new Menominee Hotel and Gaming Complex is being worked out for possible construction by next Spring. The Menominee People can be justifiably proud as they

go about the Reservation and see all the improvements being made. There are many accomplishments being made, and there will continue to be other areas being addressed as the needs are able to be met.

The recent agreement with the San Carlos Tribe of Arizona to provide training in gaming areas and to help them establish their own gaming operation is another example of how gaming is being utilized to bring in revenue for the Tribe. Economic diversification is still being worked on to give our people a good solid base to work off. Employment continues to grow. There are currently 16 people employed at the Tribal Supermarket, and 384 are employed by the Tribe. This does not even include all 450 employed at the Casino, the 44 at Bingo, or the 74 at the Crystal Palace. With even a little diversification of employment opportunities, you can see how those numbers can be improved even more.

All in all, this has been a very good year, and let's hope that we can continue to grow in this next fiscal year.

CHILD FIND

Menominee County Human Services Department

In 1993, the Menominee County Human Services Department spent the Tribal Child Find funding to augment the salary of the Birth-3 Coordinator pursuant to Department of the Interior, Bureau of Indian Affairs Memorandum dated February 16, 1993 entitled "Early Childhood Data Collection Procedure and Distribution of Funds to Tribes." On page two of that memorandum (section 684(b)(4), it states "The funds received by a Tribe... shall be used to assist States in Child Find, screening or other procedures for the early identification of Indian Children, aged 0-2... Such funds may also be used to provide early intervention services in accordance with this part. These activities may be carried out directly or through contracts or cooperative agreements with the BIA, local educational agencies, and other public or private nonprofit organizations."

Over the course of the past year, the Menominee County Human Services Department's Birth-3 program has received sixteen referrals for services. Of these sixteen, five were found to be appropriated for services within the Birth-3 Program.

Child Find activities performed by the Birth-3 Coordinator included, speaking engagements at area schools, outreach activities at MISD's School Aged Parents at Risk, WIC, the Tribal Day Care, this agency's Income Maintenance Unit, the Shawano Community Hospital, among others. We also ran ads in the Menominee Tribal News to promote the Child Find and Birth-3 Program.

A substantial amount of the available time allocated for the provision of Birth-3 services in Menominee County is consumed by the coordination of services. The program goal of having plans developed for each separate family, based on the individual family characteristics, requires extensive direct service time. Each case presents new and unique challenges that require individual solutions. These solutions require time and energy which are a direct result at the Child Find activities.

Based on State statistics, we should expect two to four disabled children born for every 100 births. The latest birth rate figures puts the Menominee County birth rate at over 100 per year. It should be expected that the Birth-3 Program will receive referrals on children of a severe nature in 1994. It is possible that a high cost client will use a high proportion of the available program funding. Therefore, any ancillary revenue would be of great use to this agency in this situation. The Birth-3 Program does have a Child Find system, which, like any program, can let clients slip between the cracks. Additional efforts are needed to contact area providers, especially hospitals. There is a need, not just for the referral sources to know who to refer clients to in the program, but also to have a working knowledge of the program and their role in it. The Child Find system will be able to educate families and professionals as well as locate those children in need.

Menominee Indian School District

The Menominee Indian School District received two installments of \$2,570 each for a total of \$5,140 for Child Find activities for the 1992-93 school year.

These funds have been used to identify children on the reservation that otherwise would not have been found and received services for special needs (see attached report).

These funds have paid the extra hours that our district's Child Find specialist, Frances Tepiew, has expended to find and direct these children towards appropriate service providers here on the Menominee Reservation.

In addition, these funds have been employed to pay the mileage of said mentioned Child Find Specialist Tepiew.

These funds have been used to assess and evaluate child for special needs this past summer - 1993. The school district has more than matched these funds.

A breakdown of the expenditures would be as follows:

| <u>Budget Summary</u> | <u>Child Find Activities</u> |
|-----------------------|------------------------------|
| Salary & Fringes | \$2,100 |
| Mileage | |
| Assessment/Evaluation | 2,640 |
| Total | <u>\$5,140</u> |

CLINIC

Jerry Waukau, Administrator

In FY 1993 the Clinic has observed increased utilization rates for most departments. Both medical and dental continue to be high demand areas. Our triage system has increased access to the medical department and as we further refine and develop protocols things should improve even more. During the year we have had two 3rd year residents complete a four week rotation in the clinic. This not only helps in our long range recruiting effort for physicians, but it also allows patients to be seen. In addition, we have sponsored medical students rotations throughout the year. We are looking at adding a fifth physician in '94, which should improve access to medical even more.

Revenue generated from 3rd Party reimbursements has increased to approximately \$1,257,602 in FY '93. This has allowed us to support a 3rd Party Budget in the amount of \$802,178.

The Clinic was reaccredited by the Joint Commission on Accreditation of Healthcare Organization for a three year period which shows our ongoing commitment toward providing quality care to our patients.

Through the leadership of both the Tribal Legislature and the Socio-Economic Committee, a \$1.2 million dollar clinic expansion project was approved. The project is designed to increase the dental operatories from five to eight, along with increased space for community health services area. Groundbreaking ceremonies were held on October 15, 1993. Completion date is scheduled for September 1994. Access to dental services has been an ongoing concern for the past five years. Statistics indicate we have only been able to meet approximately 41% level of need in FY 1992. Once construction is completed we will be changing our appointment system to allow for immediate appointments to the dentist, instead of having to wait and call in on Mondays. We are also planning on hiring another dentist, plus two more dental assistants. Funding for the project is coming from Reserves from Third Party Reimbursement, along with a loan in the amount of \$650,000 from Citizens State Bank.

The Governor of the State of Wisconsin, Tommy Thompson, signed legislation in August 1993, that created a Council on American Indian Health. The Council is attached to the Department of Health and Social Services and will consist of thirteen members who will develop, update, and recommend to the Department of Health and Social Services a state plan for the improvement of health care services to American Indians in Wisconsin.

The health care delivery system has been expanded to include services of traditional Indian Medicine.

Roger Bird Lamere and Paul Daniels have provided healing services for members of the community. A total of 215 people have participated in the ceremonies that have been held.

President Clinton's Health Care Reform Proposal has been introduced as the American Health Security Act of 1993. The Indian Health Service clinics, hospitals, tribal health centers and urban Indian programs will continue to operate outside of the regional health alliance system, but it allows Tribes to contract with the regional health alliances that will be formed in the state if they choose. This will give us some flexibility as to how we operate our health care delivery system and what services we will be able to offer as a comprehensive benefit package.

We are looking into the potential to participate with health alliance group to do some direct contracting for various specialty services. One example of this would be for Cardiology Services. Since we have a high volume of patients who are referred out for cardiovascular diseases, we would negotiate reduced prices, with the understanding that all referrals would be sent to one specialist. We of course need to keep in mind quality of care issues and referral patterns changing. If we can get reduced prices, we will be able to stretch our Contract Health Service dollars further.

We are probably a year or two from implementing anything on this, but we must recognize with health care reform that managed care will become more important and we need to be in a position to deal with these issues.

Total funds expended for health care services in 1993 were \$5,398,606. Included were expenditures from the following programs:

| CONTRACT NUMBER | TITLE OF CONTRACT | TOTAL EXPENDITURES |
|------------------------|------------------------------------|---------------------------|
| 141 | Tribal Contract Health | \$ 169,700 |
| 148 | Tribal Emergency Med Service | 70,151 |
| 164 | Tribal Dental Department | 8,400 |
| 175 | Adolescent Pregnancy Prevention | 1,875 |
| 308 | Indian Health Service | 3,500,000 |
| 320 | Third Party Budget | 802,178 |
| 321 | Clinic Expansion Project | 150,000 |
| 322 | 3rd Party Equipment Replacement | 525,000 |
| 330 | Rural Infant Health | 9,382 |
| 325 | Adolescent Pregnancy Prevention | 33,939 |
| 336 | Adolescent Parent Self Sufficiency | 52,752 |
| 341 | Women Infants & Children (WIC) | 29,569 |
| 343 | Women's Personal Health | 45,660 |
| | TOTAL | \$5,398,606 |

HEALTHY HEART PROJECT

The project measures the amount of heart disease in Menominees. Also by looking at past occurrences of disease, the project will determine if heart disease is becoming more common through time. By looking at risk factors, such as diet, physical activity, and smoking and comparing these factors to heart disease rates, recommendations can be made that can decrease chances of developing heart problems.

Also, because the examination includes test for blood pressure, cholesterol, and diabetes, as well as electrocardiogram, the project will show how many people participating have existing disease.

Five hundred (500) adult Menominee were randomly selected from a clinic user list. Three hundred people have been through the total program. Referrals are made to the Tribal Clinic for treatment and follow-up if indicated. Prevention is the basic goal for conducting the Menominee Healthy Heart Project.

The main problem is with "No Shows". Screening involves two hours of time per client. A no show wastes time and denies somebody else the opportunity to go through the project.

ENVIRONMENTAL SERVICES/HEALTH PROGRAM

Water Quality: Problem with Nacotee water system corrected by abandoning the community well and replacing with individual wells for the nine homes. During the transitional period, drinking water was hauled to the homes on a regular basis. Work recently completed on this project. Samples for iron have shown levels within the aesthetic standards.

Forty-two samples collected and analyzed from both individual and public water supplies.

Waste Management: Keshena transfer and recycling facility in full operation. Operation of the solid waste facilities will be turned over to the Community Development Department for 1994.

Food: Forty-four surveys conducted of food service establishments on the Reservation.

Institutional: Worked with Clinic on preparing for JCAHO survey. Completed 21 institutional surveys. Developed Biomedical Equipment Policies for Clinic.

CIP: Rented or gave away 109 child car seats.

Conducted investigation of 38 serious injuries through end of September. This number is down considerably from the previous year.

Investigated a complaint of injuries caused by rafting. During one day, seven injured people were seen at the ER in Shawano. Problem caused by high water conditions.

Underground Storage Tank: US's removed from Tribal Clinic, Wolf River Trading Post, and Housing Authority.

Hazardous Waste: Shipped five years worth of dental amalgam to refiner. Supervised clean-up of fuel oil spill at Shotgun Eddy Rafting. Zoar gasoline spill closed out after six years. Monitoring wells properly abandoned and site cleared.

Administrative Activities: Gary Schuettpeltz assumed position as Director of the Environmental Services Department, which is a combination of the Environmental Health and Environmental Services Departments.

Vectors: Vaccinated 63 dogs and cats for rabies.

Emergency situations: Developed an MOU between the Tribe, County, and State regarding the County serving as the Local Emergency Planning Commission. Approved by Legislature and County Board. Need final signature of Governor.

MEDICAL DEPARTMENT

With the assistance of CHNS again, set up two half-day clinics to provide WIAA physical for 50 youth.

DM Clinic Days continue two times monthly.

The triage system is very active with a full-time RN. As of October 1993, 4,179 triage patients were served. Averages 417 per month.

Nurse/patient contacts continue to increase:

| | | | | | | | | |
|------|------|-------|-------|------|-------|------|------|-------|
| Aug: | 1992 | 1,182 | Sept: | 1992 | 1,121 | Oct: | 1992 | 1,400 |
| | 1993 | 1,387 | | 1993 | 1,883 | | 1993 | 1,760 |

The Medical Department is now on computer scheduling.

Acquired colposcope and now able to do colposcopies at the clinic.

LABORATORY

| | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 |
|---------------------|--------|--------|--------|--------|--------|--------|
| Patient Encounter | 5,303 | 6,636 | 6,741 | 7,400 | 7,489 | 8,960 |
| Tests Performed | 10,448 | 14,072 | 14,574 | 13,234 | 13,140 | 14,022 |
| Tests Dispatched | 1,796 | 2,768 | 2,786 | 2,786 | 2,856 | 3,748 |
| Drug Screen Clients | | | | N/A | 733 | 821 |

The number of tests performed in-house have also shown an increase over 1992. The number of tests dispatched to outside facilities also show a significant increase over 1992 figures. Factors which affected the number of tests dispatched were that a significant increase in the number of wound cultures requested due to an outbreak of a methicillin resistant strain of Staphylococcus aureus on the reservation. Another factor is the increased number of patients seen.

Again the number of urine specimens collected for drugs and abuse screening are reported in the table. They, too, have increased over 1992 statistics.

The Laboratory was able to replace several pieces of equipment in 1993. The Laboratory purchased a Coag-A-Mate XM Coagulation Analyzer, a Multi-Timer and will soon purchase a centrifuge.

Still awaiting first inspection under CLIA. CLIA has already undergone some revision, may be more as Clinton's proposed health care reform unfolds. Keeping a "wait and see" attitude.

OPTOMETRY

A total of 1,295 patients were seen for eye examinations in '93, compared to 1,388 in '92. There were 10,431 technician visits, along with 315 other professional services. 574 patients were given a new prescription, with 122 patient re-orders.

RADIOLOGY

There were a total of 1,746 patient encounters this year, compared to 996 in 1992.

| <u>AREA OF RADIOGRAPHIC EXAM</u> | <u># OF EXAMS</u> |
|----------------------------------|-------------------|
| Head & Facial Area | 122 |
| Chest/Ribs/Abdomen | 498 |
| Upper Extremity | 300 |
| Lower Extremity | 326 |
| Spine & Pelvis | 84 |
| EKG's | 150 |
| Spirometry | 58 |
| Casts | 98 |
| OB Ultrasound Exams | 72 |

HUMAN RESOURCE CENTER

During the 1993 year, the Human Resource Center offered out-patient mental health services by providing evaluative/assessment services with a range of treatment modalities for those individuals requiring less

intensive care than in-patient services. In the month of March, the Human Resource Center was certified by the State of Wisconsin as an out-patient mental health unit. There was a major effort put forth by department staff to reach this certification and this was greatly supported by the Clinic Administrator, Socio-Economic Committee and Tribal legislature.

During this year there has been a number of unexpected staff turn-overs. The M.S.W. position, which was filled earlier in the year, resigned and the other Master Level position also is presently being recruited for with the expectation of being filled in the immediate future.

The Human Resource Center has a consulting psychiatrist on staff providing clinical supervision to staff as well as direct service to the clients of the Human Resource Center.

Assistance to and cooperation between the Human Resource Center and other local agencies, including but not limited to, Menominee County Human Services Department, Tribal Social Services, and internally with other Tribal Clinic departments, continues to operate at a very smooth and efficient fashion. This is an important area since the coordination of services of other assisting departments or agencies is critical in providing a range of services to the client which allows the client to meet the individual potential in all areas of their life.

There were 1,507 client contacts, 1,247 consultations, and 117 psychological testing.

COMMUNITY HEALTH NURSING SERVICE

The Community Health Nursing Service together with the Medical Department and the cooperation of WIC and Rural Infant Health has continued to meet the Indian Health Service objective of having 90% of the children under the age of 27 months appropriately immunized for their age the past four quarters. We administered, as a clinic, 700 influenza vaccines which is 150 more than last year.

We have provided approximately four hours a week of school health at the Tribal School in Neopit and work closely with the MISD Nurse providing immunization clinics and consulting. We also provide nursing service as needed to the Headstart Program and to the Tribal Day Care.

Monthly blood pressures are done at the Keshena and Neopit elderly sites as well as walk-in blood pressures at the Clinic.

The County has again contracted with the Clinic to provide Public Health Nursing Services.

HealthCheck continues to be a busy area providing health screening for children and young adults to age 21. We do sports physicals, boarding school physicals, Headstart and Day care physicals, plus routine health screening.

Transportation continues to be provided on a first come - first served basis by one transporter using the G.S.A. van.

Menominees in Motion activities continues to be active with incentives given at achieving certain goals. This year a patch for 1,500 points plus chevrons for up to 3,000 points were added.

A Walk/Run was co-sponsored by the HP/DP Committee of the Clinic and the Youth Center. We had about 75 participants. The Walk/Run was held the Saturday morning of the Pow wow. Plans are being made to sponsor this event again next year.

Noon volleyball continues to be a popular health promotion event for the Tribal Clinic personnel.

Fitness tapes were purchased to be used by both Clinic and community people. After the addition is completed, plans are to combine tapes stored in medical to these tapes and have a central library of fitness tapes.

Great American Smokeout activities included promotion at the Tribal Offices, Human Services, and Tribal

Jail/Courts. Ribbons were given to those who had already quit to wear on that day.

| | |
|----------------------------------|--------|
| Community Health Visits | 2,816 |
| Audiology Clients Served | 1,443 |
| HealthCheck Children Served | 522 |
| Blood Pressures Taken | 2,460 |
| Transportation - Private Vehicle | 791 |
| Government Vehicle | 19,871 |
| # Clients Served | 520 |

RURAL INFANT HEALTH

The Rural Infant Health Program worked with 132 infants in this program year. One of the goals of our program was to make at least one home visit to all newborns in our area. During the 1993 program year we had 93 births. During this period home visits were made for immunizations, deliver medicines, deliver medical appointments, weighing babies and to check on infants or toddlers for various reasons.

Rural Infant Health sponsored an incentive program for prenatal women and their infants to one year. This program was designed for the High Risk Prenatal. It is called NEST.

EMERGENCY MEDICAL SERVICES

In 1993, Menominee Tribal Emergency Medical Services (EMS) had a total of 953 medical assist calls. Four hundred-eleven of the total calls were actual transports to either Shawano Community Hospital, Langlade Memorial Hospital, or Menominee Tribal Clinic.

The average overall response time for all calls was ten minutes. The average response time for the various localities on the reservation are:

| | | | |
|---------|------------|------------|------------|
| Keshena | 5 minutes | Lake Area | 9 minutes |
| Neopit | 16 minutes | Midway | 6 minutes |
| Zoar | 19 minutes | W/S Branch | 14 minutes |

EMS did very well this year in the manpower department. We maintained the regular staff of 17 and added two more part-time EMTs.

Four EMTs went through the State mandated bi-annual 30 hour EMT Refresher Course. All our EMTs were recertified in American Health Association (AHA) Basic Life Support - CPR Module C course. All the EMTs were able to attend various workshops, conference, inservices held within the state or locally. They must meet the minimum requirement of 48 hours of approved continuing education credit hours bi-annually to maintain National Registry of EMT certification.

In 1993, EMS personnel logged a total of 14,168.5 miles for the ambulance. The ambulance had a total of 105.5 out of service hours. Shawano Ambulance service is called a back-up when our unit is down. The first responder van had a total of 13,330.5 miles with 33.0 hours of downtime for the entire year.

We did not obtain a new ambulance as reported in last years report. The ambulance bidding process was finally initiated in July. And due to two areas of concern, the ambulance bids were put out for rebid. That whole process took place in September, and WOS, Inc. was selected to build our ambulance. By May of 1994 EMS should have a new ambulance.

In 1993 EMS conducted four - 8 American Red Cross (ARC) Standard First Aid Classes, ten American Heart Association (AHA) CPR Classes and five miscellaneous Basic Aid classes reaching a total of 256 people.

EMS Coordinator has attended the Zoar Fire Department meetings and the South Branch community meetings to offer to their local firemen and interested community members CPR and Standard First Aid training. Our ambulance service would like more people trained in the outer fringes of our service area to help in getting prompt first aid to people in those areas.

EMS had been incorporating some type of Mass Casualty Training at each squad meeting to prepare for Menominee County's Emergency Government Mass Casualty Exercise that was to be held some time in the late fall.

EMS worked with Shawano Hospital staff who sponsored a Spring Symposium at our Jr./Sr. High School for area pre-hospital providers. It was a kick-off to EMS Week which was observed in Wisconsin May 23-29, 1993. Besides the training, a display was put up in the clinic's front lobby, videos were shown in Medical and Dental waiting areas. As part of EMS Week - EMTs were presented with a pin, name tags and a proclamation from the Tribal Legislature for years of service at the JCAHO Reaccreditation Ceremony.

BILLING DEPARTMENT

The Billing Department is currently processing November Charges and payments. The Human Resource Center received certification to bill for services rendered effective March 1993. The Medical Manager software has expanded to meet the needs of patient Registration and appointment scheduling for the medical Department.

Electronic Media Claims for Medicare and Medicaid are being finalized. The first test batch for Medicare was submitted and approved in October 1993. Medicaid representatives gave brief on-site training to improve communication concerning billing errors. An audit report was submitted to Medicaid concerning Ambulance and Pharmacy Departments. The Hill Burton applications have increased to 800.

DENTAL SERVICES

Clinical Preventive Programs: The Dental department visited Keshena Primary in February and placed 161 sealants on 1st and 2nd graders. In May 143 sealants were placed on 1st, 2nd and 6th graders in the Neopit Schools. This was done utilizing portable dental equipment.

Ninety percent (90%[121 of 134]) Headstart children had their dental work completed by May. One hundred percent pre-kindergarten children had their dental work completed by May.

Dr. Fink completed a successful ten day visit in October/November. Ninety-nine patients were treated: 101 sealants, 30 stainless steel crowns, 96 fillings, eight pulp treatments, six extractions and ten exams were performed.

Approximately 27 patients have followed thru with the Deferred Services Program in the first three quarters of 1993. We received only \$1,300 from Area Office.

Lori Biagioni, Dental hygienist, was co-recipient of the Dental Auxiliary of the Year for the Bemidji Area.

The third Dental Assistant has been invaluable due to the increased patient workload, infection control standards, etc.

Dr. Prusak filled in ten days from January thru November (down from 23 days last year, primarily due to his other work commitments).

A new Broken Appointment Policy was adopted in August. Adult patients with three broken appointments in a 12 month period must appear before the Socio-Economic Committee to get reinstated.

Patient visits are up 9.4% from 1992. The staff has worked very hard to provide as much quality dental care as possible. They are hard working and dedicated to the people they serve.

| PATIENT ENCOUNTERS | YEAR WIDE SUMMARY 1993 | PREVIOUS YEAR 1992 |
|---------------------------|-------------------------------|---------------------------|
| Clinic-Dental Visits | 3,684 | 3,358 |
| Hygienist Visits | 1,503 | 1,383 |
| Dentist-Broken Appt. | 355 | 315 |
| Hygienist-Broken Appt. | 362 | 268 |

NUTRITION

There were 128 patient contacts at the Clinic by the Nutritionist. Of these, the most common reason was for weight control (49), followed by diabetes (45), and low cholesterol/low fat (21). Other reasons for visits included gestational diabetes, eating disorders, ulcers, and low sodium diets.

There were 732 contacts made in the community, including individuals and groups. Community agencies for which nutrition services were provided are: the schools, Maehnowesekiyah, senior centers, Food Distribution Program, Headstart and Tribal Day Care. Other groups to which educational programs were presented include the Diabetes Luncheon program and tribal cooks. Special events the Nutrition Department was involved in were Wisconsin Wrestling Minimum Weight Project, a nutrition education grant received from USDA, and the 1st Annual Wolf River Run/Walk.

W.I.C. (WOMEN, INFANT, CHILDREN)

The WIC Program went through several changes during the past year. At the beginning of Fy '93, our project caseload was 460 participants. Mid-year we were asked to take on an additional 30 participants, for a total of 490. We have not reached this new caseload, but outreach activities continue.

Beginning September 1, 1993 the entire State of Wisconsin WIC Program is using new computer software and hardware.

The Project's Breastfeeding Coordinator received a scholarship and attended training to be a Certified Lactation Educator. WIC is now sharing the responsibility of teaching prepared childbirth classes with Women's Personal Health Department.

MEDICAL RECORDS

Revision of the MTC Abbreviations and Symbols List was completed and the list was approved by the Medical Records Committee. It is now in use and will be reviewed yearly for any changes or additions.

A part-time clerical assistant was hired to help with the increased workload of filing patient medical records, medical reports, correspondence, etc. This became a full-time position in June 1993.

The Medical Records transcriptionists began transcribing Shawano Community Hospital Radiologist interpretation reports for Menominee Tribal Clinic xrays and this was incorporated into the routine with little or no problem.

A Privacy Act Inservice was held in September 1993 with 48 clinic employees attending. Privacy Act responsibilities are being added to all Medical Records Department staff job descriptions.

All completed medical services route slips, audiology services, and hospital billing processed by the Medical Records Department are turned in to the Billing Department on a daily basis.

| | <u>1993</u> | <u>1994</u> |
|---------------------|-------------|-------------|
| Patient Encounters | 19,946 | 15,400 |
| Hospital Admissions | 483 | 342 |
| Referrals | 988 | 700 |
| No Shows | 2,944 | 2,800 |

CONTRACT HEALTH SERVICES

The primary role of CHS Program is to provide comprehensive health care to eligible Indian people. These health care services may be procured through outside health care providers when services cannot be provided by the Menominee Tribal Clinic. Services are procured in accordance with appropriate medical and dental priorities determined on basis of relative medical need and availability of funds.

Contract Health Services will pay for services required by other health care providers only if patients meet the necessary requirements for eligibility and follow procedures which are:

1. Menominee Tribal Clinic must be your primary health care provider.
2. You must be referred by a Menominee Tribal Clinic health care provider.
3. Make an application to Contract Health Service to determine eligibility.
4. Notify Contract Health Service at least three days before appointment date.
5. Notify Contract Health Service no later than 72 hours after emergency treatment.

Contact Health Service is a last resource program. This means payment will be made only if there is no alternate funding sources available.

Clara Fowler-Otto resigned as CHS Coordinator to take another position within the Tribe. Cheryl Caldwell assumed position as CHS Coordinator on July 27, 1993.

Two catastrophic cases were submitted to Indian Health Service this year. The first case did not meet CHEF eligibility as the total amount paid was \$13,034.47, which was under the \$15,000 CHEF threshold. The second case submitted was found eligible for medical assistance and the MA card was backdated to cover the medical bills.

Contract Health bills insurance for prescriptions paid for under the program. The insurance checks are sent directly to the clients. The clients are notified that they are responsible for bringing the insurance checks in to CHS. CHS has had a problem with some clients who do not bring in checks. In July, we met with the Assistant Program Attorney for consultation. It was decided that each will be handled on a case by case basis. A statement was also added to the CHS Application regarding fraud.

Contract health was approved for \$150,000 from the Tribe for deferred medical/dental cases for FY '94.

| | |
|-------------------------------------|---------------------|
| Total Number of Inpatients | 102 |
| Total Number of Inpatients Days | 493 |
| Total Inpatient Expenditures | \$298,613.65 |
| Total Vouchers (Medical) | 2,013 |
| Total Vouchers (Dental) | 88 |
| Total CHS Expenditures | \$599,002.72 |

CHS IHS EXPENDITURES

| | |
|---------------------|---------------------|
| Outpatient Clinic | \$86,924.85 |
| Inpatient Clinic | 57,281.32 |
| Dental | 15,310.62 |
| Pharmacy | 23,445.80 |
| Ambulance | 3,603.08 |
| Med/Surg Supplies | 5,980.51 |
| Orthopedic Supplies | 262.50 |
| Outpatient Hospital | 107,151.33 |
| Inpatient Hospital | 181,384.78 |
| TOTAL | \$481,344.79 |

CHS TRIBAL DEFERRED EXPENDITURES

| | |
|-------------------|-------------|
| Outpatient Clinic | \$13,678.80 |
| Inpatient Clinic | 10,347.39 |
| Dental | 22,148.59 |
| Pharmacy | 227.48 |
| Ambulance | 2,365.45 |
| Med/Surg Supplies | 1,214.06 |

| | |
|---------------------|---------------------|
| Orthopedic Supplies | 874.48 |
| Outpatient Hospital | 17,201.52 |
| Inpatient Hospital | 49,600.16 |
| TOTAL | \$117,657.93 |

WOMEN'S PERSONAL HEALTH

Women's Personal health operated this year under three state grants; EIDP, Prevention and Reproductive Health. A total of 810 clients were seen.

The Reproductive part of our program saw 716 clients. Norplant continues to be a large part of the reproductive counseling and education. The Teen Clinic at the Jr/Sr. High School has been utilized frequently this school year. Hours of the clinic for this school year are, Mondays and Fridays from 10:00 - 11:30.

The Prevention part of our program provides services to pregnant clients. We served 85 clients. Prepared childbirth classes are held every three months. These are held for three weeks, with a two hour session once a week. Eighteen infant home visits were made during this same time period. We continue to work on better follow-up in this area, but Rural Infant Health does this also. Our prenatal care coordination through Medical Assistance went into effect January 8, 1993. One hundred twenty-seven transports were provided by Women's Personal Health. These are generally for OB appointments.

The EIDP part of our program provides for outreach to encourage early prenatal care. We've done 194 pregnancy tests. This part of our program allows us to keep up to date information to be distributed to female clients of the clinic.

PHARMACY

This year 1993, the Pharmacy and Therapeutics Committee added six new drugs and deleted two from the Formulary. In October of 1991, we stocked approximately 590 items and we now have on formulary 620.

The Pharmacy has had a few personnel changes this past year. In August Jessica Huntington, R.Ph. resigned to help with her father's pharmacy. Frank McGuan, R. Ph worked in Shawano for the past ten years, was hired to fill the position.

A number of Quality Improvement studies have been done. The Pharmacy has compared the prescriptions which were written by the physicians with what was recorded in the patients medical record. We have shown increased accuracy, with yet more room for improvement. A QI study was also done on coumadin usage and a patient satisfaction survey was completed.

The Pharmacy continued to fill record numbers of prescriptions in 1993 past year. In 1992 we filled a record total of 45,945 prescriptions total. This year, we dispensed approximately 51,990. A new monthly record of 4,796 prescriptions were filled in October.

| YEAR | TOTAL DOLLARS SPENT | # PRESCRIPTIONS FILLED/YEAR | AVERAGE COST/RX |
|-------------|----------------------------|------------------------------------|------------------------|
| 1988 | 221,328 | 35,356 | 6.26 |
| 1989 | 260,295 | 40,811 | 6.38 |
| 1990 | 274,212 | 44,203 | 6.77 |
| 1991 | 307,646 | 45,666 | 6.97 |
| 1992 | 332,185 | 45,945 | 7.23 |
| 1993 | 363,915 | 51,990 | 7.00 |

COLLEGE OF THE MENOMINEE NATION
S. Verna Fowler, Ph.D., President

The College of the Menominee Nation came into official existence on March 3, 1993 when the Menominee Tribal Legislature approved its Charter. At its inception, the first Board of Directors were named:

Lawrence Waukau, MA Chairman
Anthony Waupochnik, MS, Vice-Chairman
Joan K. Harte, MA
Bernard Kaquatosh
Myrna Peters, MS Candidate
Andrew Pyatskowitz, MA, JD
Hilary Waukau, Tribal Elder

Concerned by the small numbers of Menominee college graduates and the lack of general educational progress on the Reservation, the Menominee Tribal Legislature hired Dr. Fowler in September, 1992 and charged her with the responsibility of taking the necessary steps to found a tribal college. Their first class, Contemporary Social Problems, with 28 students taught by Chippewa Indian, James "Sonny" Smart, began on January 19, 1993. Other classes offered were Refresher English, English 101, and Cultural Geography. Initial enrollment for the first semester was 46 students.

In the Summer of 1993, a total of 86 students were enrolled in Menominee Language 101, Psychology 110, Introduction to Computers, and Refresher Math. In the Fall 1993 semester, 151 students enrolled in eleven course offerings. The 1994 spring semester offers eleven courses with an anticipated enrollment of 170 students.

Faculty, Students and Staff are grateful to the Menominee Indian School District, Keshena Head Start, Menominee Forestry Center, Maehnowesekiyah, and the Wolf River Trading Post for providing classroom space. Building presently under construction is slated to be completed in Mid-February.

First year highlights, dates and accomplishments for the College are:

January 19, 1993 - First Class offered.

March 3, 1993 - Menominee Tribal Legislature unanimously passes Ordinance 93-2, The College Charter.

March 11, 1993 - Agreement signed by the University of Wisconsin Stevens Point, University of Wisconsin Center Marathon, and the College of the Menominee Nation for a Partnership for Improving Access to Higher Education for Native Americans. It is essentially an agreement between the three institutions to work toward the continued development and support of the College of the Menominee Nation.

June 27, 1993 - College offices moved from Dr. Fowler's basement to the new modular building on Highway 47/55 on property formerly known as the Kitson property.

October 27, 1993 - Groundbreaking ceremony was held for the College building which will contain a Science Lab, Computer Lab, three classrooms, small library, two offices, bathrooms, lounge area and full basement. The building was designed and plans developed by Jerry Nunway.

October 30, 1993 - Personnel from the San Carlos Apache Tribe arrived at the College for training in Gaming and Hospitality Management.

November 6, 1993 - College of Menominee Nation became the 31st tribal college granted membership in the American Indian Higher Education Consortium (AIHEC). Membership in this organization made our Indian students eligible for scholarships from the American Indian College Fund.

November 15, 1993 - Last articulation agreement signed. College of the Menominee Nation has 5 articulation agreements - UW Green Bay, UW Stevens Point, University of Wisconsin Center System Madison consisting of 14 two-year colleges, North Central Technical College

(NCTI) Wausau and Northeast Wisconsin Technical College (NWTI) Green Bay.

November 15-18, 1993 - Eligibility Study completed by Bureau of Indian Affairs team of evaluators to determine if the College is a "bona fide" tribal college and therefore meets criteria for funding through the Tribally Controlled Community Colleges Act of 1978. The College will begin to be funded through this Act and the BIA in the Fall of the 1994-95 academic year on a Full-time Equivalent (FTE) Student basis.

November 18, 1993 - College of the Menominee Nation included in Senate Bill 1345 in which Tribal Colleges seek Land Grant College designation. In lieu of land, tribal colleges will accept monetary appropriations.

December 7, 1993 - College of the Menominee Nation notified of approved proposal of \$814,795 grant over a 3 year period from Carl Perkins funds.

Two projects the College is implementing are the establishment of two institutes:

Natural Resources and Forestry Research and Training Institute

Is being established in conjunction with the Forestry Department to accommodate the large numbers of people seeking access and tours through the Menominee forests. Presently nearly 2,000 people come to view our beautiful resource. The institute will sponsor educational tours, workshops, and seminars to people throughout the world who wish to study Menominee Forestry practices and view the forest under controlled conditions. Presently the Menominee receive no monetary remuneration in sharing with others.

Costs will now be assessed. George Howlett, CMN instructor, will establish and market this program with newly hired Paula Rodgers Huff who holds a Masters Degree in Wildlife Ecology.

Hospitality and Gaming Institute

Has been established to become the training center for Indian gaming in the United States, particularly for those tribes who sign with Menominee Game Plan, Inc. A group of the San Carlos Apache tribe has already had a successful training experience. A second group of San Carlos Apaches will arrive in mid-December. Deanna Bisley, former MISD teacher for 11 years, and Ruth Waupoose accommodate visiting students and plan their customized training. Deanna, who holds a Masters Degree in Vocational Education and Educational Administration, is also responsible for establishing Voc-Tech Programs for the College.

The remainder of the college staff namely, Virginia Nuske, Elaine Peters, and Gen Tomow in the Admissions and Financial Aid Office; Sharon Quinney Administrative Assistant, Tom Davis, head of Academic Affairs, Doria Peters, recruiter, Georgette Wilber, Faculty Aide, Ava Fowler, Child Care Provider; and Sherry King, Maintenance; thank the community for their support of this ambitious endeavor by the Menominee Indian Tribe of Wisconsin. Menominees have done in one year what other tribes have taken years to accomplish. Thanks to our students and the Menominee People for making this a community effort.

Goals for 1994:

We are applying for candidacy with North Central Association of Colleges and Schools before Christmas. In 1994, we complete the Self Study required by North Central for Accreditation.

Strengthen our Voc-Tec offerings and initiate additional programs in that area.

By January 1995 offer our students financial aid rather than their having to go through UW Stevens Point. An institution, according to the regulations, must be in operation two years before it is eligible to offer the Pell Grant.

Develop the curriculum and initiate Health and Tribal Management Programs of Study. We currently offer Programs of study for two year academic transfer (for those seeking a Bachelors degree), Forestry and Natural Resources, Early Childhood, and Gaming and Hospitality. Associate Degree (2 yr) or Certificate (1 yr) are available in all except that the certificate is not available in the Academic Program.

Continue to develop our strong foundation and remain attuned to community needs so that Menominee Education and economic development continues on the Reservation.

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

This year was busy and productive with many issues arising and many resolved. We wrangled several times with the Wisconsin D.N.R. on the issuance of state deer tags and later on with the sturgeon issue. These issues were turned from negative to positive events which culminated into a sturgeon feast in the spring. These positive results can be attributed to our legal research project which began about four years ago. We have developed a better working rapport with the D.N.R. after these issues were resolved. Still there are some legal issues that need to be resolved, but it is believed that only court action will meet that need. We have moved a mountain in working with the new Conservation Committee members who are more willing to work with us and receive our input. We hope that new rules will resolve many of the tribe's in-house regulation issues.

CONSERVATION ENFORCEMENT

This year all wardens maintained their contractual obligations in training requirements. Of course, legal problems with the property owners keeps their hands tied. With the approval of two new ordinances this summer, drafted by Attornies Jennetta and Greene, these initiatives will aid immensely with problem resolution. The new Firearms Ordinance will also aid field personnel. A couple of cases lost in court have hampered personnel but when the Conservation Committee completes its new rules, that problem should be resolved. One of our enforcement personnel was discharged this summer but at the close of this report, we have not received any information on his appeals process.

FISH AND WILDLIFE MANAGEMENT

This year, the Wisconsin Conservation Corps reinstated our project after nearly a year of inactivity in this area. The new crew hit the field in April. The first two phases of work on the Walleye Rearing Ponds project have been completed, those being the basic construction and the collection basins. We have continued with fish stocking with stock received from U.S. Fish and Wildlife Service. Our Wildlife surveys continued throughout the year and we have determined that the deer herd suffered a set-back down to about 10 deer per square mile from 12 per square mile the previous year. The beaver problem appears to be in another upsurge so we will have to increase bounty dollar amounts next season to help alleviate the upsurge.

ENVIRONMENTAL

There were several minor oil spills reported throughout the year, but were cleaned up by Environmental Services without any enforcement measures necessary. Most of our enforcement work in this area has been with solid waste matters. We have continued training in hazardous waste response over the past year.

STATISTICAL INFORMATION

| | FY '93 | FY '92 | |
|-----------------------------|--------|-----------|---|
| Miles Patrolled | 93,429 | 98,519 | * |
| Beaver Harvested | 175 | 87 | |
| Water Resources Inventoried | 0 | 4 | |
| Fish Stocked | 10,200 | 1,897,852 | |
| Reportable Incidents | 282 | 346 | |
| Warnings Issued | 27 | 49 | |
| Citations Issued | 59 | 81 | |
| Inservice Hours | 134 | 393 | |
| Interagency Assists | 50 | 37 | |
| Complaints | 64 | 36 | |

* These figures do not include F&W Management mileage.

ANIMAL CONTROL DEPARTMENT

As the statistics show, we are slightly ahead of last year's numbers in terms of everything except mileage and

finding homes. There were no figures kept in the previous year for complaints on Legend lake, but when people found out that the County had to pay for our services this reduced the number of complaints out there.

Also with dog bites, we didn't keep accurate records in 1992 but we began keeping better tabs on that number and have found a high number of dog bites for 1993. This indicates a key problem to be tackled in the future.

We were disheartened to learn that our holding facility was not approved for construction but Leon Fowler is working on an alternative with the Shawano Humane Society. It would be good since this will give animal owners a chance to claim their animals prior to disposal.

We believe that our numbers in the statistical area would have been higher but our truck was in the repair shop several times throughout the year. We had to replace the engine and had other mechanical problems.

At times it appears that progress is being made, but then again, the numbers show that we remain at status quo. We have made some attempts to get into the schools and talk to children about caring for their animals. Often times it isn't the dog's or the children's fault; it is the parents' fault. Sometimes warnings work well but in few instances, citations become necessary. We have prevailed in all of our court cases this past year.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

To maintain 80 undergraduate students in colleges and universities. To have 18 graduates at the end of FY 1993. To accomplish these objectives the following services are provided:

| | |
|--|---|
| Application intake and assistance. | Financial aid assistance. |
| Educational counseling. | Student follow-up, routine and crucial. |
| Campus visits. | |
| Informational and financial aid workshops for high school juniors and seniors. | |

Progress Year To Date:

| | |
|---------------------------|----|
| Number of new applicants | 63 |
| Active full-time students | 80 |
| Number of graduates | 18 |

The weekend program at U.W. Stevens Point totaled 7 people.

The 8th Annual Career Day was held on 11/5/92. The keynote speaker was Carol Cornelius, Director of Native American Studies at U.W. Green Bay. The education counselor was responsible for the college and tech college recruiters and keynote speaker. Positive comments were received on how well organized the whole event was.

Three financial aid workshops were held, two at the high school in November and January 1993 and a third was held in February for adults returning to college. The new forms and requirements for completing them were reviewed.

The Annual Wisconsin Indian Education Association Conference was held at Stevens Point in April 1993. Dr. Verna Fowler was selected as "Indian Educator of the Year" and Tom Davis was selected as "Friend of Indian Education"

There were 12 graduate students funded this past year. Six projected graduates need additional semester to complete.

College of the Menominee Nation Activities: 145 students.

- * November 1992 Orientation and registration for the first course offerings. Forty-five students registered.
- * May 1993 Orientation and registration for the summer session. Eighty-five people registered.
- * August 1993 Orientation and registration for the fall semester. One hundred forty-five active students.
- * Students were assisted with admissions, course registration and financial aid forms.

| | |
|-------------|-------------------|
| 1993 Budget | \$222,647.00 |
| Expended | <u>206,749.63</u> |
| Balance | \$15,897.37 (7%) |

ADULT VOCATIONAL TRAINING

Improve the level of vocational education for Menominees through vocational/technical programs and increase the number of Menominees in vocational/technical programs. The services provided to AVT students are the same as those listed under higher education.

| | Progress Year to date: | Achieved to Date: |
|----------------------------|------------------------|-------------------|
| Number of contacts/assists | 756 | 618 |
| Number of new applications | 93 | 117 |
| Number of active students | 40 | 51 |
| Number of completions | 14 | 19 |

A model technology project at Wheeling High School in Illinois was visited. The education director is a member of the Menominee Indian School District Vocational Education Advisory Committee and was invited to tour this project. Outcome based curriculum is used that incorporates math, science, writing, computers, robotics, laser and video equipment into the program for high school juniors and seniors.

There have been several meetings with representatives from North Central Technical College in March '93 and July '93 to discuss a cooperative method of incorporating technical education into the College of the Menominee Nation Program.

Financial aid workshops were held at the high school in November and January to encourage students to get their admissions and financial aid papers in.

The education director and counselor met with Maehnowesekiyah clients in April and discussed technical education opportunities with them. The balance is primarily grants that will be applied toward the fall 1993 semester.

| | |
|-------------|--------------------|
| 1993 Budget | \$190,705.00 |
| Expended | <u>153,081.61</u> |
| Balance | \$ 37,623.39 (19%) |

ADULT EDUCATION

Improve the educational level of Menominees through GED instruction. Provide workshops, courses and seminars that will enhance employment skills and income potential. To accomplish this, the following services are provided:

| | Progress Year to Date: | Achieved to Date: |
|---------------------------------|------------------------|-------------------|
| GED students enrolled/completed | 534 | 612/17 |
| AE students enrolled/completed | 32/25 | 37/28 |

We also provided application intake and assistance for BIA boarding school students attending Flandreau, Wahpeton, Chemawa and Sherman. The total number of BIA boarding school students enrolled: 70. Total

number of assists: 280.

The Ged/Tech Prep program continues in cooperation with RNIP, and Human Services. It is also open to community people, as space allows. The instructor meets with the referral staff on a regular basis. We have exceeded our projected GED completions.

The GED instructor has been involved with the Wisconsin Literacy Council which provides resources and workshops to help communities set up local Literacy Councils.

The new classroom for the GED program in the Tribal Office Building was operational in January 1993. The GED testing center also moved from the County Courthouse to the new GED classroom.

The GED instructor works with Maehnowesekiyah caseworkers to assist clients working on their GED studies.

AE Courses:

- | | |
|------------------------------------|-----------------------------------|
| Newsletter Editors Workshop | Wellness & Women IV Conference |
| Personal Care Worker | AODA Counseling Certification |
| Tribal Enrollment Workshop | Chapter I Conference |
| Water/Wastewater Operator Workshop | Early Childhood I |
| Electrical Code Review Course | Early Childhood II |
| Operating Engineer Course | Dale Carnegie |
| Secretaries/Receptionist Seminars | Real Estate Course |
| Infant & Toddler Course | Training Associates |
| Indian & Child Family Conference | Setting up Care Management System |

| | |
|-------------|-------------------|
| 1993 Budget | \$34,186.00 |
| Expended | <u>25,554.42</u> |
| Balance | \$ 8,631.58 (25%) |

This will be applied to on-going costs for the GED testing center including the site fee, chief examiner and secondary examiner's fees as well as testing materials.

CAREER LADDER TEACHER CERTIFICATION PROGRAM 1992-1995

The new project began August 1992. This is a Title V program in cooperation with the Oneida Tribe and St. Norbert College. There are 24 full-time Teacher Certification students. Three people graduated in May and a banquet was held honoring them and Father Thomas DeWane who left as coordinator of the project. Dr. Bob Rutter is now St. Norbert Coordinator. Students from both Tribes will pick up their required history, culture and language courses on the Menominee/Oneida Reservations through the College of the Menominee Nation or other locally approved resources.

| | |
|-------------|-------------------|
| 1993 Budget | \$236,427.00 |
| Expended | <u>219,639.95</u> |
| Balance | \$ 16,787.05 |

A modification has been submitted to Washington, asking to use the balance for 2 additional interim sessions that will allow the students to earn more credits toward their degree and complete the program sooner.

ELECTION COMMISSION
Davey Jean Peters

The Menominee Tribal Election Office re-opened, September 21, 1992. Nomination papers were available to eligible tribal members for the Tribal Legislature Election. The Resident Candidate who were certified for the December 9, 10, 1992 Election were:

Richard "Waubano" Awonohopay James E. Horton

Dona Beauprey
 Llewellyn "Lew" Boyd
 Lucille B. Chapman
 Gordon Dickie, Sr.
 Kenneth A. "Bum Bum" Fish
 Kenneth M. "Paddo" Fish

Ralph H. Lyons
 Peter P. Penass, Sr.
 Randolph "Randy" Reiter
 Margaret Rose Snow
 Hilary "Sparky" Waukau, Sr.
 Lawrence Waukau

The Non-Residents who were certified were:

Darrell "Booty" O'Katchicum Michael "Mike" Sturdevant

Voting results at the polls:

| | | |
|---------------------------|------------------------|-----|
| December 9, 1992 | Neopit Fire Station | 134 |
| December 10, 1992 | Keshena Tribal Offices | 273 |
| Absentee Ballots Returned | | 380 |
| | Total | 787 |

There were four seats open for this election because of a legislator, Andrew J. Pyatskowitz who resigned from office on March 5, 1992.

The top eight candidates were:

| | | | |
|-----------------------------|-----|------------------------------|-----|
| Hilary "Sparky" Waukau, Sr. | 411 | Richard "Waubano" Awonohopay | 382 |
| Margaret Rose Snow | 322 | Lucille B. Chapman | 315 |
| Gordon Dickie, Sr. | 307 | Kenneth M. Fish | 298 |
| Ralph H. Lyons | 284 | Darrell "Booty" O'Katchicum | 283 |

Randolph "Randy" Reiter also had 283 votes. The tie was broken by chance. The winner was Randolph Reiter.

The remaining candidates were:

| | | | |
|----------------------|-----|------------------------|-----|
| Peter P. Penass, Sr. | 243 | Kenneth "Bum Bum" Fish | 238 |
| Lawrence Waukau | 214 | Dona Beauprey | 187 |
| Michael Sturdevant | 184 | James E. Horton | 101 |

The final January Election was held January 20, 21, 1993. The four winners for this election were:

| | | | |
|--------------------|-----|--------------------|-----|
| Richard Awonopay | 409 | Hilary Waukau, Sr. | 393 |
| Margaret Rose Snow | 466 | Kenneth M. Fish | 341 |

The remaining candidates votes went as follows:

| | | | |
|--------------------|-----|--------------------|-----|
| Randolph Reiter | 299 | Ralph H. Lyons | 282 |
| Gordon Dickie, Sr. | 288 | Lucille B. Chapman | 272 |

Voting results at the polls:

| | | |
|---------------------------|------------------------|-----|
| January 20, 1993 | Neopit Fire Station | 142 |
| January 21, 1993 | Keshena Tribal Offices | 329 |
| Absentee Ballots Returned | | 464 |
| | Total | 935 |

The total budget for the Tribal Election Commission for FY 92 \$24,817.00

ELDERCARE SERVICES PLANNER

Leonard Kary, Director

The main objective of the Eldercare Planner has been the research, planning and ultimate recommendation to the Tribal legislature, as to the type of facility to construct for the Elderly of the Menominee Tribe. In the best interest of the Tribe and Elders, it has been necessary to make a number of contacts, and become familiar with many different programs. Though not all inclusive, the following is a general account of the activities of the department.

- *Participated in NICOA White House Conference on Indian Aging, held in Green Bay, and coordinated a tour of the Menominee Reservation for participants.
- *Attended the 11th annual COP Conference in Oshkosh
- *Submitted a proposal to the Bureau on Aging, for a Tribal COP Demonstration grant.
- *Attended a training session on Supervision in Shawano.
- *Submitted proposal and secured a site for Senior Citizens Center (Martin Lodge) in Keshena, and some renovation of Neopit Senior Site.
- *Disposed of equipment from Martins Lodge.
- *Organized tour of Woodside Manor in Green Bay.
- *New Eldercare Planner hired 5/3/93.
- *Site visits made to Oakhaven Manor, Shawano; Ella Besaw Center, Stockbridge; Anna John Nursing Home, Oneida; Friendship Manor, Plover.
- *Met with Menominee County Commission on Aging, Tribal Clinic, Menominee County Human Services, and COP Committee.
- *Ongoing meetings with Eldercare Committee, relative to recommendations to Tribal Legislature on decisions on Nursing Home vs. CBRF.
- *Created Decision Tree with Planning Department, and presented to Eldercare committee.
- *Eldercare committee voted on a 15 bed. Class C CBRF, with construction to be at the Wolf River site.
- *Ongoing meeting with Wolf River Ranch Planning Committee.
- *Attended Planning Session in Neopit.
- *Attended grant assistance workshop in Chicago.
- *Prepared and submitted grant to Administration on Aging, Washington, D.C., titled "Special projects in Comprehensive Long Term Care."
- *Presented Decision Tree and Eldercare committee recommendations to Legislature.
- *Prepared Bid announcement for CBRF.
- *Thern Design Centre chosen by Tribal Legislature for A/E re. CBRF.
- *Attended Workshop "Families at Risk" in San Francisco, CA.
- *CBRF Design Committee chosen and initial planning meeting held.
- *Took Elders from Keshena and Neopit to visit CBRF's in Stockbridge and Shawano.
- *Budget prepared and approved for FY 94'
- *Met with Community College, regarding course for health workers.

In addition to the above mentioned areas of involvement, I have met with a variety of professionals from the State Bureau on Aging, Bay Area Agency on Aging, and Long Term Support people, in an attempt to develop a comprehensive and long term plan for the Elders of the Menominee Tribe. We have developed a "Continuum of Care" to identify the services now available as well as those that may be necessary in the future. We are also looking at the types of housing options available to begin to create a total Senior Community.

ENROLLMENT

Eileen Schultz, Director

The goals and objectives of the Enrollment Department have been met to the best of our ability. The figures are the actuals for the FY 1993 and are titled as such. Other Enrollment actions have greatly increased due to our constant updating of the Enrollment Book, i.e.; birth dates, S.S. numbers, name changes, updating address is constant.

Applications Received 201, Applications Approved 196, Certifications Counted 4,112, and Deceased Members 51.

Six members have relinquished to go to other tribes, the majority of them are now enrolled in Oneida. 4,112 other enrollment actions, and 458 applications distributed.

| | |
|-------------------------------|-------------|
| Total Funds expended: | \$50,804.00 |
| Balance as of Sept. 30, 1993: | .29 |

Without the assistance of a Tribal Budget this department would not have been able to add an employee to do data entry.

ENVIRONMENTAL SERVICES

Gary Schuettpeltz

WATER QUALITY

Problem with Nacotee water system corrected by abandoning community well and installing 9 individual wells for the homeowners.

Hydrological investigation of Keshena Well #1 to determine possible benzene source. Thus far no definite source located and further investigations are on-going.

WASTE MANAGEMENT

Transfer and recycling facilities in Neopit and Keshena in full operation.

RECYCLING

Total of 172.78 tons of recyclable material disposed of during the fiscal year, for a recycling rate of 11.6%.

During the last quarter of 1993, the recycling duties were removed from the Environmental Specialist to a Recycling Technician. Further this person has moved to the Community Development Department with the change in fiscal year.

SURFACE WATER

Maps completed for 11 lake units, mapping data obtained for 25 other lakes.

Further study of water and nutrient budget will be completed of Legend Lake, with the support of UWSP and WDNR.

Work continued on feasibility study of repairing the Neopit mill pond dam.

Frazil ice formation in late 1992 again caused some flooding problems. Flood plain analysis will be done by the US Corps of Engineers to determine possible solutions to problem.

Staff working with Sturgeon Study Committee and DNR to review probabilities of returning sturgeon to Keshena Falls.

MINING

Continued work with NII WINN and other agencies in addressing the EXXON mining issue. Will continue to conduct research to determine possible avenues to fight the mine.

CIP

Total number of sever injuries for 1993 is down considerably. Through the end of September have 38 severe injuries compared with 81 for the same period in 1992.

UNDERGROUND STORAGE TANKS

Underground tanks removed from Tribal Clinic, Wolf River Trading Post and Housing Authority.

HAZARDOUS WASTE

Hazardous waste from former Hydro-Plant in Neopit packaged and shipped out.

Final waste material from former Trend Products shipped out.

In excess of \$18,000 of Tribal funds was spent to clean up a spill of fuel oil on Highway 47. Attorney working on recovering funds.

Seven spills of hazardous material mitigated.

In addition 9 spills from MTE logging contractors handled.

RCRA Hazardous Waste Ordinance submitted to EPA.

HAZARDOUS MATERIALS

Trucking companies using Highways 47 and 55 contracted to release information on material being transported. Positive response from all but 4.

EMERGENCY SITUATIONS

Developed Memorandum of Understanding between Tribe, County, and State regarding the Local Emergency Planning Commission.

FINANCE

Kathy Kaquatosh, Director

The Finance Department provided services to approximately 207 individual contracts/grants. Services provided:

| | |
|-------------------------|--------|
| Accounts Payable checks | 19,491 |
| Purchase Orders | 6,986 |
| Cash Receipts | 10,243 |
| Payroll Checks | 14,063 |
| W-2's | 1,345 |

At this time we are presently in the single audit process for FY 1993. This report will not be available until April 1994.

The Tribe continues to receive new contracts/grants. We are up thirty one from last year.

We had a major change in January 1993. Tribal Gaming is responsible for their own accounting and payroll systems. This did alleviate some of the workload and pressure on finance staff.

We did find a PC fund accounting system called "American Fundward." We started the process in September and plan to have the system complete in FY 1994.

FOOD DISTRIBUTION

Pat Roberts, Director

Out of 2,560 households certified 2,475 received food. We distributed 10,581 pounds of Surplus (TEFAP) Food to 878 households.

Environmental Services helped get us a recycling dumpster so all paper and cardboard waste are being recycled.

USDA increased our budget to purchase a copy machine, 2 pallet jack trucks, and a new computer system.

We received a small grant for nutrition education. A college student was hired for the summer to teach students how to lower fat, sodium, and sugar from their diets. Seven students completed the class.

We held an Open House for the community to tour the new Food Distribution facility and taste some of our food items. Recipes were handed out with samples of prepared product.

Two cooking contests were held. One was for young people under the age of 18 and the other was for adults. Fourteen dishes were entered and nine received prizes.

We began distributing frozen ground beef the first part of October. This is a pilot project that will last about one year. During this year the project will be evaluated by USDA and the participants to determine if it would be feasible to offer frozen product on a regular basis.

FORESTRY MANAGEMENT/DEVELOPMENT

Marshall Pecore

Menominee Tribal Enterprises, during fiscal year 1993, managed the Menominee forest according to sustained yield principles as provided in the Trust and Management Agreement. The forestry accomplishments provided under the contract met or exceeded the work quality standards required by the Bureau of Indian Affairs.

The Funding breakdown for the forestry program (excluding non-production support such as indirect costs) was as follows:

| | |
|-------------------------|----------------|
| General Forestry | \$1,090,484.00 |
| Fire Management Program | 130,000.00 |

A total of \$1,220,484 of the total forestry allocation was directed toward project specific work, including a continuation of the special computer software development and support for both the BIA Central and Area Offices.

A primary function of the MTE forestry staff is the harvest and delivery of wood products from the forest. The total timber harvest for the fiscal year was 10,345,380 board feet of sawlogs delivered to the Neopit sawmill and 81,400 cords of pulpwood delivered to various pulp mills in the region.

Menominee Tribal Enterprises is in the process of assuming responsibility for the fire protection program on the reservation. This responsibility in the past has been handled by the Wisconsin Department of Natural Resources. Equipment purchases and staff training were begun this year with the purchase of pumper trucks, a bulldozer and the hiring of eight local men for a fire crew.

The forest is being monitored for the invasion of the gypsy moth that has now reached northeastern Wisconsin. Several counties to the east of Menominee are now in the process of attempting to control the spread of the moths. There has been some moths caught in special gypsy moth traps that were spread out over the eastern part of the reservation. This will be monitored very closely in the upcoming years because of its potential effect on the forest.

The Menominee Forest has become a focal point, both nationally and internationally, as an example of how a properly managed forest can sustain both the needs of the community and the ecosystems around us. Numerous presentations and tours have been given describing the Tribe's relationship with their land and the benefits from managing the forest properly. The Tribe can be proud of their accomplishment in maintaining the forest for over 135 years. It is the goal of the forestry department to relate this positive experience to the public as they wrestle with the goals and objectives of how to manage public forest lands.

HISTORIC PRESERVATION

David J. Grignon, Director

POSOH NETAENAMAKENUK! (Hello my relatives)

The first year of the Historic Preservation Department is now completed. According to the new department's work plan for the first year, a mission statement and tribal program philosophy was created and many contacts were made with federal, state and local units of government and historical societies and organizations notifying them of the new department's existence. There was overwhelming support for the new department from the contacts that were made.

Short and long term goals of the new department were established along with a list of priority cultural issues. The process of identifying all active cultural activities, groups, offices and agencies on the Menominee reservation, universities, colleges, schools, government agencies, and the coordination and liaison with these entities was initiated. Archaeological surveys on the reservation will be coordinated by the new department.

With the passage of the Native American Graves Protection and Repatriation (NAGPRA) Act of 1990, Public Law 101-601, the Menominee Tribe will have to prepare for the repatriation of human remains, associated funerary objects, unassociated funerary objects, sacred objects, and objects of cultural patrimony. Museums who directly or indirectly receive federal funding will have to comply with this new law. According to the new law, museums are mandated to provide a summary of unassociated funerary objects, sacred objects, and objects of cultural patrimony that are located in their museums by November 16, 1993. Museums must send a complete inventory of all human remains and associated funerary objects of which they hold for possible repatriation by November 16, 1995. The Historic Preservation Department will be coordinating the repatriation process.

The new department is in the process of doing research for the creation of a cultural museum. Several contacts have been made with tribes who have museums and public museums asking them for assistance in the creation of our own cultural museum. Staff of the already established tribal museums and area public museums are willing to give assistance in this important cultural matter. We will need a facility to house repatriated cultural objects and other artifacts that will be "coming home" in the future.

The Menominee Oral History Project is now being conducted. The project, which began with an interview workshop, is now in its second phase. Two cultural interviewers were hired by the department to conduct interviews with tribal elders to gain their valuable knowledge of Menominee history and culture on audio/video tape. The Menominee Oral History project was made possible through a grant from the Wisconsin Humanities Committee and matching funds from the tribe.

WAEWAENIN

HOUSING

Jerry Nunway, Director

Housing Improvement Program: This is a B.I.A. funded program at \$131,000 for FY-93. The program is intended to serve the most needy, eligible persons on the reservation.

CAT. "A" Grants are made to a HOME only once, and the home will be in a "Sub-Standard" condition when completed. The maximum amount of money that can be applied is \$2,500. This year 2 families homes were served at the average cost of each \$2,500.

CAT. "B" Grants are homes that can be repaired back to a "Standard" condition as defined in 25 CFR. These repairs must include - complete plumbing, electrical, weatherization, and heating. Only persons who own their home can receive assistance. No rental units are accepted. This year the program assisted 4 families at an average cost of \$19,500 each.

CATEGORY "C" DOWNPAYMENTS:

H.I.P. can give up to 10% of the selling price of a "Standard Home" plus any closing costs NOT TO EXCEED \$5,000.00. The applicant must qualify for financing from an outside source. This year one person received a grant in the amount of \$750.

CATEGORY "D" NEW HOMES:

One family was served this year at a cost of \$45,000. This home meets all the guidelines of the B.I.A.

All applicants are selected according to the B.I.A.'s selection criteria. As the amount of applications far out number the dollars we receive, applicants must apply yearly.

TRIBAL HOUSING: (\$67,454) This program is tribally funded and staffed by 2 full time employees. The program helps offset the funds of what the H.I.P. program cannot. This allows for the H.I.P. money to be put into more grants.

INDIAN HEALTH SERVICE: Project BE-92-132 - \$117,919.15 This project was for individual wells and septics. Also repairs to the old Keshena water tower.

This year's program constructed the following:

| | |
|---------------------------------------|--------------|
| 10 Wells @ Average Cost of | \$2,914 each |
| 11 Hook Ups @ Average Cost of | 1,832 each |
| 10 Septic Systems @ Average Cost of | 1,966 each |
| 10 Pressure Systems @ Average Cost of | 2,600 each |

I.H.S. PROJECT BE-93-167 (Ongoing)

UNDER SCHEDULE A - WELL DRILLING

We drilled 14 wells for families at an average cost of \$2,184 each.

UNDER SCHEDULE B - WATER HOOK-UPS

We hooked up the 14 wells plus an existing for a total of 15 at an average cost of \$1,790 each.

UNDER SCHEDULE "C" - SEPTIC/DRAINFIELDS

We installed 7 systems at an average cost of \$2,372 each.

UNDER SCHEDULE "D" MOUND SYSTEMS

We installed 4 systems at an average cost of \$5,492 each.

SCHEDULE "E" FORCEMAIN REPLACEMENT

A portion was replaced from the old water tower to the lagoon at the cost of \$43,760.

SCHEDULE "F"

Allowed for the placement of an additional gate valve and hydrant at the old water tower. Cost \$4,050.

I.H.S. PROJECT BE-91-535 KESHENA LAGOON EXPANSION
DOLLAR AMT. \$132,350.

Project consisted of approx. 1150' of 14" P.E. Discharge pipe, a lagoon outlet control structure, approx. 1000 feet discharge trench, approx 140' of P.E. culverts, a distribution system and approx. 180' of lagoon dike.

This project is coming to a close.

EPA - WATER CONSERVATION PROJECT

| | |
|---------------------|-------------------|
| EPA Grant | - \$37,000.00 |
| Tribal Contribution | - <u>7,482.29</u> |
| | \$44,482.29 |

This project allowed for low water consumption fixtures to be replaced that were on the Keshena sewer main.

INDIAN HEADSTART
Clara Fowler Otto, Director

The Head Start Program is presently serving 210, three and four years olds. Our Keshena Center has three classrooms of 4 year olds and three rooms of 3 year olds. The Neopit Center has three rooms of 3 years olds and two rooms of 4 year olds. We have a wrap around program of early 5 year olds at the Tribal School. All the children were screened for strengths and indications of special needs, as a result we had 20 referrals.

The Health Coordinator, in cooperation with Tribal Clinic did vision, hearing, health and dental screening on all the children. In addition, children in need of the pedodontist services were seen October 25 thru November 12, 1993.

The year started with 3 staff members on disability and since then one of our assistant cooks went on disability. Two of these people recently returned to work, one full time and the other for 5 hours a day and can't return to the classroom so she is in the office at the Neopit Center. Parent Involvement has been our main focus since this is the component that has been out of compliance. We put Donna Hora-Schwobe in this position and she has done a great job in getting parents involved and interested in taking an active part in the education of their children.

Our 93-94 budgets are:

| | |
|------------------|-----------|
| Base | \$584,445 |
| Food | 75,000 |
| State Supplement | 65,000 |
| BIA/Disabilities | 109,000 |

The salaries of Shawn Bonnin, EEN Teacher and her aide, Donna Hora-Schwobe, Parent Involvement Specialist for children birth to 5 and part of Ruth Pyatskowitz's salary will come out of the BIA disabilities grant. The salaries of the aide and Shawn's salary from the beginning of the school year will be put back into our base grant. We will then put additional money into our equipment line item so that we can replace our dishwasher.

Headstart has been mandated to have in-service on blood borne pathogens, this has been scheduled for January 7, 1994. We are required to have in-service on the privacy act (confidentiality). I have not been able to get a definite date for this in-service which will be set up with Tribal Clinic. I did get a confidentiality Awareness statement signed by all employees.

INSURANCE
Marcia Whelan

This report will describe the activities of the Insurance Department for the period 10-01-92 to 09-30-93.

In January 1993, the gaming operations split from the rest of the tribal operations, but for insurance purposes, the gaming employees remained a part of our group. The employee benefit information given includes the gaming employees.

LIFE/HEALTH/DISABILITY

Health and dental claims paid for FY 1993 totalled approximately \$2,038,229 up from \$1,185,614 for FY 1992. One life claim totalling \$17,000 was paid and one dependent life claim in the amount of \$2,000 was paid. Dental claims paid were \$53,867 up from \$41,536 for FY 1992. Disability claims were approximately \$77,873 up from \$74,281 in FY 1992. Factors contributing to the large increase in claims include the high utilization by employees and several large, serious claims.

The third-party administrator for the health plan remained National Benefit Consultants in Green Bay.

The Tribe continued to subscribe to Wisc. Preferred Providers Network, a health care provider network that gives discounts to its subscribers. For FY 1993, WPPN saved the plan \$75,433 which represents a 4% savings. The subscription cost for the year was \$12,687.

The plan was audited again this year and the Annual Report form 5500 was filed in May 1993.

401K RETIREMENT PLAN

As of the last enrollment in September 1993, there were 693 employees eligible for the retirement plan and 315 were actually making deposits. This represents a 45% participation rate which is very low considering the generous matching contribution the Tribe makes to the plan.

Total assets of the plan as of September 30, 1993 were \$1,324,001.19.

The plan was audited again this year and the Annual Report Form 5500 was filed in April 1993.

WORKER'S COMPENSATION

183 worker's compensation claims were filed which was an increase of 103 over last year. Total cost of these claims to date is \$73,010. The overall experience of the group is very good. Most of the claims reported are for minor injuries and do not result in large costs, especially medical costs.

Annual premium paid for worker's compensation coverage was \$256,366.

MISCELLANEOUS BENEFITS

The wellness program at the Youth Rec Center in Keshena continues to be offered to employees. For the year, 112 employees took advantage of this benefit.

The direct deposit program set up at Citizens Bank in Shawano continues to be offered to employees. There are 107 employees in this program.

TRAINING/DEVELOPMENT

Two training seminars were held for tribal employees. The first one was a budget training seminar held in March and the second one was a communications seminar held in September.

PROPERTY/AUTO/LIABILITY

All property, auto and liability coverages renew October 1st each year with the exception of Maehnowesekiyah, Bingo, Casino and Supermarket. Annual premium paid for all these properties totalled \$126,960.

Property and liability claims paid for the year = \$6,899.34

Auto claims paid for the year = \$22,708.08

INVESTMENTS

Associated Bank's Trust Office continues to manage the Tribe's investment portfolio. As of 09-30-93, the

portfolio has earned \$591,788 for the 12-month period, which represents a 7% return. 80% of the portfolio was invested in fixed-income investments and 20% in equity investments.

BUDGET

The annual budget for the Insurance Department was \$154,212 and total annual expenses were \$126,765.18. Last year's budget totalled \$118,651. The budget increase was caused by the increase in the cost of liability coverage and general inflation of operating expenses, audit fees and retirement plan administration fees.

JTPA **Rose Cantrell, Director**

The **JTPA Program** strives to find employment for the unemployed, under employed, and disadvantaged workers on the Reservation. The number of participants is calculated to the amount of funding received. For the 1993 program year it was estimated that we would provide employment and training for 154 people and place 21 into unsubsidized employment. Actual numbers are employment and training 144 individuals and 26 placed into unsubsidized employment. Funding was set at \$76,208 and program costs was \$62,616. JTPA has the following components: Administration, Training, Community Service Employment, Work Experience, On-The-Job Training, and Supportive Services.

The **JOBS Program** focuses on AFDC recipients, with help in education (GED, etc) training (technical schools, etc) and work search (resume writing, interview techniques, etc). JTPA/JOBS has contracted out the above services to the Menominee County Human Services Department along with the case management. JTPA/JOBS administers the funding which this year totalled \$105,517 the amount spent on services is \$98,289. 200 clients were helped this year.

JTPA Summer Youth Program finished on August 6, 1993, a new format was instituted this year called School to Work transition, in conjunction with the Menominee Indian High School's Summer School Program. JTPA Summer Youth went to school in the mornings and reported to job sites in the afternoon. Total enrollment was 51 with 43 completing the 8 week program. The Summer Youth Program was nominated for and won the State JTPA innovative award. Total funding level was \$81,433 and funds expended were \$65,541.

The Tribal After School Program was funded by the Tribal Legislature in the amount of \$42,732. This is a new program that provides employment to 14 to 18 year old high school students. The students are allowed to work 10 hours per week, 20 hours per payroll period and the payment is a stipend (no deductions). Students are placed in their communities (ie. Keshena, Neopit, Zoar, South Branch) to alleviate transportation problems. The program is broken up into 3 cycles. The first cycle employed 22 students, the second 27 and the third 18. Total enrollment 67. Stipend payments amounted to \$35,385.

JOM **James Reiter, Director**

ADMINISTRATION - The Menominee Johnson O'Malley Program provided a total of 15,929 service units in the supplemental services programs and 144 service units in Parental Costs or financial assistance program. Total service units provided are 16,073 for FY 1993. This is a decrease of 2,196 students served than in FY 92. In FY 93 our annual headcount was 1,333 students, and out of these students at least 1,100 students can be documented as using or receiving some sort of service from the Johnson O'Malley Office. Our program is operated on three main goals; the Bureau of Indian Affairs as stated in P.L. 93-638, the Tribal Goal and our own JOM office goal.

The main goal as stated by the Bureau of Indian Affairs P.L. 93-638 is "To meet the specialized and unique education

Our main Tribal goal throughout the year is "To improve the median educational level of the Menominee people

obtaining a full educational experience in the system."

The goal of the Menominee JOM Office is "To provide the educational services that will have

the maximum nu

PARENTAL COST

By providing additional financial assistance for those students in need of the parental cost program allows these same students the opportunity to participate in the total school program as other Indian and non-Indian students do. The number of students served are 144 service units in the areas of: Musical instruments, supplies, senior pictures (1/2) or less than \$45 and other extracurricular needs. The 144 students served represents 26 less than projected.

CAREER EXPLORATION

The main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work. During the academic school year we continued purchasing career units and providing use of the Wisconsin Information Career Network with the Menominee Indian School District and the Higher Education Department. We also had a joint effort in putting on our Annual Career Day in which all the Jr/Sr High School students attended. Another highlight of FY '93 was a cooperative effort by JOM and the University of Wisconsin Stevens Point in providing the Wisconsin Indian Youth Conference at the University of Wisconsin Stevens Point. During the summer we provided an in-house orientation followed by an eight week summer work program. The total service units provided by our Career Exploration program was 1,319. This number was 414 more service units than projected and 419 more than FY '92.

COMMUNITY RESOURCE CENTERS

The community Resource Centers are one of the most successful projects in the Johnson O'Malley Programs. We have centers in Keshena (1,951 service units), Keshena Youth Center (2,433 service units), South Branch (979 service units), and Neopit Tribal School (941 service units). These centers meet our objective of providing a place where students of all ages can come and study and complete required homework in a controlled study environment. Special programs coordinated with the different communities are held in the centers such as movies, tutoring services, arts & crafts, theater and holiday events. A total of 6,306 service units were provided in FY '93. This represents an increase of 68 students over our projection. The South Branch Resource Center is closed in the summer months. We don't have enough money to operate all year as we have had in the past year. We encountered personnel problems, Zoar and Neopit Centers were closed for part of FY '93. In the new fiscal year we will open them again.

POSITIVE YOUTH DEVELOPMENT

In fiscal year the Positive Youth Development Program provided 8,304 service units to Indian students, this figure is 3,504 more than the projected number we planned to serve. This component is the Parent/Student/Community Development/Recreation Programs. In this component service units are provided by various community gatherings especially during the holiday seasons. Also included are dances, use of the activity room, fitness room, library, arts & crafts, trips, after school programs, youth olympics, workshops, speakers trips, after school programs, and major community events. The highlight of the year was the continuation of all our programs and more developing of youth programs in the youth center without cutting back in our services to the students. This project uses the P.Y.D. concepts of allowing the students a voice in the programs offered to them. The program is based in the new youth center and concentrates on Anti Drug & Alcohol prevention programs as well as total wellness in our students. We will be working with the schools and other community programs to reallocate our resources to better serve the youth.

JOHNSON O'MALLEY COMMITTEE

Regular and special meetings were conducted throughout the year as per the JOM regulations.

JOM/CULTURE PROGRAM

In FY 93 we met our goal of providing a program that will give our Menominee students increased awareness to cultural activity projects, self discipline, self esteem and an overall better understanding of our community. Initially when we started the project we were just based out of the Menominee Recreation Center but as the demand grew so did our program. The program was expanded into the four communities on the Menominee Reservation. Our instructor went to South Branch Fire Station, Zoar Fire Station, Neopit Recreation Center, Neopit Tribal School and the Menominee Youth Center in Keshena.

In FY 93 we served 3,374 students in the various communities. We averaged 281 students per month for instructions. Some of the students attended youth conferences throughout the State and upper Michigan during the summer months. Some participated in leather work, painting, beading, drawing and sketching and the making of Pow Wow costumes for the Menominee and other statewide pow wows. We sponsored dancing and singing in some of the areas that requested it. Some students became first time dancers at our Annual Menominee Pow Wow which I feel says a lot about the interest generated. We also purchased some videos and copied others and these are being used in the schools. We purchased a computer and have had interest by the students in art and music. We purchased software to assist the students in their interests. We combined JOM/Arts & Craft Culture monies with our Community Resource Centers and were able to provide more services for the Menominee Youth and Community.

LAND USE/REAL ESTATE

The Real Estate Services Department will function as the headquarters for any and all Menominee Tribal Land and Natural Resources matters. The responsibility is to manage and protect the lands and natural resources held in trust for the Menominee Indian Tribe of Wisconsin. Staff handles land lease requests, waiver requests, trust transfers, tribal repurchases, commercial permit requests, rights-of-way and easement requests, facilitates forestry additions and withdrawals, as well as a multitude of miscellaneous items that are referred to this department.

NARRATIVE:

1. The Land Use Office along with various other departments have been working on installing individual wells in the Nacotee Addition.
2. The Tribe has purchased Martin's Lodge and has renovated this building to an elderly center.
3. The Tribe acquired LaMotte Lake Road and has resurfaced it with the County sharing costs, 50/50.
4. The Tribe worked on developing a 4-lane highway to decongest the area around the Casino. This project was put on hold when the homeowners could not agree on a price for the right of way.
5. The Tribe has been developing a lease that the HUD/WHEDA Section 248 program can use so that tribal members can build on tribal land.
6. The Tribe has extended electrical service another 2 miles on Highway 55 to allow 3 homes to have electricity.
7. The Tribe is progressing with the development of the Wolf River Ranch. We should be able to build in this area within the next 18 months.
8. We have built a ticket booth and a power house at the Fairgrounds. There is new fencing in the area. The Land Office also assisted with the preparations of the Ada Deer Ceremony.
9. The water on the Wolf was very high and dangerous this year. The rafting ordinance will need to be addressed to prevent any accidents.
10. Examine the ramifications of the Wolf River Ranch included in the boundary lines of Menominee County, in lieu of remaining in Shawano County.

STATISTICS:

| | | |
|-----------------------|----|--------------------------|
| Lease Requests | | Certified Surveys |
| Residential | 34 | Completed 4 |

| | | |
|--------------------------|------------------|---------------------------------------|
| Recreational | 44 | |
| Commercial | 2 | Community Development Meetings |
| Seasonal Permits | 5 | Total Meeting held 20 |
| Waiver Requests | | |
| Total received | 11 | Staking of Lots |
| Total transacted | 11 | Amount Completed 121 |
| Land Acquisitions | 20 = 19.61 Acres | |

LAW ENFORCEMENT
Kenneth "Paddo" Fish, Tribal Police Chief

The Law Enforcement Program provided the following services to the residents of the Menominee Indian Reservation/County. Please note that the figures in the parenthesis represent an increase or decrease in those particular areas of services in comparison to the FY 1992.

| | | |
|------------------------|--------|-----------|
| Total Incident Reports | 12,734 | (+2,062) |
| Total adults | 9,314 | (+ 694) * |
| Total Juveniles | 1,951 | (+ 458) |

* of this total, 962 reports were for posting.

| | | |
|----------------------|-----|-------|
| Total Incarcerations | | |
| Adult Males | 593 | (-16) |
| Adult Females | 221 | (+62) |
| Juveniles Males | 154 | (- 4) |
| Juvenile Females | 124 | (-50) |

Total boarders housed by the day was 5,859 which equals an average of 16 persons per day.

| | | |
|------------------|-------|--------|
| Citations issued | 1,103 | (-341) |
| OWI's | 175 | (- 19) |

We have received monies from the Bureau of Indian Affairs for the Menominee D.A.R.E. (Drug Abuse Resistance Education) totaling \$5,000. The D.A.R.E. Officer Kenneth Dodge has been instructing these classes in the 5th grades in the Menominee Indian School District and Menominee Tribal School. These monies will be utilized to purchase D.A.R.E. educational materials, T-shirts as well as various D.A.R.E. supplies.

Jail/Prisoner Budget

The Menominee Tribal Jail continues to house prisoners from Shawano County at a daily rate of \$40/daily per inmate. Average population is 18-20 inmates daily. Total income received \$223,172 for FY '93.

Community Based Policing

The Menominee Tribal Police Department continues to assist all community members wherever possible with dignity and respect.

The department promotes and supports community activities through NIGHT OUT AGAINST CRIME, HALLOWEEN SAFETY PROGRAMS, THANKSGIVING DINNER FOR HOMELESS AND ELDERLY, CHRISTMAS PROGRAMS, AODA ACTIVITIES, D.A.R.E. ACTIVITIES, etc.

The Police Department has sponsored the annual "Multi-Jurisdictional Law Enforcement Conference" at the Radisson Inn at Green Bay, WI.

Crime Victims Service

The Victims of Crime Assistance Program is entering its sixth year of operation. The program continues to be funded through VOCA along with matching funds from the Menominee Indian Tribe.

Since the start of the project, the program has more than doubled the number of victims that have received services. The average number of victims that received services through the program is about 43 victims in a month, this total reflects both primary and secondary victims.

The Victim/witness Coordinator continues to function as a member of the Child Protection Team and the Multi-Disciplinary Team with other agency representatives of the community.

A diligent effort is being made to work with Menominee Tribal Court System and the Menominee Tribal Prosecutors Office. There are still some bridges to cross but all parties involved are working to resolve matters.

Volunteer workers have been added to the staff to be on call when the Victim/Witness Coordinator is not available or is out of town. The program continues to seek additional volunteers by placing ads in the newspaper.

Crime Victim Services continues to participate and promote the project by participation in Night Out Against Crime, Family Fun Day, Multi-Jurisdictional Law Enforcement Conference and High School Prom Activity.

The Victim/Witness Coordinator will continue to promote community awareness and reach out to all victims of crime and provide services as needed.

LIBRARY

Sally Kitson, Director

By October of 1993 the total number of patrons registered with library cards reached beyond 1,000. This figure includes all adults and children who use the library to check out written material and videos. The material collected, donated and purchased in the past year brought the library book collection to well over 10,000 volumes and the video/cassette collection to almost 200. For any material which the Menominee Tribal Library has not been able to provide the interlibrary loan service has become a valuable assist.

Again this year artwork, monetary and material donations proved to be invaluable to the library. Along with the many generous contributions given by individuals a valuable collection of documents has also been donated. It is the George Kenote collection which was returned to the Menominee people by the St. Norbert College Library. This compilation of material includes 16 boxes of papers, letters and documents accumulated throughout the years of Mr. Kenote's employment with the tribe. Eventually, the collection was donated to the St. Norbert College Library by Mr. Kenote himself. To provide maximum accessibility for patrons the library staff is preparing this material to be photographed which will then be processed into microfilm. This will be available for viewing and copying on the library reader/printer in the early part of 1994.

When the library acquired these documents it was thought and indeed hoped that much of this kind of material scattered throughout the country would also find its way back home to the Tribe. However, the preparation of this material for patron accessibility is a costly process. In order to defray some of the cost and insure against loss of these valuable pieces the library purchased a microfilm camera in the spring. With this the staff will continually be able to film documents for the library collection and will also be able to assist other tribal agencies in doing so.

Although it is possibly the most vital part of the library objective, acquisition of material is not all that the library

staff works toward. Once again the library participated in a reading program sponsored by Headstart. During the 92-93 school year the children of Headstart in Neopit and Keshena were bussed to the library to enjoy a storyhour with Mary Walker, staff librarian. Things changed in the 93-94 school year with Mary attending the two headstart centers to provide the storytelling. Either way the children seem to have gained a great deal of pleasure and learning from the experience.

Once again the Summer Reading Program provided a couple of weeks of activities for children during June and July. Also this year two new programs which entail community involvement were started. The first program is a reading club designed to bring people who love to read into the library once a month to discuss community news and books. The other program involves tutoring of children in the Menominee District Schools.

While the number of card-holders shows some of the growth that the Menominee Tribal/County Library has undergone it does not reflect the greater number of community members which the library was able to reach through other services provided. The progress made in worthwhile programs has also been significant.

LOAN FUND

Tom Litzow, Director

The staff of the Credit and Finance Department manages three loan funds; the Menominee Loan Fund, the Menominee Revolving Loan Fund, and the CDBG/HUD Revolving Loan Fund. The office staff includes a Credit Officer, Assistant Credit Officer, two Bookkeepers, and a Receptionist. The office is open to serve eligible members of the Menominee Indian Tribe of Wisconsin from 8:00 a.m. to 4:30 p.m., Mondays through Fridays.

Menominee Loan Fund - The Menominee Loan Fund provides a means for eligible members to obtain financing for personal items and purposes. During the 1993 fiscal year ended September 30, 1993, 1,808 new loans were approved and processed from this fund to eligible members for a total amount of \$1,111,718.01. As of the end of the fiscal year there were over 1,300 loans outstanding with a total principal balance of \$1,030,059.

Menominee Revolving Loan Fund - The Menominee Revolving Loan Fund provides a means for eligible Indians and Indian partnerships to obtain financing for business purposes. The Credit Officer also provides technical assistance to individual Indians and Indian partnerships in obtaining financing from the same sources that serve other citizens. All applications from this fund must be for a business located within the exterior boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1993, there were ten new loan packages approved and processed through this fund for a total credit of \$193,010. At the close of the fiscal year there were 21 credits outstanding the aggregate amount of \$482,984.09.

CDBG/HUD Revolving Loan Fund - The CDBG/HUD Revolving Loan Fund provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 26 new loans were approved and processed through this fund during fiscal 1993 for a total amount of \$114,882. As of the close of the fiscal year there were 65 loans outstanding under this program for a total amount of \$189,415.81.

LOGGING MUSEUM

Wayne Martin, Director

This year showed a tremendous increase in attendance at our Museum. Admissions almost doubled over FY 1992. This is due in part to an increase in rates of admission. Another contributing factor is that we negotiated an agreement with an Illinois Bus Company which brought people almost every week or sometimes twice a week. That along with other random bus tours had a lot to do with a surge in attendance. A special television appearance on the P.B.S. program "Outdoor Wisconsin" greatly increased tours. This was made possible by the Museum Director's acquaintance with one of the hosts of this television show. Ads in radio, newspapers and periodicals were aired and published thru the season.

We are going to contact the Marketing Office at the Casino to discuss the possibility of adding the Museum to the bus tour package.

| | |
|------------------------------------|------------|
| Receipts for Fiscal Year 1992 were | \$1,322.25 |
| Receipts for Fiscal Year 1993 were | \$2,392.85 |
| An increase of | \$1,069.60 |

We cannot overlook the fact that our schools and those from the surrounding area have had a large part in this brightening picture.

MAEHNOWESEKIYAH
Sylvia Wilber, Director

CRITICAL POPULATIONS

Highlights of FY 93 show growth in facilities and services. We expanded our community education services, treatment support services, and added an eight bed CBRF which was licensed in December 1992. Renovation of the farmhouse was completed through a grant from the WHEDA Foundation. The original CBRF received a new kitchen and central air conditioning. Plans for our new office building and therapy complex were completed, contracts signed and construction begun.

A very positive area of growth in programming this past year has been the demand for our community education services. Counseling staff were requested to assist RNIP staff, Housing Authority, and the Headstart program in dealing with the different ways in which alcohol and drug abuse presents itself in their place of work. Staff of the Menominee Indian Jr. and Sr. High Schools requested alternative, more functional solutions to dealing with students' academic problems other than expulsion. What resulted has been named the School Intervention Program.

Tribal Court officials requested that Maehnowesekiyah develop therapy services for perpetrators of Domestic Violence which resulted in creation of a 17 week program for clients. The courts have also begun using our Parenting Program as part of sentencing terms for those guilty of child abuse and/or neglect.

The residential and outpatient treatment programs continued to refine their services this past year, with changes in curriculum and organization of staff. New lines of authority were created with the addition of a second Counselor Coordinator. The two Coordinators manage the Residential and Outpatient department and report to the Program Director. Use of dictation machines was successfully implemented for counselors in all treatment programs to assist in timely updating of client files.

A new position was created for a Registered Nurse to support areas of health education and to create procedures for maintaining a healthier living environment. A financial coordinator was added to the administrative staff which has strengthened fiscal management through more timely monitoring of grant expenses.

Treatment programs, including the parenting classes continue to benefit from transportation and child care services. Counselors have also implemented use of dictation equipment which results in better utilization of professional services as well as support staff. Maehnowesekiyah continued to publish a monthly newsletter throughout this past year "MAEHNOWESEKIYAH One day at a TIMES" with a circulation of 500 and an additional 150 placed in public offices.

The staff development program operated through UW-Stevens Point and UW Green Bay completed its second year of on-site, accredited services for our staff. The various courses were endorsed for 30 clock hours as a Non-Recurring Training Program by the Wisconsin Alcoholism and Drug Counselor Certification Board. A new addition to the training program this year was a two-day staff retreat held at the LaSalle Center in Menasha. The goal was to enhance staff bonding and address issues relating to burnout. Staff participation was extremely high.

An open house was held this past year to mark the addition of an eight bed residential treatment facility. Those attending toured the existing treatment facility and child care center as well as the newly licensed CBRF. A winter storm held attendance down to 100 participants, but it was a very enjoyable day for the staff and well received by those who attended. Ground-breaking ceremonies were held early in the spring of '93 to celebrate the beginning of a new office and therapy complex for treatment services on the Menominee Reservation.

A Halloween dance was held at the treatment center for the community, staff, and clients. This was a fun addition to our roster of community activities, which included repeat events of AODA Awareness Week, the Family Festival, and Family Retreats. Awareness Week engaged over 600 community residents in the activities sponsored, including informational presentations and evening meals in each of the four reservation communities and an Awareness Week Pow-Wow. The Family Festival saw over at least 700 people on the grounds of the Treatment Center for live music, amusement type rides and games, and a good selection of food and treats. Area agencies contributed to our resource area, providing information on Tribal programs and services available.

Maehnowesekiyah has received recognition for its success in establishing culturally competent treatment services for Native Americans. As a result of this, Maehnowesekiyah has been invited to present issues and ideas at various State and National conferences. These include CSAT's Cultural Advisory Network which was in the process of developing a national policy for "Cultural Competency." CSAT officials heard our description of how Sidney Stone's "Native American Self-Actualization" theory is used to allow each tribal person to identify with their culture, regardless of their degree of participation in traditional ceremonies. The Residential Coordinator presented these same concepts to the State Council on Alcoholism which is made up of State Assembly members. Two staff also were invited to attend the Annual Conference of the National Institute on Drug Abuse in Washington, DC. The Director attended a meeting of the Indian Legislative Subcommittee to describe our programs and services available. Prevention staff also presented program information at a National Conference of Adolescent Health Center Program Operators, and agency representatives presented a description of local needs to a public hearing on AODA Needs for Minorities and Women.

RESIDENTIAL TREATMENT

The Residential program has a twelve week open-ended curriculum which incorporates Rational Behavior Therapy concepts and education on Native American identity with the AA 12-Step program. The structured curriculum and consistency in staffing levels has allowed the residential counselor and support staff to provide an unprecedented number of 1,332 therapy and education groups this past year. Groups include therapy, education on effect of alcohol and alcoholism, relapse, men's support, women's support, house meetings, recreation, cultural/spiritual awareness, relationships, independent living skills, peer-lead and in-house AA groups.

The program utilizes guest speakers, especially in the area of cultural/spiritual awareness. Clients are informed of the history of Menominee society and natural resources. This component is a part of program efforts to assist client's in establishing their individual cultural identify and building a sense of pride in who they are.

Counselors are responsible to record group participation in each client's file. This voluminous amount of paperwork has been greatly alleviated by the purchase of dictation equipment. Counselors were trained in dictation procedures and transcribing duties are divided amongst the records staff and administrative support staff.

A Registered Nurse position was added to staff this year and has enhanced program services through health, education lectures and discussion groups, as well as establishing fixed policies for a healthier environment for residential clients.

FEDERAL BUREAU OF PRISONS

Early this year, the Residential Coordinator identified improvements in areas of Federal Bureau of Prisons (FBP) procedures and record keeping for those activities that apply only to FBP clients. The level of quality service has been maintained throughout the year and has been recognized by FBP personnel who supervise

our services.

DOMESTIC VIOLENCE

The 17 week curriculum developed at the request of the Tribal Courts has also served our residential therapy component as many of the clients have these same issues identified upon admission. Local statistics indicate a very high correlation between alcohol abuse and domestic violence of both victims and perpetrators. As a result, 84% of the D.V. Group participants also received AODA services.

This program is done as a joint effort of staff counselors and Social Workers where each manage a specific lecture group topic. Scheduling is coordinated by the Social Worker. This support service receives no direct funds.

OUTPATIENT/DAY TREATMENT

A Counselor/Coordinator was appointed to this department. Curriculum topics were revised for greater comprehensive effect between program service areas. The Coordinator also supervises community programs, including Adolescent Aftercare, School Intervention, therapy services to the Group Home, and In-Home Family Based services.

Client orientation to the Outpatient and Day Treatment programs was formalized. Clients now sign contracts for group participation. They participate in setting their goals for treatments, and acknowledge the importance of contributing to the group as well as attendance. Successful fulfillment of the contract is regarded by receipt of their own personal recovery book.

Consideration is being given to design a special program to address the unique needs of the OWI offenders. Treatment staff see a need to separate this type of client from the programs available due to the high level of denial present in people who are court ordered to participate in treatment services.

Transportation: The Outpatient programs benefit from transportation services. Client participation and success has been enhanced through this service. Transportation is also provided for youth activities including the Prevention Programs.

Child Care: Child Cares serves Day Treatment, Outpatient, Parenting, and Co-Dependency groups. An additional part-time worker was hired for those sessions where the large number of children required additional assistance.

SOCIAL WORKER

Emergency/Transitional Housing: Maehnowesekiyah leases two low rental housing units for this program. The three bedroom house is kept available for emergency situations where people need to be housed before social issues, including AODA problems can be assessed. After assessment, people are required to participate in any appropriate level of treatment or support groups offered at Maehnowesekiyah in order to remain in the housing units.

Those who participate with activities designed to promote their independent living are allowed to remain in the housing under a "transitional" status while they pursue established goals. Part of their goals is setting a budget which includes a savings plan where clients set aside money each pay period to apply towards rent/deposit for their own private residence. Twenty families received direct housing services this past year, including 23 adults and 29 children. They were removed from living situations that included camping at the Pow-Wow bowl, living in cars, crowded or abusive situations, or sub-standard conditions with no running water or electricity.

Another component of this program is "Eviction Prevention." Limited monies were available for one-time assistance for homeless clients by providing rental deposits to landlords for clients who would be able to maintain rental payments. Six adults and seven children (four families) were served in this way. Five additional families received food assistance until their applications for food stamps or food distribution were successfully processed.

Seventeen families (20 adults and 38 children) were assisted with referral information to Tribal housing,

Menominee County Human Services, Food Distribution, RNIP and agencies dealing with domestic abuse problems.

The unexpected volume of services required from Maehnowesekiyah staff were met through extended assistance from two Social Work interns, one each from UW-Madison and UW-Stevens Point. Grant monies provide for the cost of leasing the two housing units and for eviction prevention needs. No staff time is directly funded.

Domestic Violence: Nineteen males participated in the domestic violence program with five completing the entire seventeen week course. Many expressed increased knowledge in areas of communication, time outs, and healthy relationships vs abusive relationships. Clients were referred from the courts, Tribal Probation and Parole, Shawano Probation, and also self referrals.

EDUCATION/PREVENTION/TREATMENT

In FY 93 this program funded 1,710 days of treatment services for 32 clients. AODA Awareness week was held April 19-23, 1993. Community meetings were held in Zoar, South Branch, Neopit and Keshena on Monday through Thursday nights and a Pow Wow was held on Friday night. This was the third year of Awareness Week activities. In order to make this a smoothly run and controlled event, thirty one staff volunteered four to six hours of time each assuring that the facilities were kept clean, food service was prompt, and the guests remained involved in the activities, Staff also manned the cleanup operation after hours.

The Counselor Coordinator position is funded through the Education/Prevention/Treatment grant. This staff person supervises all outpatient and in-home services, and coordinates with the treatment policies and procedures of the Residential program to assure consistency in services. The Counselor Coordinator oversees the operation of the School Intervention program which is back in action with the start of school in September. Plans are being made to expand these services to the Tribal School. Vehicle costs of our transportation services are also supported through this grant.

IN-HOME FAMILY BASED PROGRAM

This program completed another successful year of in-home contacts and parenting skills classes. The program gained more structure in its evaluation and assessment services which led to an increase in referrals to other program and services within Maehnowesekiyah. Client files were brought up to the standards of our licensed treatment programs, resulting in better data on adults and children served. The counselor also spent more time on follow up services.

Thirty-seven families were involved in family counseling (40 adults and 81 children); 15 individuals received supportive care. Of the 24 referrals made, 16 were to treatment programs and support services offered within the Maehnowesekiyah agency. Ten pregnant women participated in the In-Home Family Based Treatment Program.

Four series of Parenting Skills I were completed during FY 93. Tribal Courts also utilized these services as part of sentencing guidelines for child abuse and neglect offenses. Sixty-three adult parents began the course, and thirty-six successfully completed. Five adults completed the Parenting Skills II series, although eleven were initially enrolled. Seventy one children utilized the child care lab during the year while their parents attended the parenting classes.

GROUP HOME

The Sunrise Group Home restructured its services and began accepting clients again at the start of FY 93. Jurisdictional issues involving state, federal and tribal procedures for placement continue to interfere with our ability to meet the service needs of this age group. Even so, we did have a steady base of clientele this past year. The youth presented numerous challenges for staff which made each individual success a very rewarding experience.

Services provided included in-home schooling, group and individual counseling, recreational activities, and independent living skills.

ADOLESCENT AFTERCARE

Adolescent Aftercare continues to provide weekly group sessions for youth with alcohol and drug abuse issues. The groups are primarily educational and address topics of alcohol and drug effects, inhalants, self esteem, family roles, grief, and communication. Each client is expected to have one individual session each week with the Adolescent Counselor. Missed appointments are rescheduled through personal contact with the client.

There were 21 unduplicated clients served in the program during FY 93. This target group presents challenges, but the need for services is evident.

T.R.A.I.L.S./WOMENS SERVICES

Women's Services offers education and therapy groups for community members who need help in finding personal control over their life situations. Groups discuss characteristics of co-dependency, boundaries, feelings and defenses, family roles, self esteem, detachment, enabling, stress management and control.

The quality of client participation was markedly improved this past year due to the structuring of a 12 week program curriculum. Clients sign agreements for participation stating their intent to complete the full program. The agreement also explains the intent of the program, child care and transportation services available, and the expected length of participation. Completion of the program brings a certificate and a co-dependency meditation book.

Fifteen women received services this past year with 13 children utilizing the child care lab. Forty-three groups were held, including a summer family picnic at an amusement park, and a picnic.

T.R.A.I.L.S. (Testing Realities and Investigating Lifestyles)

Provided Menominee youth with alternative recreational activities and education on alcohol and drug free lifestyles. This state-funded prevention program is one of two components within our Prevention Department. TRAILS sponsored 94 group meetings this past year, including the weekly group meetings, family nights and outings. The TRAILS program has organized youth groups in each community and also work with the Latch-Key groups in Keshena and an after-school group held at the Tribal School in Neopit. This past year these groups served 259 youth. Transportation problems were greatly alleviated by the purchase of a new van for the prevention department.

Adolescent Retreats served 66 participants. Topics addressed included relationships, alcohol in the family, anger management, assertiveness and cults.

Crafts and educational activities were again provided this past year. Prevention staff assisted with discussion groups for the School Intervention Program, linked services with the Tribal Library's Summer Reading Program, and continue to assist this agency with Family Retreats and special activities such as the family outing with the Parenting Skills group. The prevention staff oversaw the AODA Awareness Week activities. The Prevention Programs also received support from the agency's nurse and counseling staff for their education focus and special groups such as the Jr. High boys and girls.

The Prevention programs again sponsored a Family Festival this year. The day was blessed with good weather and attendance reached nearly 700. The entire agency staff committed their services to that day, in order to keep all activities flowing smoothly. TRAILS kids and staff participated in other special events during the year, including a float and 15 youth participants in the all-Indian parade in Green Bay. Staff also held a rummage sale to help raise funds for additional services and activities.

ADOLESCENT HEALTH

Adolescent Health, as funded by the Indian Health Service, is the second component of our Prevention Department. The focus of this program is to create fun learning experiences in areas of physical and mental health for youth on the Menominee Reservation. This past fiscal year prevention staff have been working on a combined curriculum for their programs to cover all areas relating to healthier and positive life styles. They have also met with our consulting Psychologist to discuss training needs in identifying "at risk" behaviors in younger children, and in establishing the prevention curriculum. The program held 94 youth meetings with 261 unduplicated youth attending. This includes the Latch-Key program at the school.

In groups for older age boys and girls, topics included drinking and driving, alcohol and effects, suicide, self-collages, first-aid, smoking, and self-awareness. Younger kids focused on self-esteem, personal hygiene, fire safety, nutrition, and had fun times through Halloween parties (one for each local group), and making decorations for holiday times as well as learning leather-crafts. The Adolescent Health Program sponsored the Adolescent Retreats in conjunction with TRAILS.

Adolescent Health staff supported special agency events such as the Family Retreats, Family Festival, Awareness Week, and the Parenting Skills outing (youth group girls also participated, assisting parents with tending their children). Other events included the all-Indian Parade in Green Bay providing activities to enhance the Library's Summer Reading Program, and working with the Rummage sale.

SCHOOL INTERVENTION

This is a new facet of prevention programming at Maehnowesekiyah. The program is designed to provide positive impacts on students having behavioral problems interfering with successful completion of academic requirements. Staff at Maehnowesekiyah developed an eight week curriculum with two group sessions each week for Junior and Senior High students referred to the program. A Saturday family group dynamics program is a part of the program. Maehnowesekiyah staff including counselors, prevention staff, and Social Workers, have cooperated in assisting with the program by incorporating these duties into their regular job responsibilities.

The Family Dynamics group consist of four sessions with students and parents. Staff are able to obtain family participation at a 17% rate, which is good considering all factors. Additionally, the prevention programs have added separate boys and girls groups for Junior High aged youth that incorporate recreation and discussion for positive use of free time.

What began as an educational support program may be the groundwork for a much more structured program, as the behavior problems of some of the students often warrant more intensive services. The School District has realigned staff duties for Fy 94 to provide greater support to the program.

COMMUNITY SERVICES

AODA Awareness Week: This annual event was very successful this year due to door to door distribution of flyers in each community prior to the scheduled meeting in that area. It is funded in large part by the State Education/Prevention/Treatment grant, organized by prevention staff, with all staff contributing time and effort to the sessions throughout the week. This year the week culminated in a Pow Wow. Drums honored those in recovery, Maehnowesekiyah staff, veterans and others.

Family Festival: This was the second annual Family Festival and was very successful. Over 700 community members attended and shared in the games, rides, music and food. Tribal funds support this activity.

Community Education: RNIP staff were assisted with reviewing approaches to dealing sensitively with clients who may have difficulty with program compliance due to the AODA problem. Similar services were provided to the local Head Start staff on how to deal with the problems they encounter resulting from alcohol and drug abuse in the homes of their students. Casino supervisors spent a day with our staff representatives to learn proper methods of confronting an employee with suspected alcohol problem and ways to access services. Housing Authority staff received information on meeting an interviewing clients.

ANNUAL STATISTICAL REPORT:

| RESIDENTIAL | | OUTPATIENT | |
|-----------------|----|-----------------|----|
| Total Served | 67 | Total Served | 74 |
| Male | 49 | Male | 46 |
| Female | 18 | Female | 28 |
| Native American | 60 | Native American | 71 |

| | | | |
|--|-------|-------------------|-------|
| Other | 7 | Other | 3 |
| Groups | 1,332 | Completed Program | 10% |
| Discharged satisfactorily Completed Program | 37.8% | Refused Services | 67.5% |

| DAY TREATMENT | | ADOLESCENT AFTERCARE | |
|---|-------|--------------------------------------|-----|
| Total Served | 43 | Total Served | 21 |
| Male | 29 | Individual Sessions | 23 |
| Female | 14 | Groups | 50 |
| Native American | 42 | Family Sessions | 11 |
| Other | 1 | | |
| Completed Program | 4.3% | CHILD CARE LAB | |
| Refused Services | 60.9% | Total Served | 115 |
| EDUCATION/PREVENTION/TREATMENT | | GROUP HOME | |
| Total Served | 32 | Total Served | 21 |
| Male | 27 | Male | 8 |
| Female | 5 | Female | 13 |
| Number of Families Served | 32 | | |
| IN-HOME FAMILY BASED/PARENTING SKILLS | | | |
| Total served Unduplicated Clients | | 121 | |
| Families Served (Average 11 per quarter) | | 37 | |
| Family Meetings 38 Children/0-5 years old 19 males and 19 females | | 7 | |
| In Home Visits | | 49 | |
| Individuals receiving supportive care | | 15 | |
| Total referrals made 3 Group Home, 4 Day Treatment, 4 Family Retreats, 1 Family Therapy, 8 outside agencies. | | 24 | |
| 10 Pregnant Women Served | | 71 Children served in Child Care Lab | |
| PARENTING SKILLS I | | PARENTING SKILLS II | |

| | | | | | |
|-----------|------------|--------------|-----------|------------|-------------|
| Quarter 1 | 17 started | 14 completed | Quarter 1 | 0 started | 0 completed |
| Quarter 2 | 8 started | 6 completed | Quarter 2 | 3 started | 1 completed |
| Quarter 3 | 25 started | 11 completed | Quarter 3 | 2 started | 0 completed |
| Quarter 4 | 13 started | 5 completed | Quarter 4 | 6 started | 4 completed |
| TOTALS | 63 started | 36 completed | Totals | 11 started | 5 completed |

T.R.A.I.L.S./WOMEN'S SERVICE

| T.R.A.I.L.S. | | CODEPENDENCY | |
|---------------------|-----|--------------------------------|----|
| Total Served | 259 | Women attended group | 15 |
| Male | 118 | Completed group | 2 |
| Female | 141 | Completed 1/2 group | 2 |
| Families Served | 216 | Group Sessions Held | 43 |
| Groups Held | 94 | Children served Child Care Lab | 13 |
| New Referrals | 47 | | |

ADOLESCENT HEALTH

| Total Served: 261 | MALES | FEMALES |
|-------------------|-------|---------|
| Ages 0-5 | 5 | 4 |
| Ages 6-11 | 109 | 87 |
| Ages 12-18 | 13 | 23 |
| Adults | 8 | 12 |

| | |
|----------------------|-----|
| Clients Beginning | 105 |
| New Admissions | 156 |
| Discharges | 0 |
| Clients Ending | 261 |
| Meetings Attended | 56 |
| Groups Held | 81 |
| Families Served | 25 |
| Family Sessions Held | 4 |
| Consultants | 7 |
| Volunteers | 9 |
| Home Visits | 13 |
| Staffing | 14 |

| | |
|-------------------|---|
| Training Attended | 8 |
|-------------------|---|

| SOCIAL WORKER | | COMMUNITY SERVICES | |
|---|----|-----------------------------|-----|
| Clients assisted: Residential | 67 | School Intervention Program | 31 |
| Emergency Shelter 23 Adults/29 Children | 52 | Awareness Week Activities | 310 |
| Domestic Violence 5 completed program/16 AODA | 19 | Family Festival | 700 |
| Eviction Prevention 6 Adults/7 Children | 13 | Family Retreats | 67 |
| Food Assistance | 5 | Awareness Week Pow Wow | 300 |
| | | Adolescent Retreats | 66 |
| | | Family Nights | 88 |
| | | AODA Education-Agency Level | 4 |

MANAGEMENT INFORMATION SERVICES

Rod Boivin, Director

Goal: *To improve and strengthen the Tribal Government through computerization.*

Narrative:

Name Change:

1993 proved to be another busy year for the department which again saw tremendous growth. Beginning October 1, the department changed its name from "Data Processing" to "Management Information Systems" or "MIS" for short. This was a recommendation from program evaluator Marion Lendborg. She stated Data Processing meant data entry and what the department was doing went far beyond just data entry so the name should be changed to Management Information Systems.

Termination of service to Casino and Bingo:

In October 1992 MIS no longer provided service to the Tribal Bingo and Casino operations. The Bingo and Casino became a separate entity of the tribe and formed their own corporation called Menominee Tribal Gaming Corporation. This meant they no longer paid monies into the Indirect Cost Pool and were no longer eligible for MIS services. The MIS director did however assist in the interview, hire and training of the New Data Processing Manager. The Directors Spent three weeks training the manager on all the computer systems in place at the Casino and Bingo halls, then spent another 3 months providing phone support until the new manager was proficient enough to handle the organization.

Office Move:

The MIS department was located in a small room in the finance department on the second floor of tribal offices. This room was barely adequate for the 3 staff members let alone the computer equipment. It was determined by the Program Coordinator's office and the maintenance office that MIS move to where the RNIP office was located on the first floor. This move was expected to take place sometime around the first of October 1992, however due to construction delays in remodeling the basement of Tribal Offices the department was not able to move until February 1993. The staff spent much time and energy moving the IBM midrange system and the PC network fileserver and all associated cabling, this was done over a holiday weekend and all the original cabling was not completed for over three months.

Once the department got into the new office we could set up a workroom to provide the tribal organization with in house computer repair which saved the tribe a substantial amount of money.

Staffing: In 1993 the MIS department increased the staff by one person, bringing the total number of staff people to four.

Director/Programmer/Technician:

Manages the overall operation of the department, performs minor programming tasks for MIS and Finance Department. Assists staff with installation and maintenance of all computer equipment in all departments that pay indirect cost. Assists staff in Network Management, stays current with any new technology that may benefit the Tribal organization. Performs system analysis for any department requesting computer equipment.

Systems Engineer:

Shall install and maintain computer systems within the Tribal Organization and to provide the necessary training on equipment and software to user personnel. Shall troubleshoot software or hardware problems and rectify the problem. Shall install ancillary equipment in systems, i.e., cards, modems, drive, boards, etc., for various departments on upgrades and test systems accordingly. Shall monitor and maintain an inventory list of all computer equipment by department for insurance and audit purposes. Shall install network cable and document networks at location sites as needed. To coordinate price quotes for departments and to assist in the review of demonstration disks. Any other duties as assigned by supervisor.

Administrative Assistant:

Shall perform all clerical duties for the department, shall deliver printouts to respective department on a daily basis. Shall maintain printers with supplies, i.e., toner, ribbons, paper, etc. Shall maintain office and printer supplies and order such when needed. Shall keep inventory records current and updated. Shall run various report, labels and printouts for any requesting department. Shall answer any questions that may arise on any software in the absence of the Director or Technician. Any other duties as assigned by the immediate supervisor.

GIS/Database Coordinator: (New position for 1993)

Shall be responsible for the installation and maintenance of the Menominee Indian Tribe's land and information database. Shall develop reporting forms for use by all reporting entities. Shall insure all Departments report in a timely manner to maintain accurate records. Shall perform data entry of all information gathered from reporting departments. Shall compile information and provide reports for requesting entities. Shall work with State, County, BIA and Tribal Officials in gathering information. Shall perform back up duties of the Tribe's computer systems with other staff members. Any other duties as assigned by supervisor.

In 1993 the number of departments the MIS department supports increased to 50 up only 10 from 1992 however the number of computers and computer related equipment each department contains has more than tripled.

The MIS department provides services to the following departments:

| | | | |
|----------------------|-----------------------|---------------------------------|------------------------|
| Business Development | Cap | Casino (Contractual) | Chairman |
| Codewriter | Clinic Administration | Community College | Conservation |
| Clinic Billing | Central Supply | Contract Grants Monitor | Environmental Services |
| ElderCare | Enrollment | Education | Economic Development |
| Finance | GrantsWriter | Hazardous Materials Coordinator | Housing |
| Insurance | JTPA | JOM | Loan Fund |
| Land Use | Motor Vehicle | Maehnowesekiyah | Maintenance |
| Naes College | Neopit Headstart | GED Classroom | Prosecutor |
| Program Attorney | Personnel | Program Coordinator | Planning |
| Public Relations | Probation | Recreation | RNIP |
| Keshena Headstart | Tribal Library | Tribal Supermarket | Tribal News |
| Tribal Police | Tribal Courts | Utility Commission | U.W. Extension |
| Veterans Services | Woodland Youth | | |

MIS Department Provides the following services to the departments:

- * Network installation and support
- * Personal Computer Service and Repair
- * HardWare and Software installation and Support
- * Systems Analysis
- * IBM Midrange Systems Support
- * Software Training

Summary:

The department has again seen tremendous growth, the number of individuals and computers in each department continues to grow. Every staff member in the department is extremely busy and starting to become overwhelmed with the amount of work to do. Everyday new projects come into the office. The staffing of the department has increased by one with the addition of a GIS coordinator, but this position is to address a new project that falls under the department. Some of the workload will hopefully be lessened with the addition of a technician in FY 1994.

The MIS department provides a wide array of computer related support to every facet of the Tribal Organization.

Support includes:

- * Network Administration, Installation and Support
- * IBM Midrange Computer Administration and Support
- * Software Training
- * Personal Computer Service and Repair
- * Systems Analysis
- * Hardware and Software Installation and Support

Many individuals from other companies that provide this type of computer service come into the MIS office to

discuss providing the same type of service and are surprised to find the level of sophistication the tribe has attained in this area. They state we have a first-class operation here and are lucky to have it onsite. They stated there are much larger organizations that do not have this type of internal support and are struggling.

MAINTENANCE

Dick Dodge, Director

Along with the routine maintenance and the scheduled maintenance of the Tribal buildings, the following improvements have been made:

Tribal Offices: The renovations to the reception area, personnel office and the first floor were completed. Due to the renovations, rewiring was completed for the security system and for the newly installed elevator. New wiring was installed throughout the entire building to accommodate the increase in office equipment. Fire detectors were installed in the new MIS office. A new maintenance garage was completed with landscaping also completed. Tribal Office Rd. was repaved and resealed, with additional repairs being done to the parking area by the basement entrance. Purchases included a new P.A. system and a lawn and garden tractor. Repairs and general maintenance were made to the boiler.

Repairs and general upkeep were completed for the 2 community buildings, 1-Zoar and 2-South Branch. Maintenance personnel attended 2 classes, 1-32 hour class in basic electrical wiring and 1 steam trap operation class.

Recreation Center: Due to the high rate of vandalism to the building and the outside area, 3 new surveillance cameras will be installed during FY 94. A chain link fence covering was attached to the fencing already in place around the storage shed. Resealing and striping was completed for the Recreation half of the parking area. New security lights were installed. Cement slabs were poured around the storage shed and the main building. Some landscaping was completed. Chain link fencing was installed around the propane tanks. A new lawn mower was purchased. Maintenance personnel attended the 32 hour basic electrical course and a two day basic maintenance training seminar.

Jail/Courts Complex: Resealing and sealing of parking lots were completed. Some landscaping was completed. A safety Committee was formed. A new lawn mower was purchased. Maintenance personnel went to Wahpeton, North Dakota for one week, received certification in boilers. Maintenance personnel also attended the 32 hour basic electrical course and the steam trap operational seminar.

Library: The Library portion of the parking area was striping and resealed. A chain link fence was installed around the propane tanks. The architect's punch list was completed and accepted.

Tribal Clinic: Completion of the new EMS office and the Maintenance office in the garage. The receptionist area was renovated. New automatic doors were installed in the front of the Clinic. An 8,000 gallon underground oil tank located by the garage was removed and the necessary landscaping was completed. A new security system was installed in the EMS garage. A new sub floor and flooring was laid in the lab area. Two new Tribal Clinic signs were put up by the road. A new lawn mower was purchased. Maintenance personnel from the Clinic attended the 32 hour basic electrical course, steam trap seminar and a basic maintenance training seminar.

Besides the Clinic, Library, Recreation Center, Jail/Courts Complex and the Headquarters Building, maintenance personnel were also involved with many other projects with the buildings listed: Woodland Youth Center, Supermarket, Maehnowesekiyah, Sunrise Group Home, Headstart (Neopit & Keshena), Daycare, Community College, Senior Center (Keshena), Food Distribution, and the fire stations in Zoar and South Branch.

Headquarters building budget was \$145,570 with \$138,967.55 spent. \$5,678.78 was placed into fund balance. Facilities Management budget was \$104,672 with \$83,113.51 spent. \$21,558.49 carryover. Recreation building budget was \$42,142 with \$34,778.13 spent. \$7,363.87 went into fund balance. Fund balance is what is kept in reserve in case there is a major repair needed.

MENOMINEE NATION VEGAS

Sue Awanophway

The gross revenue generated from the Menominee Nation Vegas Tickets sales was \$39,979.00 for fiscal year 1993. Of this amount \$4,181.00 was used for salaries, \$2,028.00 for fringe benefits and \$4,389.00 for operational expenses.

The net revenue generated from the Vegas Ticket Sales was \$29,381 for the year.

This past year, working with the former Tax Commissioner, Royal Warrington, outside auditors and the Finance Department, we were able to resolve the problem of the Tribal Bingo receiving and selling pull tabs from salesmen. The MITW is the only agent authorized to purchase and sell pull tab tickets within the Menominee Reservation, unless otherwise addressed by the Tribal Legislature.

Vegas tickets sales have declined within the last three years. This is attributed to the Vegas Slot machines at the casino and bingo halls. We sell pull tab tickets to 10 other businesses on the reservation.

MENOMINEE TRIBAL SCHOOL

Allen Caldwell, Principal

The Menominee Tribal School opened the 1992-93 school year with a student enrollment of 203 students in kindergarten thru eighth grade. The Tribal School began the school year with students and staff moving into the newly constructed addition to the school.

The Tribal School began the year by emphasizing the development and implementation of a values-based curriculum. The curriculum is an outgrowth of the values-based education program grant through the tribal business development office. Utilizing a thematic approach to instructional activities through a culturally-based program, the classroom curriculum is taught by having all classroom instruction related to a chosen theme. The development of the values-based curriculum is an on-going project of the Menominee Tribal School.

In addition to a regular curriculum-science, math, social studies and language arts provided instruction in Menominee language, computer education, physical education, music (vocal and instrumental) special education, talented and gifted, and Chapter One (reading and math).

The school took a leadership position in an effort toward dealing with a community situation with gangs. Through parent-community meetings, training for school staff, community meetings, training for school staff, community members, students and parents efforts were directed at raising the awareness level of staff and parents.

Menominee Tribal School was a recipient of an award from the Office of Indian Education Programs as one of the newest school participants in OIEP's Bureau Effective Schools Team. The Tribal School in the 1993-94 school year will undertake planning and development of an action plan to access and develop strategies to upgrade the quality of education provided by Menominee Tribal School.

The school received a total operational budget of \$1,042,993.10 for 1992-93. The weighted student unit (WSU) for students enrolled at Menominee Tribal School for the base formula - Indian Student Equalization Program was \$2,594 per student. Additional programmatic funds received include funding for special

education, Chapter One, talented and gifted, student transportation, and language and culture programming.

The Tribal School charter was repealed in March 1993 as part of the tribal governing body's effort to restructure tribal education programs. With the creation of the Menominee Indian Tribe of Wisconsin Department of Education, the Tribal school became one of six Tribal education programs to come under the authority of the Tribal Superintendent of Education. For the tribal school, the development of the new tribal education department will provide an opportunity to develop a comprehensive education program.

The school is making progress toward a goal of more parental involvement in several ways. The Chapter One program, which is designed to give extra academic help to students who are having trouble with their studies particularly in reading and math. A parent advisory committee and parent tutors hold regular after school meetings with students to assist them with their academics.

The level of parent participation is evidenced with the number of parents and community members in attendance at the school pow wow, athletic events and the school's Christmas program.

The school has a staff of fifty full and part-time employees. There are six Indian teachers on the schools faculty, of which four are tribal members. One administrator is also a tribal member. The majority of the remainder of the staff positions are held by tribal members.

Goals of the school for 1992-93 were to increase the level of student attendance, development of the values-based curriculum, increase the level of parental participation and continuation of ongoing assessment and evaluation of programs and funding.

1993-94 represented the third year of operation for the Menominee Tribal School. Continuation of efforts toward the development of an effective school program will be emphasized in succeeding years.

MOTOR VEHICLE
Yvette Snow, Director

The past year our client count has grown to 7,301, exceeding last FY' 92's clientele of 5,268; a difference of 2,033.

The Motor Vehicle department has had a large increase in clientele and feel that we have been very successful in all areas of our work. Once in a while there will be one (1) or two (2) complaints, but, of all the clientele we serve, I would like to commend our department staff for their performance. It's not an easy job to deal with the public, but, we always try our best to serve them as fast and as pleasant as possible. We keep in mind **THAT THEY ARE OUR NUMBER #1 PRIORITY.**

The Motor Vehicle Department experienced many changes this year, however, we will only mention the ones that have the most merit i.e., plate fees increased by \$2.00, Tax Exempt cards increase by \$2.00, a fee of \$4.00 was added for plate transfers, establishment of new Handicap plates and cards for the disabled, and added a modem that is a direct line to Madison. During the summer months we had utilized the J.T.P.A. Summer Youth Workers. They worked on updating the Motor Vehicle forms, booklets and general council posters. Presently, the Motor Vehicle Department has started a four (4) month survey for the Tribal License Plate.

Currently, our Motor Vehicle department has been in the process of exchanging the white plates to the blue plates, this procedure is almost completed. Our Motor Vehicle Department has proposed to the Legislature changes for the Solid Waste decals. We currently have two (2) full-time employees and have requested within our Budget of FY' 94 to have a permanent part-time worker to be hired and this request was granted. The current transactions for the Motor Vehicle Department for the past year.

| | | | |
|-----------|-------|------------------|-----|
| Title Fee | 1,533 | Dog Tag License | 21 |
| Lien | 435 | Tax Exempt Cards | 445 |

| | | | |
|--|-------|------------------------------|-----|
| Replacement Titles | 54 | Hunting & Fishing I.D. Cards | 187 |
| Tire Waste | 67 | Fishing License | 149 |
| Plate Transfers | 507 | Hunting License | 114 |
| Misc. Registration/Plate /Transfers/Renewals | 3,080 | Casino I.D. Cards | 79 |
| ISSUANCE OF PERMITS | | | |
| Food Handling | 52 | Tobacco | 14 |
| Fireworks | 7 | Construction | 160 |
| Bingo Instant Game Winners | 8 | Solid Waste Decals | 384 |
| Conduct Video Bingo/Games | 0 | Rafting | 2 |
| Bingo Operation | 1 | Minnowing | 2 |

THE MOTOR VEHICLE DEPARTMENT ISSUED 2,251 automobile plates , 768 truck plates, 91 municipal plates, 34 motorcycle plates, 9 mobilehome/motorhome plates , 70 veteran plates, 8 trailer plates, 56 handicap plates, 27 disabled cards.

Total revenue for FY 93 \$80,186.44.

The Motor Vehicle Department served 7,301 client for FY 93.

PERSONNEL

Ben Kaquatosh

The Budget allocation for Personnel operations was \$224,918.00 for fiscal year 1992 - 1993, which equates to an 8% increase over the previous year. Of the total, \$106,360.00 was allocated for Personnel, \$44,258.00 was for fringe benefits, and \$74,300.00 was allocated for expenses. Current staffing is 5.5 persons which includes Personnel and the Purchasing Specialist.

In reviewing our work force for fiscal year 1992 - 1993, the total number of employees as of year end for governmental operations is at 400, a slight decrease over last year's figures. During FY 92-93, we had 257 employee hires, 90 were regular full time personnel, 76 were regular part time personnel, and 91 were classified as temporary full time or temporary part time personnel.

Other significant areas of personnel administration were as follows: Grievances - we had a total of 21 grievances processed, 13 of those grievances went before the Administrative Review Board. There was one grievance filed under Ordinance 82-10 for FY 92-93. Unemployment Compensation - we had a total of 78 unemployment compensation claims filed, of which 12 claims were processed at the Administrative Law Judge level with the State of Wisconsin. Salary Reviews - we had a total of 372 salary reviews/adjustments that were processed in FY 92-93. Disciplinary Actions - we had a total of 111 negative personnel actions that were processed in FY 92-93.

Our Drug Free Workplace policy continues to be effective in determining drug usage within our organization. Of 212 random drug tests given, we had 12 that were positive, a figure which is significantly lower than the national average. We also conducted four reasonable suspicion tests, three of which were positive. Given the standards for drug testing, we could have had more positive, however, there are established levels for each illegal drug that must be reached before it can be registered as a positive test result.

Our Employee Assistance Program continues to remain stable. Our last years referrals were at 27 employee referrals and this year's referrals were at 25. A new manual for Supervisors has been written that is entitled

"Employee Assistance Manual for Supervisors," this manual will give the Supervisor in-depth information on illegal drugs and the signs to look for in a situation. There were a significant number of employees that sought assistance through this program due to their immediate family problems and sought information regarding intervention and referral.

PROBATION/PAROLE

William Beauprey, Director

The Probation Department supervised a total of 90 clients. This is a decrease for the second year in a row when the case load was 95. The breakdown was as follows: 78 males in the age group of 18 through 59 years old and 12 females, who ranged in age from 18 through 44 years old. The number of clients on probation fluctuated between 21 and 45 cases per month. During the past year, the court had ordered 23 pre-sentence investigations. This is down a lot from the previous year when there had been 62 presentence investigations, or a 37 percent decrease, which represented a corresponding decrease in court appearances. These numbered 46. The department issued 21 warrants, with 20 clients, or 22% of the clientele having their probations revoked. Of the 47 clients who had been court ordered for an A.O.D.A. assessment, six were females. 27 males had been cited for domestic violence and of the 31 cited for anger counseling, seven were female.

§ 82.9(2) "Battery" continued to be the number one offense among the probation department's clientele. 76.75% of those on probation had been convicted of battery and 99.99% of those on probation, were on as a result of an alcohol related incident.

The number of recidivists for fiscal year '93 was eight, seven males and one female. This number represent nine percent of the total departmental clientele.

The department has successfully placed four clients in various areas of community service. One of our most successful was placed at the Woodland Youth Center in Neopit and another was placed at the Neopit Head Start. In both situations, the directors of the respective programs would liked to have offered the individuals job had their budgets permitted. Other placements have included the Veteran's Bingo Kitchen and the Keshena Primary School.

The Probation Department, under the direction of the assistant, continued its policy of providing seminars related to the dangers associated with alcohol abuse. After last year's seminars on Fetal Alcohol Syndrome, Mr. Keshena obtained the services of the Special Initiatives Team of the Indian Health Service's Mental Health Unit to come to the Menominee Reservation to do a two (2) day seminar entitled A Community Response to Family Violence. This seminar, attended by approximately 66 professionals and/or service providers and community members, presented the dark side of family/domestic violence through videos and lectures.

PROGRAM COORDINATOR

Betty Jo Wozniak

This office is responsible for the general coordination of the administrative duties of the Tribe. Our work, while specific to contract and grant management and the supervision of 23 departments, is also very broad in

nature. As the Tribe grows in its capacity and ability to serve tribal members so does the scope of responsibilities. The need for change to accommodate this growth is evident in that we can no longer expect to deal with the needs of tribal members as they arise. We must anticipate those needs and how best to address them. To this end, department heads are being encouraged to participate in long range planning. Work groups are being formed to help establish an atmosphere of cooperation instead of competition and turf-protection.

During fiscal year 1993 we have begun to implement administrative changes which will allow for improved services. The organizational chart has been amended to reflect the creation of an education division. Simply put, this change allows for departments with an education focus to be under the direction of an education professional. The ability to coordinate tribal-wide educational goals and implement programs sufficient to meet those goals is a major factor in long-range planning for the improvement in the educational levels of Menominee People.

More administrative changes are being contemplated. Effective, efficient management demands that we identify the roles of administrators, support staff, and the governing body. If for no other reason than the sheer volume of work, it is important to identify who is best suited to do what.

In the most recent years, the availability of funds not previously sufficient to meet many of the tribal needs has allowed us to look beyond the immediate future and begin to provide services and facilities that will address on-going growth and development. The ability to look beyond today's crisis and plan for the future helps to ensure continuing improvement in the social, educational, and economic health of the Tribe.

One of the primary goals of this department is to see to the general overall fiscal health of the Tribe. Monitoring contracts and grants for compliance is one way of assuring that the Tribe's fine reputation as fiscal managers continues. This ability is one of our greatest strengths. It helps us immensely in attracting other funds and is documentable proof of our ability to handle the responsibilities of self-determination.

Assisting the finance office with the Tribe's annual single audit, which is required by law, is further proof of our ability to manage our affairs. The fact that we are consistently able to point to good fiscal control is a source of pride which needs to be more widely recognized by individual tribal members.

It is sometimes difficult for the general tribal public to understand the complexity of an organization the size of the Tribe. There are any number of operations carried out on a daily basis which are necessary to providing the services we have recently come to rely upon. One of the factors which enables us to be successful is also partly responsible for this lack of understanding. The staff expertise developed throughout the last 20 years contributes to a false impression that our jobs are easy. In addition to managing the everyday affairs of the Tribe, we are expected to anticipate individual needs, provide solutions, do long range planning, and be ever available to answer the demands of a public which sometimes sees the "Tribe" as ultimately responsible for assuring them with a quality life style.

In response to this misperception, I would like to invite tribal members to visit and spend some time in any of the various departments. We have an open door policy. Regularly scheduled legislature and committee meetings also provide an avenue for tribal members to get to know what is happening in our community. Read the annual report; see department staff if you have questions; take the time to find out the answers to questions you may have.

I would like to thank my staff for their dedication, hard work, loyalty and generally pleasant approach to their responsibilities. Without their able assistance, this job would be impossible.

PROSECUTOR

Andy Pyatskowitz

Overview of Legal Services

In Fiscal Year 1993, the Prosecutor's Office made 3,200 appearances in Tribal Court on adult criminal matters, juvenile delinquency matters, related civil ordinance violations and matters related to adopted Wisconsin Statutes 48, 880, 51, and 55. The adult conviction rate was 89%; the juvenile conviction rate was 95%. The prosecution prevailed in 98% of all related civil ordinance violations.

The number of adult criminal court appearances decreased as compared with Fiscal Year 1992, while the conviction rates for all areas increased as compared to Fiscal Year 1992. In 1992 the conviction rate for adults was 83%, juveniles 83% and related civil ordinance 89%. The decrease in the number of appearances will be discussed below in the comments section.

General Goal and Policy

It is the goal and policy of this office to enforce the intent of the laws of the Menominee Indian Tribe, consistently, fairly and uniformly. This enforcement comes through vigorous prosecution of law violators tempered with understanding and compassion. While the Prosecutor's Office continues to seek the interests of justice in the enforcement of Tribal Law, mere convictions are not the measure of success. To the extent possible, attempts are made to deal with the causes of a defendant's behavior by proposing sentences which are not always punitive, but also rehabilitative. This office is dedicated to fairness and justice.

The Prosecutor's Office remains responsive to the concerns of the public and their comments regarding the laws of the Menominee Indian Tribe and their application to the community.

Decrease in Court Activity

There was a significant decrease in the number of court appearances made by the Prosecutor's Office. In FY 1993 3,200 court appearances were made as compared with 4,647 last year. As can be seen, this is a significant decrease. It is difficult to account for the decrease. One factor may be the prosecutorial philosophy of the Prosecutor and assistant. This Prosecutor is completing his first full annual report. Cases are carefully reviewed before complaints are initiated. It may be that cases which would have been filed under the prior administration would not be filed now. A second factor is the employment of an investigator for the Prosecutor Office. Complaints are given more scrutiny before the court process is begun by using the investigator to look at evidentiary issues early in the case. Many cases fall by the wayside by using this process. Prior administrations did not have this luxury. Many cases had to be filed before a thorough investigation was completed. Only time will bear out which factors may account for the significant difference in number.

As commented on in the last annual report, the office continues to suffer from a serious lack of adequate space. There is currently insufficient space for personnel, paper handling, interviewing and file storage. The investigator is housed in the Rights Protection Office. Obviously, this causes some inconvenience. Ideally, the entire staff should be in the same building.

The comments remain the same as to the additional room needed for file storage and the interviewing of witnesses. Ideally, the Prosecutor's Office should consist of a reception area housing the secretarial staff, a connected file room, conference room and connected offices for the prosecutors and the investigator. Such a plan would greatly increase the efficiency, and professional appearance of the office.

PUBLIC RELATIONS

Verna de Leon, Director

PUBLIC RELATIONS

It is the responsibility of the Public Relations Department to protect and promote a positive image for the Menominee Tribe; to help maintain a good relationship with the local community; to help maintain a good relationship with the communities surrounding the Menominee Reservation; to maintain a good relationship with the media; to ensure that all information emanating from the Menominee Reservation is correct and not misleading; to assist other tribal departments in promoting relative events and disseminating information; to create new avenues for the Menominee Tribe to continue to enhance its image as a working, progressive, intelligent and honorable society.

It is our mission to fulfill this responsibility through the activities we become involved in during the course of each year. The public relations department should be an expression of the Menominee Tribe and this will be accomplished by expressing tribal values and cultural traditions. We intend to keep the concept of portraying the best possible image of the tribe firmly in mind as our main focal point when ever we are involved with any event.

Our year began with the opening of the "Bears Exhibit" at the Neville Public Museum. The Menominee Tribe was well represented with the 11 foot 6 inch, "Ancestral Bear" carving by Jim Frechette, as well as his version of Menominee Clan figures, art work by various Menominee students and drawings and paintings by artist Joe Lawe. The Menominee exhibit was on display at the museum from September 13, 1992 through November 22, 1993.

The general public learned a great deal about the Menominee Tribe during this time and has since requested more information. We respond to these requests in a number of different ways and have continued to distribute information as a practice. If it is convenient, we have given tours of the reservation; careful to protect our forests and people. At times we have an opportunity to sell the videos that were produced last year, as another means of getting out the word. We have sent out countless "Land of the Menominee" brochures and copies of articles about the Menominee forest. We sent out a bibliography of books that have been written about the Menominee for those people interested in studying. It is our job to respond in a helpful and friendly manner to as many requests as possible for information that is available to the public about the Menominee Tribe.

The public relations department was involved in the Wisconsin Indian Gaming Association's Gaming Promotions Campaign. We assisted them by providing them with information about the benefits of gaming revenues to the Menominee Tribe. We set up a booth in the Menominee Nation Casino to launch an in-house petition signing campaign and to hand out flyers with information about gaming benefits to the general public as well as to the tribes. We also coordinated two bus trips to Madison. This involved getting members of the Menominee Tribe to travel to Madison and demonstrate their support for Indian gaming.

This year National Congress of the American Indian held their Mid-Year Conference in Green Bay. Again, the Menominee Tribe participated with a promotional booth, participation in a panel discussion on the importance of public relations and excellent representation in the Oneida Nation Parade. During the "Honors Banquet" at the Radisson Inn, two of our tribal members were honored by the Menominee Tribal Legislature for their dedication to the success of the Menominee People in business and health.

We worked cooperatively with the Menominee Culture Committee during the annual Menominee Nation Contest Pow Wow and coordinated the celebration for Ada Deer upon her appointment as Assistant Secretary of Indian Affairs with the U.S. Department of the Interior.

In addition, there have been numerous other activities and events that the public relations department has coordinated and been involved with throughout the past year. This includes facilitating ground breaking ceremonies for other departments, designing the 1994 Menominee Tribal Calendar, work on a video about

the history of the Menominee Tribe and the Menominee Nation Pow Wow, press releases, writing feature stories in newspapers and publicizing events unique to the Menominee Tribe, developing the public relations policy, and designing a new Menominee Tribal Brochure.

The Public Relations Department's year has been busy, fulfilling and effective in promotion and enhancing the most positive image of the Menominee Tribe.

HISTORIC PRESERVATION GRANT

A \$15,000 Historic Preservation Grant was awarded to the Menominee Indian Tribe by the National Park Service in July 1991. The grant was awarded for the purpose of locating Menominee artifacts and historical documents that are held in museum and archive collection in the State of Wisconsin; to compile an inventory of these objects for the Menominee Culture Committee and the Menominee Tribal Legislature for documentation that these objects and manuscripts do indeed exist within these institutions; to document the location of historical sites in Wisconsin that are relative to the Menominee Tribe; to create a five year Cultural Heritage Plan.

During the first year, visits were made to major museums in Wisconsin. Inventories of their collections were gathered and are on file. A list of Menominee historical sites has been acquired and also is on file.

A six month extension on the grant was requested to fulfill the final objective of the grant. This is to create the five-year cultural heritage plan. The first two years of the plan involves the field work previously mentioned. The third year required creating a historic preservation office and hiring a director and staff. His office will become the repository for all information regarding this grant, historic information, museum and archival inventories and other relevant information. The last two years are under way which involves planning for a cultural museum. It will be the duty of the historic preservation director to oversee the planning of the cultural museum.

RECREATION

Duane Waukau, Director

The annual goal for the Tribal Recreation Program is to develop, coordinate, implement and supervise a comprehensive recreation program for the youth on the Menominee Reservation.

Total youth participation and youth serviced for the 1993 fiscal year were 9,807.

The 1993 fiscal year was highlighted by funding by the Tribe and the Tribal Housing Authority, HUD Youth Sports Grant. Awarding of a lighted baseball diamond located in Schoolview Addition. This will include bleachers, dugout, pres box, concession stand, fencing and capability to host high school football games. Completion of project is scheduled for May 1, 1994.

The Recreation Department also upgraded the Neopit tennis and baseball courts. In previous years the Court was located by the Old Police Station. In cooperation with Menominee Tribal Enterprise they proposed that they would relocate our existing court in order to build new Menominee Tribal Enterprise Offices. Our agreement was for them to lay new asphalt for two courts and the recreation department would provide all new fencing, basketball standards, tennis court standing. M.T.E. also provided a shelter and landscaping for the new park area. With this cooperation we were able to provide a very nice looking park for the Neopit Community. Also upgraded the Neopit Little League field with new fencing on the side lines from dugouts to outfield.

The Recreation Department also purchased a new truck in order to upkeep park areas and maintenance of

ball diamonds. The Menominee Recreation Department also sponsored Babe Ruth Baseball for ages 13-16 and American Legion for players age 16-18 years old. This was part of the National Youth Sports Grant activities. New suits and equipment were purchased from this grant.

The Tribal Recreation provided the following activities; Halloween dance and party, Ice Capades, Santa Claus Day, Open Gyms, Walt Disney, Sunday Night Basketball Program, Easter Egg Hunt, Summer Youth Program, Wisconsin Dells Trip, Youth Olympics, Youth Stand at Pow Wow, Gameroom, and fitness room. The Youth Center houses nightly activities such as Girl Scouts, Hunter's Safety Class, Maehnowesekiyah clients for fitness room, Tribal Council Meeting, U.W. Extension Fitness & Nutrition Specialist Mike Hawpetoss.

Included in the budget was the monitoring of Gerald Wayka Boxing Club, his budget was \$25,000. The Menominee Tribal Recreation budget for FY 93 was \$182,391.06.

RELIEF TO NEEDY INDIAN PEOPLE
Wayne Pecore, Director

RNIP is an emergency assistance program funded by State funds from the Department of Health and Social Services. It is for low income Wisconsin Indians living on tax-free land. They are not eligible for AFDC or SSI. RNIP supersedes General Relief. The Tribe contracts with the State to administer the program in accordance with their regulations. Our contract is for October 1, 1992 thru September 30, 1993. It is renewable each year. Our grants were approved at \$730,000 and the Administration was approved at \$140,976. Nancie Young is the Contract Administrator for the State.

To be eligible you must reside on reservation land, have income and assets below the limits set by the state, be Indian and comply with 15 hours a week with the Work Experience Program. Our case load has decreased a lot. Jobs have been more available in the area. A lot of our clients have been hired at Bingo and the Casino. The purpose of the WEP is to try to get clients job ready. Most are referred to the GED class when it is needed. We may use WEP funds to obtain tools and equipment for use in the program.

Transportation continues to be a big problem for our clients. It is hard to keep your job or try to get a job if you do not have dependable transportation. We have worked with the CAP office to get bus service and this has helped a lot.

In a meeting with the State all the RNIP directors were informed to get additional funding from the Food Stamp Employment and Training Program. It is a federal program we can apply for and receive a 50% matching grant for the money we use to get our clients job ready. This will include the money we spend on salaries and administration. We will be able to get this in our next contract period. We have had a funding problem this year and had to lay off a staff person.

| | |
|-------------------------|---------|
| RNIP Grants | 692,000 |
| Work Experience Program | 35,000 |
| Medical Mileage | 3,000 |
| Totals | 870,986 |

ROADS

Mike Richter, Forestry Center

Menominee Tribal Enterprises transferred 24 roads to the B.I.A. road system totalling 66.0 additional miles. This brought the total miles on the system to 194.95 miles.

To assist in the maintenance of these roads, Menominee Tribal Enterprises received an additional motor grader. Most of the activity consisted of spot graveling of soft sanding. The Total expenditure for maintenance and snow and ice control for FY 1993 was \$66,062.14

Pam Grignon, Highway Commissioner

Construction Project for 1993:

Route 24 Crow Settlement - resurface with crushed gravel and replace culvert.

Route 14 East LaMotte Lake (AKA Keshena Lake Road) - resurface with crushed gravel.

Route 9 C - resurface with crushed gravel.

The following is the number of miles of roads maintained during general maintenance:

| | |
|--------------|-------------------------|
| Gravel Roads | 58.42 miles |
| Paved Roads | 14.17 miles |
| Total | 73.16 miles plus |

The following is the number of miles of roads maintained during snow and ice removal of 73.16 miles plus.

Materials used to maintain roadway which does not include small hardware such as nuts, bolts, washers and etc.

| | |
|--------------------|-------------|
| Gravel | 5,055 yards |
| Sandmix | 696 yards |
| Patching cold mix | 24 yards |
| Ice Control (salt) | 61¼ tons |
| Culvert | 1 |
| Guard Rail & Etc. | 1 |

Maintenance on culverts on tribal roads which were either cleaned or replaced. This year the beaver have become very active again damming the culverts. We cleaned about 48 culverts out.

Maintenance on signs and post on tribal road which were installed.

| | |
|---------|---------|
| Signs 2 | Posts 7 |
|---------|---------|

SOCIAL SERVICES

Mary Husby, Director

Staff for the Menominee Tribal Social Services Department consisted of the Director, two, (2) social workers and one (1) child welfare assistant. Additionally, the Tribal Day Care Center is under the supervision of this department. Staff at the day care center include the Day Care Administrator, one (1) assistant Day Care Administrator, a secretary, five (5) teachers, five (5) teacher aides, a cook and a janitor.

Financial Section: The Menominee Indian Tribe of Wisconsin received a contract for new monies in the amount of \$186,305 for FY 93 for Social Services. Of this amount \$35,000 was designated for child welfare assistance, \$11,210 was designated for indirect costs and \$40,000 was for child abuse initiative funds. \$100,095 was for the administrative portion of the contract. Child Welfare Assistance funds can be used for foster care, institutional placements, day care, and group care related services. We have targeted the funds for day care services and foster care. Later in the year \$11,571 was added to the contract for Indian Child Welfare Act Task Force funds to be used for a national conference on Indian Children and Families.

Actual program expenditures for the year amounted to \$166,362.02 for child welfare services and social services administration. Of that amount \$27,412.67 was charged off to the child welfare assistance account and \$92,116.69 was expended against the administrative portion of the budget and \$46,832.66 was expended for child abuse initiative programming. The department will be allowed to carry-over \$40,000 in unexpended child abuse initiative funds \$43,373.73 of administrative funds for social services. Because of funding cuts to the Indian Child Welfare Act Program, these funds will be essential for us to maintain the current level of services in the program area. Therefore carry-over money will be used by the department in meeting its expenditures in the new year.

Narrative and Statistical Section: In addition to the 638 contract with the BIA for social services, the Tribe also had a contract in the amount of \$55,000 for FY 93 Title II grant funds under the auspices of the Indian Child Welfare Act. The department wrote the proposal which was for a one year program.

The project which was funded provided respite day care services to those children who were at risk. In addition, there was a parent education component to that project. One of the other objectives for the grant called for establishment of a coordinated approach to the intervention and treatment of child abuse/neglect on the reservation. Long range community strategies were also to be considered in the development of this objective.

Finally, the other services provided by the grant were court intervention services on behalf of children and families who were involved in child custody proceedings as defined by the Indian Child Welfare Act.

Program Accomplishments: Social Services - During FY 93 Tribal Social Services provided services to 127 new cases. This total did not reflect the 106 old cases (90 service only and 16 child welfare assistance) which were carried over from FY 92 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 233 cases in FY 93. The goal for FY 93 was to provide service to 118 new cases. We exceeded this objective by nine cases.

The new case referrals for the year represented the following types of cases: 88 Indian Child Welfare Act cases, four assistance cases, eight child welfare assistance cases (foster care or day care), six cases for study services (adoption or placement) and two protective service cases. There was one case for legal services. The enrollment assistance cases involve individuals who have been adopted in the past and require assistance in securing information from closed adoption records. of the eighteen cases requesting assistance for enrollment, 7 cases failed to complete the process/application, eight cases are pending, 1

case was enrolled, one case was ineligible for enrollment and one case resulted in a name change.

Case closures for the year totalled 127.

Part of the work plan for FY 93 called for a variety of agreements to be negotiated with the State and County to allow for social services resources available to those entities to be share with the Tribe. These agreements were negotiated with representatives of those agencies in conjunction with the Tribal Attorney. Agreements in place included: an adoption agreement with the State of Wisconsin, Department of Health and Social Services, a correctional agreement with that same agency which allows for youth committed by Tribal Court to be placed at State Correctional facilities and an agreement with Menominee County which allows for youth and family aids to be allocated to fund the placement costs for youth committed to state correctional facilities ordered by Tribal Court.

Another agreement in place with Menominee County includes Act 161 which provides for county foster care funds to be used to pay for the costs of foster care ordered by Tribal Court. The agreement also defines roles and responsibilities between Tribal and Menominee County Human Services and provides for the establishment of a protective service team. The agreement also allows the County to provide involuntary services on behalf of Menominee children.

Another component in our work plan for the year was to provide adoption services. We facilitated placement of seven children for adoption. All seven of these cases were finalized in Tribal Court in FY 93. One other case is in a pre-adoptive status and will be finalized in FY 94. Our objective in this area was to provide adoption study services which would result in six families being approved as adoptive resources. We fell short of this objective by three families.

The last project specified for Tribal Social Services included the preparation and submittal of two applications to Wisconsin Department of Health and Social Services for supplemental funding for the Tribe's Respite Day Care Project. The department prepared two proposals which resulted in funding in the amount of \$37,807 for this project.

Last of all, the Department prepared an application and was submitted to the Federal Department of Health and Human Services for Child Care Development Block Grant funding. These funds are used to assist low income families who are employed, in training or in an educational program, pay for child care services. A total of \$67,275 will be received for the next fiscal year.

INDIAN CHILD WELFARE: The Menominee Indian Tribe received a grant of \$55,000 for its Indian Child Welfare Act program which covered the period of 10/1/92 through 9/30/93. The project specified that the department provide counseling/guidance services to 45 Menominee youth and their families who were involved in court proceedings as identified under the Indian Child Welfare Act. During the course of the year we were able to provide such services to 38 of the 88 cases referred to the Tribe. In the remaining 50 cases, contact at the end of the fiscal year has only occurred with the agencies involved. Therefore the department fell short of projections for the year by seven cases.

The Indian Child Welfare Act grant also specified that the department would provide legal assistance as necessary to cases generated under the Indian Child Welfare Act. Funding for this activity was provided through the Program Attorney's Office. No ICWA funds were budgeted for this task as funding was reduced by \$20,000 in the FY 93 grant. During the course of the year, legal services were provided to twenty-four cases.

Another objective in the scope of work under the grant provided that we would participate in court hearings in 35 cases generated under ICWA. Our total for the year was 42 unduplicated cases in which the Tribe intervened and participated in proceedings. Therefore we exceeded our objective by seven cases.

The other major success under the Indian Child Welfare Act program was the expansion of the day care center. The program was licensed by the Wisconsin Department of Health and Social Services to expand our capacity from forty-six children to seventy-five children. Of that number 16 were receiving respite day care services because of some risk factor identified in the family.

The respite population is limited to 16 children from 2-4 years of age. Referrals to the program are generated from Menominee County Human Services, Tribal Clinic and Menominee Tribal Social Services.

During the fiscal year, a total of 2,690 days of respite day care services were provided to a total of 22 unduplicated cases for a twelve month period. We had originally anticipated services being provided to 30 cases but with budget cuts the numbers served had to be curtailed.

We were eight cases under our projections for the year. Of the number of children served, one was removed from the parental home while enrolled in the program. This child, at year's end, remains in foster care. As an evaluation tool, we were to assess the program as being successful if no more than two children were placed in foster care.

Another expectation under the social services contract was to expand day care services to serve an additional 30 children per month. Those placements were to be funded under fees, and/or child care development block grant funds or county resources. There were a total of 30 children enrolled in this portion of the program at the end of the fiscal year. Thus, by year's end we were able to realize this goal.

Communications with our day care families was enhanced through the publication of monthly newsletters. In addition to informing families about activities at the Center, the newsletter contained a "parent corner" to share information on child development issues and child rearing techniques.

Another achievement under the social services contract included the establishment and operation of a child protection team. The team is comprised of professionals representing various disciplines both within the tribal and County systems. A staff person from Tribal Social Services serves as the facilitator for the team. The team staffs child abuse/neglect cases on a monthly basis. During the last year the team met on 20 occasions. Some highlights for the team during the first year included: the team's attendance at a national training event on child abuse/neglect in Huntsville, Alabama, presentation at a national BIA child and family conference on implementation of a child protection team, presentation at in-service training for tribal school staff on indicators of abuse/neglect, participation in planning the annual "Family Fun Day" in April and finally the development of child abuse/neglect protocols for respective agencies.

Conclusion: The last year has been a very productive year for us. With a small staff, we were able to accomplish many of our objectives and have continued to examine ways to enhance services and to straighten our current programs. In the new year, we will turn our attention to new projects including the establishment of a tribal child support agency and look forward to the new challenges and opportunities which await us in the next fiscal year.

SUPERMARKET

Janice Latender

For the year of October 1, 1992 through September 30, 1993, the Supermarket has undergone several changes. A change in management occurred in May of 1993. Rosalind Swiney was replaced by Janice LaTender. Under the new management, the Supermarket's appearance has been changed by remodeling the inside of the building, rearrangement of shelves and displaying related items together. The outside of the

building was painted, and the lighting was updated. Our hours were extended to provide better service to the community. Our current hours are Monday - Saturday 8:00 a.m. to 8:00 p.m., Sunday 8:00 a.m. to 5:00 p.m. The Supermarket has become more competitive with prices to encourage the community to consider the Menominee Tribal Supermarket for their shopping needs.

Another change that has occurred involves the Smokeshop. The Tribal smokeshop provided services to local retailers and was operated by the Tribal Supermarket. The Tribal Tax Commissioner's Office is now responsible for these services. The effective date of this change was June 1, 1993. The financial impact of this change to the Supermarket resulted in a lower net profit.

The financial statements showing the activity of the Menominee Tribal Supermarket for the year ended September 30, 1993 will be completed in January, 1994. These reports will be made available at the annual council.

Future goals of the Supermarket are to continue operations at a net profit. We are working toward expansion in the future to provide better service to our customers.

TAX COMMISSIONER

Mike Sturdevant

The Menominee Tribal Tax Commissioner Office has been staffed full time since the month of August 1992 with personnel changes. A full time tax commissioner and a full time secretary were employed to process routine tax matters, permit applications, inspect for violations and conduct site visits to construction projects and to the various tribally licensed cigarette vendors. Staffing prior to August 1992 has been on a part-time basis with only a tax commissioner.

Regarding the personnel changes, a full time tax commissioner and secretary were employed during the month of August 1992. In December 1992 a new commissioner was employed. In July 1993 a new JTPA secretary was employed and has been promoted to regular fulltime status with the tribe. The tax office does routinely enforce and interpret the tribe's tax ordinances, permit applications and inspects for any permit violations. The site visits to the various construction projects and to the tribally licensed cigarette vendors are a part of the new assertive tax collection policy for the tribe.

Eleven taxable "Invitations to Bid" were posted for the past fiscal year and the Menominee Indian Tribe awarded bids for the following projects:

| | |
|------------------------------------|--------------------------------|
| Zoar Ceremonial Building | Tribal Ambulance |
| Maehnowsekiyah Treatment Center | Keshena Force Main Replacement |
| Tribal Utility Building | Walleye Rearing Ponds |
| Tribal Office Boardroom Renovation | Woodland Youth Center Building |
| Tribal Office Renovation | Individual Wells and Septic |
| Tribal Propane | |

The tax office is presently converting to a computer management system for the tribal tax records and files.

A new filing system was developed for the tribal bidding process. New forms which are used in conjunction with the tribal bidding procedure were also developed. The forms identify the bid projects by type and nature of the bid. Another form is helping to reduce the amount of time needed to evaluate the bids that are submitted for consideration.

The new policy of assertive tax collection is in the areas of construction taxes, cigarette taxes, rafting taxes and filing fees.

Tax revenue projection for the 1993 Fiscal Year was established at \$44,000.

However, actual revenues received by the tax office are as follows:

| | |
|-----------------------------------|------------------|
| Construction Materials Use Tax | \$ 27,168.93 |
| State Cigarette Refunds Collected | 205,184.70 |
| Bingo Tax | 6,435.00 |
| Filing Fees | 2,275.00 |
| Tribal Cigarette Tax | <u>53,360.50</u> |
| | \$293,424.13 |

The above revenues are regular monthly type revenues and do not reflect the following additional seasonal tax revenues:

| | |
|-----------|------------|
| Fireworks | \$540.00 |
| Rafting | <u>-0-</u> |
| | \$540.00 |

The total of \$293,824.13 for the 93 FY is well above the \$41,217.09 revenues generated for the 92 FY.

However, the construction tax revenue figures can be interpreted to reveal the economic impact the reservation is experiencing with the building trades. The impact is shown as an increase in jobs created by the projects and the number of sub-contractors and tradesmen who are able to find work.

For instance, in looking at the filing fees figure for 1993, we find that 455 permits were issued to construction contractors who did some type of construction work on the Menominee Reservation. The 455 permits issued is the number of construction type jobs created by the tribe in construction projects. Since, only contractors must obtain the permits and while most contractors have a number of employees, those employees are not reflected nor counted in the permit process. So, the actual number of people employed by a particular project is considerably more than what the permit process can depict. But, it does provide a good basic economic indicator as to how the building trade is growing on the Menominee Indian Reservation.

The figure on tribal cigarette taxes tells us the tax revenues more than doubled over the 1992 fiscal year. This happened for a couple of different reasons but, the most notable reason was the new tax increase on the cigarettes from \$.40 cents a carton to \$.0075 or 3/4 of a cent on each cigarette sold on the Menominee Reservation. The other reason was prior to June 1993 the tribe was experiencing accounting problems with its cigarette tax. Since May of 1993 the Tax Commissioner began new accounting procedures for the tax revenues on cigarettes and actual tax revenues began to increase.

The Menominee Tribe's Rafting Tax Ordinance, No. 80-13, will be assertively enforced during the 94 Fiscal Year. First, the ordinance will undergo review by the tax commissioner and tribal program attorney. Second, revisions will be suggested and promoted at the appropriate legislative committee level. Third, any changes approved at committee level will then be forwarded to the Tribal Legislature as an amendment to the Rafting Ordinance No. 80-13.

TRIBAL ADMINISTRATION/TECHNICAL ASSISTANCE

Parker Plitz, Director

Staff in the Planning Department for Fiscal Year (FY) 1993 included: Louis Hawpetoss (Research Assistant, full time on 11-02-92), Dave Grignon (Community Planner resigned 11-16-93 to become Historical Preservation Department Director), Bob Duffy (Community Planner), Jim Horton (temporary Research Assistant until 11-30-92), Gaynelle Peters (Research Secretary from 11-2-92 through 8-2-93), Colin Duesing (Community Planner full time 1-4-93), Todd Every (Community/Transportation Planner full time 4-5-93), Paul Runge (Research Analyst full time 8-23-93), Kathy McDonough (Research Analyst resigned April 1993). Kateri Fish worked as Planning Intern from 6-14-93 to 8-20-93 when she returned to Purdue University to continue her studies.

Rebuilding Planning Department with new staff after having been reorganized was an important administrative goal of the Planning Director. Seeking new staff to meet the department's needs created extra workload, stress and frustrations in recruitment, assuring new employee orientation to the culture, traditions, issues and needs of the Menominee Indian Tribe. Staff was indoctrinated to follow proper procedures regarding working in an office, conducting research, preparing reports and proposals, using good planning procedures when assisting in the development of new programs.

Planning Department was moved to new office space in the renovated basement area of the Tribal office building in December 1992.

The Planning Department FY '93 Statement of Work describes major efforts to assist the Tribe in preparation of 25 year plans, community development, provide technical assistance to all agencies, department's, etc., and grant and contract administration/project supervision and support to BIA and non-BIA programs assigned by the Tribe.

Many detailed activities were carried out by Planning staff throughout the year in meeting the broad range of needs of the Tribe. Details of these efforts are available in the Planning Department's monthly reports. Some of the most notable accomplishments of the Planning Department are cited below.

COMMUNITY DEVELOPMENT ACTIVITIES - The Planning Department developed a work plan for the comprehensive planning process with graphics to show project objectives with time lines detailing expected completion dates. Planning work sessions were held June 16 - 17, 1993 that involved all department's, programs, agencies, communities, county offices and interest groups. Presentations regarding planning purposes and techniques were made by East Central Wisconsin Regional Planning Commission, USDA Soil conservation Service, and Green Bay City Planning office.

To address discontinuous aspects of planning and zoning in various Reservation/county and village areas with multiple jurisdictions, an approach is being developed to assist in creating a uniform zoning ordinance and comprehensive plan that would potentially be acceptable to both Tribal and county jurisdictions.

Developed a draft "STREET ADDRESS SYSTEM" to eliminate confusion in location of houses in times of emergency, and to assist in management and tracking all lots and parcels of land where Tribe and county have jurisdiction.

Reviewed and prepared a draft update of the existing "Reservation Sewer and Water Plan". Editing is required.

"WOLF RIVER RANCH COMMUNITY DEVELOPMENT" project. An Environmental Assessment Report on potential impacts of the proposed sewage lagoon was prepared to meet HUD CDBG grant application requirements. Assisted in preparing an RFP/RFQ for engineering services. Participated in consultant

selection. Assisted in lot/street layout and community zoning. Researched funding sources for lagoon development, housing construction, etc.

Identified and mapped vacant lots/parcels of land with adjacent sewer and water utilities in Neopit and Keshena for potential home building.

Participated with East Central Wisconsin Regional Planning Commission in preparation of a **MENOMINEE TRANSPORTATION STUDY**. Study has not been completed.

Finalized and printed the "**MENOMINEE FACTS AND FIGURES**" publication that reflects statistical aspects of the Menominee Indian Tribe and its members.

Monitored **USDA Soil Conservation Service SOIL SURVEY** being conducted on the Reservation/county. Soil survey identifies detailed soil characteristics across the Reservation with minimum size areas ranging from 1.5 to 3 acres.

Participated with East Central Wisconsin Regional Planning Commission, WISDOT, and Menominee County in the development of a Multicounty Global Positioning System Project. The Reservation/County will receive 12 monuments linked to over 380 other Wisconsin High Precision Geodetic Network (WHPGN) stations to be located in the East Central region. This will result in long term savings in cost and time for surveying projects.

Assisted in the planning, review of technical aspects, and assess needs for a Geographic Information System to be used by multiple departments and programs.

Proposed and managed an "**URBAN FORESTRY PROJECT**" funded by Wisconsin DNR and Tribe; held an "URBAN FORESTRY CONFERENCE" November 17 - 18, 1992; hired two Menominee Forestry students to assist in determining need for reforestation in nine neighborhoods and develop a long term plan for urban forestry in the Menominee communities. In cooperation with University of Minnesota and a grant from Twin City Tree Trust developed an URBAN FORESTRY PHOTOGRAPHY PROJECT where Menominee Indian School District students photographed trees, nature and other subject matter important to them. Received USDA Forest Service grant to take MISD students to **NATIONAL URBAN FORESTRY CONFERENCE** September 16 - 17 in Minneapolis, Mn.

Hosted information booth at Menominee Nation Pow Wow to inform of planning efforts and to answer questions.

Participated in the reactivation of Indian Tribe MINING IMPACTS GROUP and coordination activities regarding Indian nation concerns and issues of the renewed Exxon Crandon Mining Project.

COMMUNITY MEETINGS: Staff encouraged to and attended community meetings to meet community members, hear their concerns and assist in resolving problems. As a result, specific concerns and issues were addressed including:

ZOAR - worked with various departments, agencies and programs to determine the specific construction site for the Ceremonial Building; acceptable location for playground equipment; transportation needs survey; lack of an adequate fire main/water system; possibility of a Zoar post office; long distance telephone calling issue; Urban Forestry; source of free building paint; adequacy of fire fighting equipment and training.

SOUTH BRANCH - worked with various departments, agencies and programs to research and resolve the electric service to three homes on State Hwy. 55; providing telephone service to residences in the area; water

quality issue in Nacotee Addition; community building needs survey; and various educational issues.

TECHNICAL ASSISTANCE: Staff provided assistance to: Menominee Tribal Housing Authority in preparation of a DRUG ELIMINATION GRANT APPLICATION and held community workshops to organize residents in forming neighborhood committees for tree planting and to organize neighborhood councils to help them deal with their local needs.

Menominee Tribal Enterprises TECHNICAL TEAM ANALYSIS OF HUMAN RESOURCES on current management practices of their operation.

MENOMINEE INDIAN SCHOOL DISTRICT JUNIOR HIGH FOCUS GROUP to develop a mission statement and address discipline, class size, community participation, reading requirements, and use of traditional approaches in the classroom.

Tribal Motor Vehicle Department in conducting a LICENSE PLATE DESIGN SURVEY.

Historical Preservation Department PREPARE BUILDING REHABILITATION GRANT APPLICATION TO SUBMIT TO THE NATIONAL PARK SERVICE and develop plans for fund raising.

Chairman's office to RESEARCH TREATY RIGHTS, ADDRESS ISSUES, HELD TRADITIONAL FEAST AND CEREMONY.

Program Coordinator's office REVIEW AND RESEARCH PUBLIC ASSISTANCE ISSUES OF CONCERN TO THE TRIBE.

PREPARED 1993 SERVICE POPULATION AND LABOR FORCE REPORT FOR BUREAU OF INDIAN AFFAIRS.

Provided assistance to Program Coordinator's office in PREPARATION OF NUMEROUS BID NOTICES, BID FORMS, AND EVALUATION FORMS.

ATTENDED AND PARTICIPATED IN NUMEROUS MEETINGS with Tribal Legislature, Community Development Committee, community committees, ad hoc committees, MTE, departments, programs, federal and state agencies, county, regional planning, etc.

To meet changing needs of the Tribe, to assure improved coordination and sharing of information, and to save money in Fiscal Year 1994, the Tribal Planning Department and Land Use Department will be combined to form a "COMMUNITY DEVELOPMENT DEPARTMENT".

TRIBAL JUDICIARY

Robert Kittecon

In fiscal year 1993, the Menominee Tribal Court heard separate criminal, civil, probate, family, children, traffic, and appellate cases as authorized under Articles III and V of the Menominee Tribal Constitution. Each case was docketed as required and opinions written as necessary.

Judges and staff have had the opportunity to attend continuing legal education seminars in many areas of the law.

The Tribal Court consists of one Supreme Court and two tribal level courts. At the time of this writing, the Court is without one Justice and one trial judge which is affecting the court in terms of numbers of cases

heard and a high caseload for the other judges.

The Tribal Court was successful in getting a grant from the Special Tribal Courts fund to purchase computer equipment which will greatly enhance the courts functioning. As President of the Wisconsin Tribal Judges Association, I am proud to announce that the project to train para-legals is in its second year and we will be graduating at least 25 persons to work in the tribal courts of this State, Minnesota and Michigan. This court has been very instrumental in the training of these para-legals in that we used this court for moot court training.

FINANCIAL:

| | | | |
|-------------------|---------------------|------------------|---------------------|
| Annual Budget BIA | \$298,867.45 | Expenditures BIA | \$298,867.45 |
| Tribal | 42,927.00 | Tribal | 40,741.70 |
| Total | \$341,794.45 | Total | \$339,609.15 |

Revenues

| | |
|------------------------|--------------------|
| Fines and Forfeits | \$58,172.34 |
| Filing Fees | 7,394.75 |
| Court Costs | 10,423.00 |
| Court Use | 1,350.00 |
| Other Fees and Charges | 1,702.13 |
| Miscellaneous Income | 609.75 |
| Total | \$79,651.97 |

| DESCRIPTION | 1st QTR | 2nd QTR | 3rd QTR | 4th QTR | TOTAL |
|----------------------|------------|------------|------------|------------|--------------|
| Criminal | 46 | 44 | 58 | 54 | 202 |
| Traffic | 189 | 216 | 256 | 288 | 949 |
| ICWA * | -0- | 01 | 04 | 09 | 14 |
| Child Custody ** | 18 | 18 | 13 | 15 | 64 |
| Adoptions | 03 | 02 | -0- | 02 | 07 |
| Delinquency | 14 | 08 | 33 | 12 | 67 |
| Truancy | 48 | 109 | 90 | 130 | 377 |
| Civil/Money | 13 | 26 | 19 | 22 | 80 |
| Paternity | -0- | 01 | 01 | -0- | 02 |
| Probates/Estates *** | 25 | 21 | 27 | 27 | 100 |
| TOTAL | 356 | 446 | 501 | 559 | 1,862 |

* ICWA are cases brought into the court under provisions of the Indian Child Welfare Act.

** Child Custody pertains to neglected/abandoned or children in need of special services.

*** Probate/Estates include estates of deceased, Civil Commitments, Guardianship, Divorce & Family Matters

SUPREME COURT APPEALS

Appeals Filed 06

Appeals Pending 12 (From Previous Years)

Appeals Decided 08 Judgement Affirmed 03 Judgment Reversed 01 Remand Back 01

Appeals Pending 10 Dismissed 03

TRIBAL NEWS

Yvonne Kaquatosh Aragon

Goal: It has been the goal of the Menominee Tribal News (M.T.N.) to inform tribal members of any changes and updates within tribal programs. It is also the goal of M.T.N. to publish a paper twice a month and to service Tribal Government by assisting in publishing all public information. The annual income goal for FY '93 was set at \$24,397.00.

Narrative: The Menominee Tribal Programs are covered under Indirect Costs. Whereas, each tribal program is permitted to receive printing of all submitted articles and notices - free of charge. The Menominee Tribal News staff is also available for news coverage at the Program Director's request. A semi-monthly publication has been printed since January 1, 1989. Twenty-four issues and one special issue for the Menominee Indian Forestry Project were published during FY '93. The Northeastern Wisconsin Private Industry Council appropriated funding for the special issue. The November 19, 1993 issue was mailed to each enrolled tribal member 18 years of age and older. There were 4131 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our regular bi-monthly subscription mailing of 379 mailed for the November 19th issue and 391 for the November 5th issue. A total of 4901 were mailed for the month of November.

The three main goals/objectives set for 1992-1993 include: 1) To publish all notices and articles submitted by departments covered under Indirect Costs. M.T.N. published all articles submitted by departments and covered as many events as possible; 2) Service Tribal Government by assisting in publishing all public information and all actions addressed by the Menominee Tribal Legislature - informing community members as required by motion. An M.T.N. staff reporter attends the regular meetings of the Menominee Tribal Legislature on a regular basis to publish legislative actions/information in a timely manner; and 3) Generate revenue from Advertising, Sales, and Subscriptions. The revenue projection for FY '93 was set at \$24,397.00. The actual revenue generated was \$ 1,382.52 above the projected income - bringing the annual income to \$25,779.52.

There is a 0.6% (\$155.18) increase over the FY '91-92 figure of \$25,624.34. Based on the past three years, there has been a gradual increase in revenue.

Following is the breakdown of the three (3) areas where revenue was generated: Subscriptions - \$4,735.00; Sales - \$6,483.05; and Advertising - \$14,794.23.

SUBSCRIPTION: The subscription income projection was set at \$6,405.00, with a total of \$4,735.00 received. The Subscription income was below projected revenue by \$1,670. The annual subscription rate is \$15.00 per individual and \$20.00 per business/organization. We currently have 397 active subscriptions as of October 1992. The subscription rate has been the same since November 1, 1988.

SALES: The sales income projection was set at \$6,339.60 with a total of \$6,483.05 received. The Sales income was above the projected revenue by \$143.45. We currently have seventeen distribution points - eight (8) locations in Keshena; one (1) in Neopit; seven (7) in Shawano; and one (1) in Gresham.

ADVERTISING: During the past year, M.T.N. generated \$14,794.23. The projected amount was \$11,652.00. There is an increase of \$3,142.23. Increasing the monthly advertising revenue is an on-going goal. Several area businesses are approached on a regular basis to advertise in M.T.N. In addition, we have an established customer clientele with various businesses. This provides us the opportunity to receive additional ad placements through the mail or by phone.

Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed. The majority of our customers prefer to be billed on a monthly basis. In an effort to decrease the number of past due accounts, a 10% discount is offered to businesses that submit advance payment for annual advertisements. This offer does not apply to the 1/4, 1/2, and full page ad placements.

PAST DUE ACCOUNTS: The total past due accounts (advertising) as of September 30, 1993 is \$2,031.00. We are currently exploring the possibility of acquiring the services of a credit agency to decrease the number of past due accounts. Since FY '89, the past due accounts have been and will continue to be monitored.

Departmental changes

Departmental changes that have taken place since the last report include the following: three (3) staff changes (Secretary and two (2) reporters).

STAFF Since the last report, three staff changes were made. Ms. Toni Shawano was hired on December 29, 1992 to fill the Reporter I position left vacant by Mike Sturdevant, who accepted the Tax Commissioner position. Mrs. Devin Wynos was hired on August 13, 1992 to fill the Reporter II position left vacant by Michelle Mahkimetas, who is going to school full time. Shannon Chapman was hired on September 22, 1993 to fill the secretarial position left vacant by our former secretary Annette Peters, who relocated.

We currently have four full-time employees on staff, they include: the editor, two (2) reporters, and a secretary. The length of employment of each employee is as follows: Yvonne M. Kaquatosh-Aragon, editor - 9 years (12/12/84); Toni Shawano, reporter - 10 1/2 months (12/29/92); Devin Wynos, reporter - 2 1/2 months (8/13/93); and Shannon Chapman, secretary - 1 1/2 months (9/22/93).

Listed below are the end-of-year revenue totals for Sales, Subscriptions, and Advertising.

**Revenue Fiscal Year '92-'93
(Sales, Subscription & Advertising)**

| MONTH | SALES | SUBSCRIPTION | ADVERTISING | TOTAL |
|---------------|--------------|---------------------|--------------------|------------------|
| October | 519.30 | 490.00 | 1,697.75 | 2,707.05 |
| November | 548.20 | 417.50 | 767.00 | 1,732.70 |
| December | 575.25 | 565.00 | 1,322.00 | 2,462.25 |
| January | 551.90 | 241.50 | 1,004.60 | 1,798.00 |
| February | 480.90 | 455.00 | 1,114.30 | 2,050.20 |
| March | 569.10 | 495.00 | 1,168.00 | 2,232.10 |
| April | 557.25 | 355.00 | 896.90 | 1,809.15 |
| May | 585.05 | 305.00 | 1,209.60 | 2,099.65 |
| June | 527.15 | 270.00 | 1,098.50 | 1,895.65 |
| July | 547.95 | 357.50 | 904.00 | 1,809.45 |
| August | 594.45 | 520.00 | 1,252.00 | 2,366.45 |
| September | 575.25 | 307.50 | 1,934.12 | 2,816.87 |
| TOTALS | 6,631.75 | 4,779.00 | 14,368.77 | <u>25,779.52</u> |

**VETERANS SERVICE OFFICER
Randy Reiter**

This report will cover from October 92 to October 93 and within that time there has been a considerable amount of work completed. This would be in the areas of Hospital appointments, Home Loans, Relief Requests, Consumer Loans, ECON Loans, Pension & Compensation Applications, etc. This office was also very much involved in coordinating this year's Memorial Day Parade and Veterans Day Ceremonies. As of February 4, 1993 we hired a full time secretary for the Veterans Office which has improved our services a great deal to the veterans in the way of helping them with filling out applications, if they cannot do it themselves, answering phone calls, and taking messages. We have also put fencing around the tank and by next year we will have accomplished the painting of the tank.

This is a list of services we have provided throughout the year.

| BENEFITS | TOTAL |
|----------------------------|--------------|
| Compensation | 14 |
| Pension | 42 |
| Education | 25 |
| Death Benefits | 7 |
| Hospital Appointments | 119 |
| EVR'S | 53 |
| VA Information & Visits | 229 |
| State ECON Loans | 16 |
| DD214 Copies | 48 |
| State Information Requests | 43 |
| Home Request | 25 |
| King's Home | 5 |
| Veterans Relief Fund | 41 |
| Consumer Loan Program | 4 |

WOODLAND YOUTH SERVICES
Barbie Dixon, Director

Last October began with the fall activities of Halloween. Woodland sponsored a dance and treats for the kids who stopped by. In November, construction of the new building began, and Christmas came with more dances, a party for the youth workers, and Santa. Throughout the fall and winter the youth were active in rollerskating, swimming, skiing and pool and dart tournaments. Woodland recruited community members and youth to help chaperon and work these activities, but we also had 5 to 6 JTPA workers throughout the year.

In the spring, the youth council expressed a desire to attend the Gathering of Nations Pow Wow in Albuquerque, New Mexico, and fundraising began. The building was coming along and was to be ready by June for moving in. The youth raised their money for the trip with bake sales, raffles, breakfasts, chili dinners, rummages, car washes, and as a last ditch effort for emergency funds, requested money from the tribe, who graciously approved. Fortunately the emergency funds were not needed and the youth, all eight of them had a great time driving to New Mexico by van. We drove through 10 states and learned about geography, history, climate changes, time zones and other cultures, thanks to the well traveled Wesley Martin. When we arrived back home the building was near completion and it was time to close the old gameroom and prepare for the big move.

The move and the actual completion of the building took longer than anticipated and there was no youth center until early August. Throughout the summer however, administrative duties continued and JTPA workers came in to do general maintenance work and small swimming trips were taken to the lakes during the week. This time gave Woodland a chance to fully furnish the building and set up some preliminary programming for the youth when they returned.

In early August the doors finally opened. At this time, we are serving about 150 youth from the Neopit area alone and the surrounding communities. On a slow night 30 to 40 youth will come in, and 50 to 70 on a good night. There is an activity roster for each month and to begin the first month, we held activities such as beading and crafts, pool tourneys, dart and scrabble tourneys, arts and crafts, monopoly night, a dance and movie night on alternate week-ends, tennis, volleyball and coloring contests.

The youth have 100% input as to which programs change from month to month. We currently have 4 youth workers in the building and a youth counselor. Community members are also seen in and around the building as volunteers or instructors for an activity.

In the final stages of fiscal year 93, it is Woodlands goal to fully involve the community and parents with its programs. We are currently getting ready for the 2nd annual marathon dance, our open house for the communities, the haunted house, our recycle program, the grandparent program, more fundraising and for those extra games and toys, youth leadership conference, and enhanced AODA activities. Woodland will continue to offer the runaway hotline, counseling services to youth and families, a tutoring program for students complete with computer access, music lessons in guitar and piano, cultural programs including the arts and crafts, oral traditions, and the daily recreational activities for the youth.

MENOMINEE INDIAN TRIBE OF WISCONSIN

FINANCIAL STATEMENTS

As of September 30, 1993

1993 ANNUAL TRIBAL BUDGET - REVENUE

| Period Covered: | | | | OVER |
|-----------------------------|-----------|------------|-----------|-------------|
| FINAL SEPTEMBER 1993 | APPROVED | 12 MONTH | | (UNDER) |
| | BUDGET | PROJECTION | ACTUAL | PROJECTION |
| REVENUE | | | | |
| Bingo | 3,383,089 | 3,383,089 | 492,498 | (2,890,591) |
| Casino | 3,429,589 | 3,429,589 | 314,092 | (3,115,497) |
| Equipment Bar Sales | 1,150 | 1,150 | 1,150 | 0 |
| Equipment, Computer & Other | 136,288 | 136,288 | 131,565 | (4,723) |
| Emergency Transports | 7,000 | 7,000 | 3,486 | (3,514) |
| Fines & Fees | 57,500 | 57,500 | 79,652 | 22,152 |
| Indirect Cost \$367,083 | | | | |
| Program Attorney | 145,348 | 145,348 | 97,441 | (47,907) |
| Tribal News | 47,185 | 47,185 | 37,262 | (9,923) |
| Tribal Operations | 105,788 | 105,788 | 97,514 | (8,274) |
| Interest Income | 175,000 | 175,000 | 68,971 | (106,029) |
| Jail | 294,090 | 294,090 | 242,572 | (51,518) |
| Land Use | 50,000 | 50,000 | 58,925 | 8,925 |
| Library (County) | 10,000 | 10,000 | 10,000 | 0 |
| Loans | 4,524 | 4,524 | 4,461 | (63) |
| Menominee Tribal Gaming | | 0 | 6,140,016 | 6,140,016 |
| Motor Vehicle | 60,295 | 60,295 | 80,186 | 19,891 |
| Museum | 4,000 | 4,000 | 1,867 | (2,133) |
| Other Misc. Income | 13,000 | 13,000 | 52,721 | 39,721 |
| Pow-Wow | 41,775 | 41,775 | 21,668 | (20,107) |
| Rafting | 12,000 | 12,000 | 9,085 | (2,915) |
| Recreation | 10,000 | 10,000 | 6,692 | (3,308) |
| Sanitation (Town) | 23,532 | 23,532 | 23,532 | 0 |
| Supermarket | 19,728 | 19,728 | 0 | (19,728) |
| Taxes \$44,350 | | | | |
| Construction | 7,000 | 7,000 | 22,762 | 15,762 |
| Bingo | 7,800 | 7,800 | 7,725 | (75) |
| Fireworks | 750 | 750 | 630 | (120) |
| Cigarettes | 28,800 | 28,800 | 69,938 | 41,138 |
| Tipping Fee Revenue | 40,358 | 40,358 | 4,776 | (35,582) |

| | | | | |
|----------------------------|-------------------|-------------------|-------------------|--------------------|
| Tribal News | 24,397 | 24,397 | 26,012 | 1,615 |
| Vegas Tickets | 69,000 | 69,000 | 32,234 | (36,766) |
| SUB TOTAL | 8,208,986 | 8,208,986 | 8,139,433 | (69,553) |
| Transfer from fund Balance | 1,748,318 | 1,748,318 | 1,748,318 | 0 |
| Transfer from Investments | 3,082,500 | 3,082,500 | 863,750 | (2,218,750) |
| TOTAL REVENUE | 13,039,804 | 13,039,804 | 10,751,501 | (2,288,303) |

1993 ANNUAL TRIBAL BUDGET - EXPENSES

| Period Covered: | | | | (OVER) |
|---|-----------|------------|-----------|------------|
| FINAL - SEPTEMBER 1993 | APPROVED | 12 MONTHS | | UNDER |
| | BUDGET | PROJECTION | ACTUAL | PROJECTION |
| EXPENSES | | | | |
| Adolescent Preg. Prevention | 4,875 | 4,875 | 1,875 | 3,000 |
| Animal Control | 99,878 | 99,878 | 40,054 | 59,824 |
| Attorney | 197,905 | 197,905 | 133,695 | 64,210 |
| AutoCAD Map Program | 13,850 | 13,850 | 13,353 | 497 |
| Bally's | 1,582,500 | 1,582,500 | 0 | 1,582,500 |
| Boxing Club | 21,483 | 21,483 | 14,452 | 7,031 |
| Business Specialist | 129,711 | 129,711 | 126,255 | 3,456 |
| CAP Elderly Liason | 10,691 | 10,691 | 4,037 | 6,654 |
| Capital Outlay | 65,155 | 65,155 | 42,286 | 22,869 |
| Code Writer | 62,940 | 62,940 | 51,392 | 11,548 |
| Community Based Policing | 6,525 | 6,525 | 6,432 | 93 |
| Community College C/O \$ 40,463 | 216,227 | 216,227 | 214,217 | 2,010 |
| Community Fire Protection | 31,000 | 31,000 | 23,102 | 7,898 |
| Conservation | 67,731 | 67,731 | 56,916 | 10,815 |
| Contingency | 2,000,000 | 2,000,000 | 1,230,669 | 769,331 |
| Contract Health Services C/O \$158,711 | 308,711 | 308,711 | 168,801 | 139,910 |
| County Coroner's Office | 5,492 | 5,492 | 5,491 | 1 |
| Courts Supplement (Fines & Fees) | 42,927 | 42,927 | 38,910 | 4,017 |
| Day Care (Operating Cost) | 86,478 | 86,478 | 56,334 | 30,144 |

1993 Annual Tribal Budget - Expenses

| | | | | |
|--|---------|---------|---------|----------|
| Dental Department-Clinic | 75,000 | 75,000 | 8,400 | 66,600 |
| Economic Development | 75,400 | 75,400 | 55,837 | 19,563 |
| Education Supplement | 104,755 | 104,755 | 92,724 | 12,031 |
| Elderly C.B.R.F. C/O \$ 577,373 | 667,100 | 667,100 | 81,332 | 585,768 |
| Elderly Direct/Assistance | 50,000 | 50,000 | 50,000 | 0 |
| Elderly Supplement (Title III & IV) | 25,000 | 25,000 | 25,000 | 0 |
| Election | 24,817 | 24,817 | 21,460 | 3,357 |
| Emergency Medical Services | 80,000 | 80,000 | 70,151 | 9,849 |
| Emergency Transports | 14,000 | 14,000 | 10,797 | 3,203 |
| Engineer Consultants | 19,203 | 19,203 | 0 | 19,203 |
| Enrollment | 25,834 | 25,834 | 14,035 | 11,799 |
| Enviromental Services Dept. C/O \$9,757 | 343,368 | 343,368 | 284,436 | 58,932 |
| Extension Agent | 14,403 | 14,403 | 14,403 | 0 |
| Fireworks Donation-Town | 1,000 | 1,000 | 1,000 | 0 |
| Food Distribution | 15,227 | 15,227 | 13,258 | 1,969 |
| Headquarters Bldg. Maintenance | 16,991 | 16,991 | 16,951 | 40 |
| Headstart Supplement | 226,935 | 226,935 | 226,935 | 0 |
| Historic Pres. / Research Asst. | 47,473 | 47,473 | 40,912 | 6,561 |
| Housing | 67,454 | 67,454 | 56,932 | 10,522 |
| Investment Committee | 6,000 | 6,000 | 1,156 | 4,844 |
| Investment Management Fees | 12,826 | 12,826 | 50,571 | (37,745) |
| Jail / Prisoner | 345,328 | 345,328 | 319,382 | 25,946 |
| JOM - Grants / Donations | 5,000 | 5,000 | 2,926 | 2,074 |
| JOM - Culture Program | 64,051 | 64,051 | 48,656 | 15,395 |
| J.T.P.A. - Summer Youth | 42,732 | 42,732 | 35,385 | 7,347 |
| Land Use / Acquisitions | 126,585 | 126,585 | 122,741 | 3,844 |
| Law Enforcement Services Supplement | 73,663 | 73,663 | 69,379 | 4,284 |
| Library | 118,795 | 118,795 | 111,765 | 7,030 |
| Loans / Accounts Payable | 4,524 | 4,524 | 4,461 | 63 |
| Loan Fund | 22,729 | 22,729 | 0 | 22,729 |

1993 Annual Tribal Budget - Expenses

| | | | | |
|--------------------------------------|---------|---------|---------|-----------|
| Maeh. - Bldg. Fund C/O \$ 457,938 | 786,938 | 786,938 | 223,970 | 562,968 |
| Maeh. - (Tribal Services) | 111,166 | 111,166 | 111,166 | 0 |
| Menominee Oral History Project | 4,979 | 4,979 | 0 | 4,979 |
| M.I.S.D. Family Conferences | 2,000 | 2,000 | 0 | 2,000 |
| Motor Vehicle | 79,171 | 79,171 | 66,777 | 12,394 |
| Museum | 40,523 | 40,523 | 26,745 | 13,778 |
| N.A.E.S. College | 40,000 | 40,000 | 40,000 | 0 |
| Operation Tribal Government | 818,459 | 818,459 | 955,414 | (136,955) |
| Planning | 143,196 | 143,196 | 80,128 | 63,068 |
| Pow - Wow | 59,889 | 59,889 | 51,566 | 8,323 |
| Probation | 28,688 | 28,688 | 14,120 | 14,568 |
| Property Insurance Deductible | 5,000 | 5,000 | 2,016 | 2,984 |
| Prosecutor | 110,099 | 110,099 | 75,403 | 34,696 |
| Public Relations | 136,687 | 136,687 | 116,501 | 20,186 |
| Public Transit | 25,000 | 25,000 | 489 | 24,511 |
| Public Transit (Buses) | 14,520 | 14,520 | 14,520 | 0 |
| Recreation | 179,150 | 179,150 | 179,150 | 0 |
| Rec. Bldg. / Sinking Fund | 2,000 | 2,000 | 2,000 | 0 |
| Revolving Loan Fund - Repay / BIA | 307,667 | 307,667 | 307,667 | 0 |
| Social Services | 21,833 | 21,833 | 16,226 | 5,607 |
| S.S. Special Need / Burial Funds | 50,612 | 50,612 | 40,918 | 9,694 |
| Tax Commissioner | 46,535 | 46,535 | 44,895 | 1,640 |
| Tribal News | 130,177 | 130,177 | 117,071 | 13,106 |
| Tribal Utilitites | 87,210 | 87,210 | 47,455 | 39,755 |
| Vegas Administration | 10,598 | 10,598 | 8,383 | 2,215 |
| Vets Association - M.I.T.W. | 5,957 | 5,957 | 5,957 | 0 |
| Vets Office | 24,127 | 24,127 | 24,127 | 0 |
| Victims of Crime Assistance | 11,368 | 11,368 | 10,281 | 1,087 |

1993 Annual Tribal Budget - Expenses

| | | | | |
|-----------------------------------|-------------------|-------------------|------------------|------------------|
| Wolf River Ranch | 1,500,000 | 1,500,000 | 88,317 | 1,411,683 |
| Woodland Youth Services | 81,906 | 81,906 | 81,906 | 0 |
| SUB TOTAL | 12,535,727 | 12,535,727 | 6,832,424 | 5,703,303 |
| | | | | |
| Daycare Expansion C/O | 197,995 | 197,995 | 195,443 | 2,552 |
| Dialysis - Transport C/O | 8,704 | 8,704 | 899 | 7,805 |
| Headstart Match FY '93 C/O | 41,293 | 41,293 | 41,293 | 0 |
| Tribal Office - Remodeling C/O | 256,085 | 256,085 | 199,992 | 56,093 |
| TOTAL EXPENSES | 13,039,804 | 13,039,804 | 7,270,051 | 5,769,753 |

***Programs approved to carryover funds into FY 1994:**

| | |
|----------------------------------|--------------------|
| Animal Control | \$ 50,000 |
| Boxing | 7,031 |
| Maehnowesekiyah Building Fund | 105,030 |
| Planning | 63,068 |
| Utilities | 39,200 |
| Wolf River Ranch | <u>\$1,411,683</u> |
| TOTAL | \$1,676,012 |