

Greetings Fellow Menominee:

Once again, it is that time of the year - General Council. I understand it is this time when we report our progress to you. I would like to say that we are light years ahead of everyone and that may or may not be the case but we've continued to move ahead on protecting the Wolf River from the ravages of Exxon and Company. The battle will continue into January when the Moratorium Bill will be brought before the full assembly for a vote. We remain optimistic but we're not letting our guard down. I'm also pleased to announce to you that we are, as of today, ready to conclude an agreement with the State regarding our Gaming Compact and our gaming proposal for an off-reservation Casino. My fellow Menominees, we have never been this close to a deal that could be so beneficial to the Tribe. Hopefully, by the time you read this, we will have consummated the deal after months of intense negotiations. Also, we've been able to hold the line on the budget for the next fiscal year and our casino was a little over their projected revenue. Hopefully, under the uninterrupted leadership of James "Pokey" Reiter they will do as well or better. What it tells us is let the directors and managers do their jobs and stay out of

their hair. I hope this General Council will be one in which we can come together and work together. See you in January.

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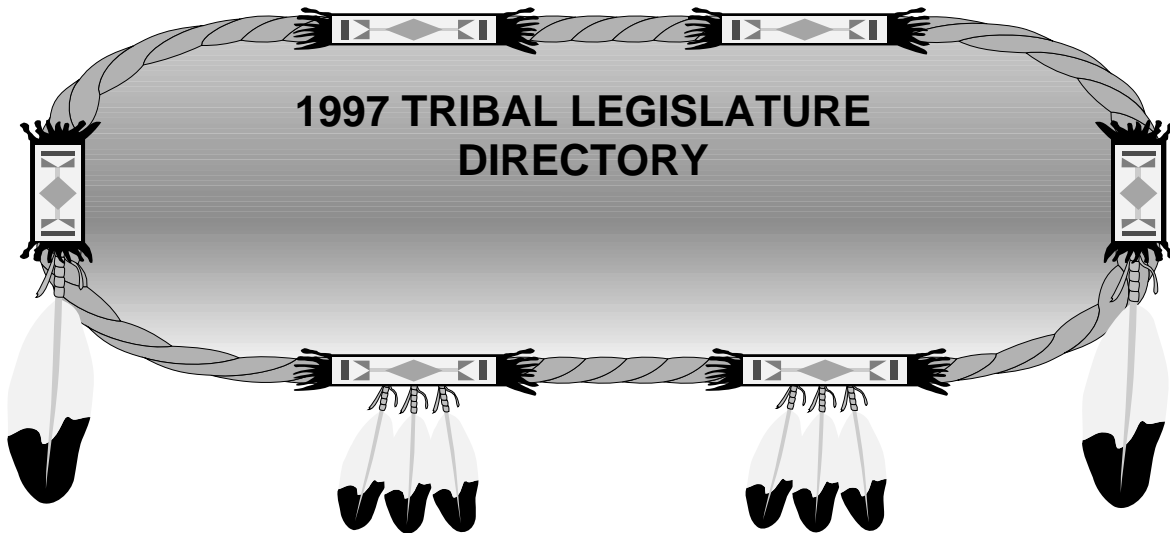
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**1997 TRIBAL LEGISLATURE
DIRECTORY**

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MARGARET SNOW VICE-CHAIRWOMEN ROUTE 3, BOX 83 SURING, WI 54174	TERM-99	414-842-4608 HOME
WENDELL N. ASKENETTE SECRETARY P.O. Box 572 Keshena, WI 54135	TERM-00	799-4597 HOME
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EUGENE CALDWELL P.O. BOX 196 NEOPIT, I 54150	TERM-00	756-2340 HOME
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ADMINISTRATIVE REVIEW BOARD

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Roxanna M. Bigfire
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Kanasa

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Lavina Shawano
Frances Amob Oshkenaniew
Virginia Shawanokasic

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Sue Beauprey
Nelda Goodman

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Earl Wescott
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Tillie Zhuckkahosee
Steve Askenette

ATTORNEY, PROGRAM

William Kussel

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 1997 was the sixth budget year for this program which was started in January 1992. Virtually all Tribal Programs which paid indirect cost were, either directly or indirectly, represented by this office. Some legal representation occurred in the way of official legal opinions, contract development, personnel matters or representation in various courts including Menominee Tribal Court, Wisconsin Circuit Courts, Illinois Circuit Courts and Minnesota Circuit Courts.

This office spent significant time representing Menominee Tribal Social Services in several Indian Child Welfare Act cases throughout Fiscal Year 1997. This office represented Tribal Social Services in 46 Wisconsin State Court appearances, 3 foreign state court appearances, and 7 Tribal Court appearances. The exact nature of this representation, while confidential in nature, included the protection of the rights of Indian children and Menominee Indian Tribe in cases involving the adoption, removal from home and termination of parental rights of Indian children. The representation included litigation and court appearances in Menominee Tribal Court, Wisconsin Circuit Courts, Illinois Circuit Courts, and Minnesota Circuit Courts.

During Fiscal Year 1997, the Program Attorney was assigned the duty of representing the legal interests of the Menominee Tribal Gaming Commission through the indirect cost pool. Legal services to the Gaming Commission included, representation of the Commission at licensing hearing and barring hearings, representation in civil complaints and appeals filed in Tribal Court and general legal services.

Significant amount of office time was spent defending and litigating several lawsuits involving Menominee Tribal Programs.

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.

The Program Attorney's office has continued to meet the increased technological demands on the practice of law by continuing to upgrade computer hardware and software and to keep staff well trained in its use. The Program Attorney's office currently has personal computers located at each workstation. The entire staff of the office is tied into the Menominee Tribal Office computer network and have E-mail capabilities. The office currently has West's Supreme Court Reporter, West's United States Code Annotated, West's Wisconsin Reporter, West's Wisconsin Statutes Annotated, West's Federal District Court Reporter 7th Circuit, West's Federal Court Reporter 7th Circuit and ALR on CD-ROM. The two attorneys and one paralegal have CD-ROM readers at their workstations for access of these legal materials. The Program Attorney's Office is connected to the Internet and has Internet E-mail capabilities.

ATTORNEY, TRIBAL

Rita Keshena

This year was marked by an emphasis on the negotiation process between the Tribe and the State in reference to renewal of the Gaming Compact. Although the process had been started earlier than this year, both the Tribes and the State set many more meetings as the end of the Compacts drew closer. An attempt was made for all eleven Wisconsin Tribes to negotiate as a group with the State. Because the Tribes each have separate interests this plan became difficult to maintain. It is no secret that the efforts of three poor Chippewa Tribes to buy the Hudson Dog Track and establish Class Three gaming were opposed bitterly by some other rich Wisconsin and Minnesota Tribes which resulted in a denial by the Secretary to approve the sale of the Track to the Tribes and placement into trust. The Chippewa Tribes, known as Four Feathers, brought suit against the Department of Interior for its denial. Much publicity was generated because of these activities which alleged that large tribal contributions were made to the

Democrats in order to exert pressure on the BIA to deny the application of Four Feathers. A Senate Hearing brought all of this information out and Secretary Babbitt was under fire to defend BIA actions concerning the Hudson Dog Track deal. All this is now a matter of public record. What does this have to do with our negotiations with the State for renewal of our Compact? At least three Wisconsin Tribes sitting at the negotiating table had opposed three other Wisconsin Tribes sitting at the same table and the stakes were very high. Negotiations which involved all eleven Wisconsin were delicate and apt to fall apart at any time; nevertheless, some Tribes made a strong effort to stay together. In the end, the issue of off-reservation gaming split the group. The position of Menominee has always been that it supports off-reservation gaming for all Tribes and our Chairman spoke out strongly on this as he offered ways for the Tribes to compromise on the issue. Regardless of anything, some Tribes will not support the efforts of other Tribes to try for off-reservation gaming. As a result of the split in the Tribes' position on off-reservation gaming, the State told the Tribes that it would henceforth deal with Tribes individually. From that time, Menominee has had many intensive meetings with the State in an effort to renew the Compact on the most favorable terms possible for the Tribe. By the time of our Annual General Council, it is expected that the Compact issue will have been settled to the satisfaction of both the Tribe and the State; nevertheless, it is important for tribal members to know how involved and complicated the process has been to reach a satisfactory solution. The Tribe, acting through its leaders, has traveled many miles, sat at many meetings, expended much time and effort to gain an advantage which benefits every tribal member. The office of Tribal Attorney has assisted the Chairman and Legislature in all these issues. At the same time, routine matters have been taken care of efficiently and expeditiously.

OPERATION OF TRIBAL GOVERNMENT

Apesanahkwat, Chairman

The Menominee Tribal Legislature approved 972 motions, 52 Resolutions, 16 amendments to ordinances canceling leases, 15 amendment to ordinances in other areas, 17 new ordinances were adopted and there was 1 emergency ordinance regarding the gaming corporation.

Fiscal year 1997 continues to be a struggle to maintain fiscal responsibility and still meet the needs of the people. The Menominee Tribe continues to grow in complexity and we have to learn to make the necessary adjustments so we can make the right decisions at the right time. We find ourselves struggling to remain sovereign while every where around us there are forces that work against us. Federal and State budget cuts continue to plague us and tribes are having to become increasingly more independent to find ways to supplement our own operating costs. Economic development remains a top priority in an effort to maintain and improve the standard of living. Changes had to occur at the Tribal Clinic and it became mandatory that all entities mandate that all tribal employees get insurance or they could not get Contract Health Services. The budget crunch mandated that only Priority I and II patients could get care. Other cost-saving efforts are also being considered.

This year has seen a growth in services and changes in the programs providing those services. Tribal Social Services, which is housed in the Gordon Dickie Center - the old Family Investment Center - has become the repository for monies for grants for people who find themselves in need for either catastrophic-type reasons or those needing services from what we used to call the Endowment Fund. You may have seen the flyers around town announcing the rules connected to these applications, or read them in the Tribal News. Welfare, as we once knew it, has taken a radical turn with the accompanying, bewildering bureaucracy. W-2 has reared its head and we have yet to see the final outcome of this change. The Kinship Care Program is being implemented under the direction of Mary Husby and Faye Waukau. This program was lobbied for and gotten, after a little struggle, but should be up and running soon. Family Preservation, under the direction of Tom Kenote, hosted a Youth Conference and Pow Wow for the young people, and from all accounts was a success.

A new Community Youth Coordinator, in the person of Marla Mahkimetas, has been hired and is being housed in the Schoolview Subdivision near the Recreation Center. The work she has been assigned is to coordinate all youth programs among all the entities we have here. These programs include the Recreation Center, Woodland Youth, Family Preservation youth activities, the drug-elimination programs sponsored by the Housing Authority, and those activities sponsored by the Tribal Police Department. One of the goals of the Youth Council is to get a recreation center for the Zoar area. We feel there is beginning to be a breakthrough for our young people. Now, if we could just eliminate the gang-related problems and get our children back.

The Tribal Utilities and the Housing Authority (redesignated Tribal Housing Entity under the new federal law) will be incorporated into the tribal structure. There was a great deal of activity in getting the Housing Authority into compliance and it was also a painful experience. Norman Shawanokasic resigned from that board as well as from the Tribal Legislature. An Interim Housing Board was named, and Wendell Askenette acted as that interim housing director, until the Interim Housing Board (Margaret Snow, Frieda Bergeon and Kathy Kaquatosh) selected John Seignemartin as the director. The new "Housing Department" will be completed soon after the start of the new fiscal year. Another radical shakeup happened at the casino with the Gaming Corporation Board eliminated, not without protest, and a general manager was hired in the person of James "Pokey" Reiter. All this confusion happened amidst the casino expansion and renovation but thankfully it has worked out.

With growth comes age, and with age comes retirement. One of the truly notable retirees this year was Wayne Martin. Wayne and his wife Pet ran the Logging Museum for many years and were very successful at it. If you had never taken one of his tours, you really missed out on an enjoyable experience. Just looking at a bunch of stuff may not seem exciting, but being told the story behind them really makes you appreciate its significance. This is how oral tradition has been passed down over the generations. Wayne had a good many stories to tell. David Grignon and his staff from Historic Preservation moved from Fid Boivin's house up to the Logging Museum when both departments were consolidated upon Wayne's retirement. Another notable retiree was Lorene Pocan. She may have worked for the County, but she was a member of the Tribal Legislature for a number of years and actively involved in the community. We are Menominee first, and everything else is secondary. We wish them both well and a long retirement.

The Menominee Claims Case was up for Oral Argument in April. Wendell Askenette, Eugene Caldwell, Frieda Bergeon and elders Al "The Senator" Dodge, and Earl Wescott attended the Hearing. We will learn the outcome later in the year. While we all wish that all goes in our favor, nothing can be guaranteed.

Tribes are coming due to renew gaming compacts and that will be the main focus of the Legislature. A coalition of the 11 tribes in Wisconsin has been formed to present a unified front in the negotiation process. We rely very heavily on gaming revenue to support and augment our tribal programs. These negotiations will be very complex as this governor is not a big gaming fan. Anyone who reads the papers knows that there are many outside forces who do not support Indian gaming and would do everything they can to stop it. The white buffalo calf turned a darker color, let us pray that this is not an omen.

CLINIC

Jerry Waukau, Administrator

The Menominee Tribal Clinic continues to face changes in the health care environment which impacts our health care delivery system locally.

Expenditures for Contract Health Service (CHS) have escalated to the point where we have been forced to go on Priorities for the first time in over ten (10) years. Projected expenditures for the fiscal year January 1 through December 31, 1997 are approximately \$1,345,410. The Clinic did not have adequate funds to cover the projected shortfall of approximately \$445,446 so a request was made to the Tribal Legislature. The Tribal Legislature did appropriate \$395,148 from the 1998 Tribal Budget which will allow us to provide the needed services to our people, and continue to provide comprehensive primary health care services.

Employees at the Clinic were under a salary freeze effective April 19, 1997 in order to control costs. We plan to lift the freeze in April, 1998. There was some stress associated with implementing this, but we were fortunate that no lay-offs occurred as a result of the shortfall, and overall retention of employees was maintained.

The pressures of escalating Contract Health Service (CHS) costs are not limited to us, but are shared by other Wisconsin Tribes, as well as other Tribes across the country.

Chronic underfunding from the federal government (IHS) along with downsizing of the Federal Government, has forced Tribes to ration health care services that are detrimental to the health of our People. The current system is acute care oriented instead of prevention based.

Wisconsin Tribes are only funded at 40 to 60 percent of their need as defined by IHS. Menominee is funded at around 60 of Level of Need.

We will need to continue to monitor the CHS Program difficulties in the future as they threaten to destroy our primary health care system we have developed over the last 20 years.

Tribes in Wisconsin are currently working in partnership with the University of Wisconsin and GLITC through a grant from the Robert Wood Johnson Foundation to address some of the funding issues we are forced with in the CHS Program.

Phase II of the program to start in January will focus on the following:

1. Design, implement, and evaluate a health care management information, member tracking, and clinical operations infrastructure, with all, or some subset, of Tribes participating in the project.
2. Design, implement and evaluate a range of managed care strategies at the individual Tribe, regional, and intertribal level.
3. Complete a thorough analysis of the governmental policy issues (federal and state) that must be addressed to promote the health of Indian people; institutionalize health systems efficiencies; maximize third party revenue streams; and protect and strengthen the federal obligation to fund the health care needs of American Indian People through existing treaties and laws.

With W-2 and Mandatory Medicaid Managed Care Enrollment initiatives in the plans we will be faced with increased demand on the CHS Program.

Tribal Leadership must be aware of continued pressures on our CHS Program, and continue to advocate and support a level of service which will continue to meet the needs of our People.

Tribes will need to continue to partner with both the State and Federal Government, as well as develop cooperative inter-Tribal systems to improve the health of our Indian People in Wisconsin.

In June of 1995 the Menominee Tribal Clinic and Menominee County Health and Human Services teamed up to do a community health assessment of the Menominee Nation and County. They chose to use the nationally recognized, three phased protocol, Assessment Protocol for Excellence in Public Health (APEX).

APEX is an organizational and community assessment process that involves agencies and their communities in the assessment of community health concerns, and in the development and implementation of plans to effectively deal with those issues identified.

Phase I was completed in January of 1996 and consisted of an internal review of the basic administrative capacity. This phase was conducted by the Tribal Clinic and Menominee County Health Department directors along with a team of key staff members. One of the major outcomes from this part of the process was a recommendation to the Tribal Legislature that a Tribal Health Board be created. The Legislature acted on this recommendation and established a Tribal Health Board.

Phase II of this assessment process began in March of 1996. Phase II involved key members of the community as well as department staff. The purpose of this phase was to assess the health of the community and develop a community wide health plan.

Phase III During this phase, approval of the health plan will be sought. It is the intention that this health plan become an umbrella document for planning throughout the agencies within the Menominee Nation/County.

Through using the above described process, Menominee Tribe/County again are demonstrating leadership in the areas of interagency and County/Tribal cooperation/collaboration.

Draft plan will be presented to the Tribal Legislature in December with a Kick Off Event scheduled for January, 1998.

Total funds spent for health care services in 1997 were \$7,406,702.00. The following programs are included:

This is a summarized expenditure report for all contracts the clinic administers:

<u>Ledger Number</u>	<u>Contract Description</u>	<u>Total Expenditures</u>
140	Tribal CHS Cataract Surgery Funds	2,022.00
156	1997 3rd Party Funds	2,500,000.00
157	3rd Party Clinic Building Construction/Renov.	3,952.00
159	3rd Party Equipment Replacement Fund	36,266.00
308	1997 Indian Health Service Contract	4,623,757.00
701	WIC	59,715.00
702	Women's Personal Health	34,631.00
703	Adolescent Parent Self-Sufficiency	35,523.00
708	Adolescent Pregnancy Prevention	30,400.00
709	CHOICES	2,775.00
710	Cooperative American Indian Health Project	13,077.00
715	IAP/LHD Immunization	9,700.00
720	CDC Breast & Cervical Cancer	12,544.00
727	WIC Immunization	2,055.00
911	Rural Infant Health Program	9,000.00
913	Chronic Disease Data Collection	2,717.00
922	AFDC Benefit Cap Demo Project	25,068.00
964	Menominee Healthy Heart Project	3,500.00
	TOTAL	7,406,702.00

MEDICAL - The Medical Department provides medical care to the Menominee Community. The Department consists of six (6) Physicians, a Nurse Practitioner, and a Physician Assistant. Each Provider has a RN or LPN to assist him/her. The department also provides an acute care walk-in system. The department provides services Monday through Friday from 8:00 AM to 12:00 PM and 1:00 PM to 4:30 PM. Walk-ins are served between 8:00 AM to 3:00 PM. The Walk-in Acute Care System is staffed by a Registered Nurse.

Two (2) Physicians left the staff in December of 1996, leaving five (5) providers. The number of clients requesting services continued to increase. The goal of the Medical Department was to continue to provide services when needed and to avoid any decreases in these services. To do this with two (2) less physicians, Locum Tenens were utilized with one (1) Locum Tenens in January and February, one (1) the end of February and part of March, one (1) in the middle of March to May, one (1) in June, and one (1) the end of June to early August. A Physician Assistant was added January, 1997.

In August of 1997 two (2) Providers were added, bringing the total to eight (8) Providers for the Medical Department. In the first full month of having the two full-time Providers, 600 more patients than the previous month received services.

The estimated total number of patients served is 25,316 for the year 1997. This is approximately 4,000 more patients than the previous year. This can be contributed to the increase in Medical Providers and increased department space. This in turn resulted in less patients, approximately 1,100, needing to use the Walk-in System.

The Department also provides physical therapy for patients. The Physical Therapy Department is staffed two (2) half days per week. This eliminates the need for our patients to travel to Shawano for these services.

The department also uses Dr. Fletcher, a cardiologist, two (2) half days per month. To obtain his services, patients would normally have to travel to Appleton.

The Providers have been working with Administration, Medical Records, and Billing to secure a Ducoscan System which would enable faster, more accurate billing for services rendered, thus increasing revenue and cash flow.

Education.... Five (5) Medical Students and four (4) Residents did rotations at the clinic. In Nursing through University of Minnesota Native American in Medicine Program (UM INMED), two (2) Native American high school students did a six (6) week summer orientation and rotation in the medical area. In the School To Work Program, two (2) high school students are working in the medical area four (4) mornings a week. These are Native American students interested in the medical field. One to two (1-2) Nursing students, through NCTC, do a three (3) week rotation every year.

MEDICAL RECORDS - Six (6) Medical Records Clerks transcribe daily for six (6) physicians, a nurse practitioner, a physician assistant, and for residents when on rotation here. Physical therapy services and radiologist interpretation reports are also transcribed daily. Dictation/transcription has greatly increased in the past year and additional Dictaphone equipment was purchased and installed to handle the increase. The new equipment includes a call-in line for the radiologists from the hospital to use for x-ray interpretation reports and for MTC physicians to report nursing home visits and other services performed during non-clinic hours.

The Rate Review Committee meets quarterly to discuss coding/billing and reimbursement issues. The Committee discussed updating the fee schedule at the September meeting.

The Medical Records Committee held quarterly meetings and worked on several projects which included obtaining written consent by patients to receive invasive procedures in Dental and writing an article for the tribal newspaper regarding giving proper consent to treat a child when the parent cannot be present.

The Medical Provider Handbook which contains instructions on completing flowsheets, use of the encounter form, dictating/transcription of patient information, and other such information was completed.

Medical Records coding clerks and Medical Records Coordinator meet with Medical Services once a month for coding training and to discuss proper documentation in the patient record and other issues related to provider services.

Fox Valley Technical College Medical Transcription Program student completed her 144 hour externship in the Medical Records Department.

A presentation on patient confidentiality was made to clinic employee inservice in July.

MEDICAL SERVICES DEPARTMENT STATISTICS FOR 1997:

Patient Encounters	25,316
Hospital Admissions	770
Referral	1,313

COMMUNITY HEALTH NURSING SERVICE - The CHNS had no staff changes over the past year. Four (4) Registered Nurses provide skilled nursing services. Mary Anderson, RN is the Director and basically provides services in the clinic including immunizations and Health Checks. Faye Dodge, RN is the Diabetic Program Coordinator, provides school nursing to the Tribal School and provides skilled nursing throughout the community. Irene Waubanasum, RN provides Jail Health Services to the Tribal Jail and skilled nursing to the community. Cathy Robinson, RN is the AIDS Program Coordinator and provides skilled nursing services to the community.

The CHNS with the Medical Department and the WIC Department has met the Indian Health Service objective of 90% of children two (2) years old and under appropriately immunized for their age. We also provide approximately 900 doses of influenza vaccine along with the Medical Department.

We provide approximately four (4) hours of nursing service a week to the Tribal School and work closely with MISD providing education classes, immunization clinics and consulting. We also provide nursing services to the Tribal Day Care and to both Headstart Centers through immunization clinics and consulting.

We do monthly blood pressures at both elderly sites as well as on a walk-in basis at the Clinic. We have a contract to provide public health services to Menominee County. Health Check continues to be a busy program providing health screening for young children and young adults to the age of 21. We do sport physicals, boarding school physicals, as well as routine physicals.

D.M. Clinic:		Community Health:	
Patients Seen	340	Home Visits	3,665
Program Hours	278	Blood Pressures	2,458
No-Shows	94	Maternal Child Health	1,560
Audiology:		Immunizations	2,012
Patients Seen	291	Patient Transport Miles	29,017
No-Shows	86	Patients Transported	735
School Screening	1,006	Flu Shots	900
HealthCheck:			
Patients Seen	500		
No-Shows	190		

PUBLIC HEALTH - Forty-one (41) cases of chlamydia were reported compared to 35 cases last year. Three (3) cases of gonorrhea were reported. Two (2) people had both gonorrhea and chlamydia. One (1) case of gonorrhea was reported last year. Two (2) cases of Herpes simplex type II was reported, compared to two (2) cases in the previous year.

One (1) case of toxic shock was reported. Two (2) cases of blastomycosis were reported. Two (2) cases of cryptosporidium were reported with Gary Schuettpelez doing a follow-up on the water.

We continue to provide tuberculin tests for the Human Service AODA Program. Influenza vaccine was made available for all county residents with approximately 900 people anticipated to receive the vaccine.

MENOMINEE HEALTHY HEART PROJECT AND WELLNESS - Focus on the "Whole" Mind, Body, and Spirit. A pleasure, growth, and healing theme. Not treating illness but maintaining wellness. Empowering people to discover their wellness. Caring for individual patients, as well as families, and bringing the clinic out into the community.

A wide spectrum of activities are underway that address the cardiovascular and wellness needs of the Menominee People of all ages (children, youth, adults, and elders) and take place in multiple settings (schools, worksites, clinic, and the community at large). Some of the prevention activities are:

COMMUNITY PROGRAMS:

- Menominee Diabetic Conference
- APEX Committee presentations on Recreational, Tobacco, and Cardiovascular problems.
- Chronic Disease Data Project (premature death in Menominee)
- Heart of Menominee Poker Walk/Run
- Rez Ride - Family Bike Ride, Free helmets
- Menominee Youth Roller Hockey Program (Badger State Games)
- Strongest Menominee Weight Lifting Contest
- Great Skate Night Middle Village
- Cross Country Skiing Clinic
- Community Youth Asset Building Program

South Branch Health and Fitness Screening
Keshena and Neopit Elder Health and Fitness Screening

WORKSITE PROGRAMS:

Casino Employee Hepatitis Vaccines and T.B. Testing
Casino Employee Secondary Smoke CO levels
Casino Employee Team Building
Employee Health Screening at MTE, Maehnowesekiyah, Casino, and other worksites.

SCHOOL PROGRAMS:

All Schools - Commercial Tobacco Prevention Programs (Head Start through High School)
Neopit Public School 6th grade weekly Wellness Classes
Lifetime wellness curriculum topics include tobacco abuse, smoking cessation classes, anger and stress management, gangs, prejudice, abuse, grief, humor, goals, self esteem, communication with parents and teachers, team building, first aid, sex education, and drugs.

CLINIC:

Annual office visits
Smoking Cessation Clients - 310
Weight Loss Clients - 80
Health and Fitness Screening Clients - 120

Highlights of the year: "Neopit Roller Hockey Rink". Schools, community, Recreation, Fitness, and Clinic working together as a Community to help solve the problems of the community.

DIABETIC PROGRAM - The Diabetic Program has the registry updated on computer and index cards. Presently we have 320 patients on the registry. From the registry 162 charts were audited. This data is used to monitor quality of care given and compliance of patient care. Improvement has been noted in use of flowsheets and meeting minimum standards of care. Data from these audits is sent to Bemidji Area Office for review and comparison with other sites.

Diabetic Program continues to hold monthly luncheons with education sessions.

Evaluation of two new glucose monitors was done to determine if it would be feasible to switch to a new product. No decisions were made at this time. We will continue to use Accucheck products at this time.

Activities in the community this year were Diabetic screening at Family Day and the Pow-Wow. We will be doing a screening at Tribal Offices on November 12 & 19, and will offer food samples and educational materials.

Presently we are working to do a mail out to all Diabetics on our registry on resources available in our clinic for comprehensive care.

AIDS TASK FORCE & AIDS ADVISORY BOARD - The AIDS Task Force is a tribal effort to provide comprehensive HIV/AIDS related services to the residents of Menominee Reservation/County. The focus is to prevent the spread of HIV infection through education.

The AIDS Advisory Board is a policy making board made up of clinic staff.

Both groups continue to meet together and I have noted a slight increase in the attendance.

For the past year, prevention of HIV/AIDS infection through education and awareness continue to be the focal point of both groups. Testing, both confidential and anonymous, are encouraged. Free condoms are available through the clinic. Educational films addressing HIV issues are available for public/private use and occasionally shown in patient waiting areas. Community awareness is a priority and is demonstrated by education and information display tables at many community functions (pow-wow, health fair, and local schools and agencies).

As the number of HIV positive patients continue to climb, it will be necessary for our AIDS Advisory Board to re-visit clinic policies addressing confidentiality and other issues. In preparation of this, we are in the process of gathering data from other IHS clinics.

We had a successful World AIDS Day Walk in 1996 and are in the process of planning a community pot luck to commemorate World AIDS Day 1997.

Attended a workshop on HIV/AIDS Education for K-6 grade which was Native American specific and I look forward to utilizing the curriculum soon.

Completed the American Red Cross AIDS Instructor course and have given educational presentations for the State Community Planning Council and for our Casino Employees.

RURAL INFANT HEALTH PROGRAM -One of the goals of RIHP was to see every infant born to moms residing on the Reservation/County. We reached 85% of the 91 infants born on the reservation. RIHP received \$1,700 to purchase infant items given at the first home visit. Some items given are blankets, tee shirts, sleepers, booties, bath items, bottles, brushes, and safety items.

RIHP assists with the in-home immunizations for those infants and toddlers that fall behind in their immunizations. RIH also helps with transportation for infants to medical appointments and to WIC. I have helped Adolescent Health Program with home visits to teen moms on the reservation.

WELLNESS - The Wellness Program/Health Promotion-Disease Prevention Committee was involved in a number of projects this year. Along with the purchase of supplies, equipment, and prizes, many of the committee members contributed time in helping with events that were held.

Child toothbrushes were purchased for the WIC program to be distributed to children when recertified. This is part of the prevention effort against baby bottle tooth decay.

Prizes were purchased for Dental's educational activities held during Dental Health Month.

Books were purchased for "The Balancing Act" Weight Management Program held by the Nutrition Program.

Ordered cookbooks and a CD-ROM cookbook for WIC/Nutrition for DM luncheon recipes and any other need for "nutritious" recipes.

WOMENS PERSONAL HEALTH -

Clients Served:

Reproductive Health	1,352
STD Diagnoses/Treatment	5
Contraceptive Services	489
Pregnancy Tests	360

We use various forms of outreach to provide information to the people we serve on the Menominee Indian Reservation such as newspaper articles, brochures, posters and fliers. A risk assessment and health history form is filled out by all clients receiving services through the reproductive health project.

Pregnancy tests are performed by in-clinic laboratory staff.

Any physical examinations that are necessary are referred to the Medical Department and then follow-up is usually done to see that the client did show up for scheduled appointments. Consent for long term contraceptives such as Norplant and Depo-Provera are signed through this office and pre-counseling is done at this time.

We are responsible for follow-up on all abnormal PAP test results. A quarterly report is made to the quality assurance committee, regarding follow up and findings.

The Women's Personal Health RN staffs the Teen Clinic at the Menominee High School one (1) day a week.

PRENATAL SERVICES - This program provides pregnancy related services to pregnant women of the Menominee Indian Reservation and those people off the reservation using the services of the Menominee Tribal Clinic.

The staff is trained to do pre and post test HIV counseling. All pregnant women are asked to be screened for HIV.

In March an educational session was held for pregnant women regarding the use of alcohol and drugs during pregnancy.

OPTOMETRY - A total of 1,429 patients were seen for exams, along with 5,331 technician patient contacts, which include pre-testing, eye glass adjustment, etc. There were 37 referrals made, along with screening of 507 children. There were a total of 531 no shows which affects access to the department.

W.I.C. - The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program has focused on improving the overall services to the WIC clients. By providing childbirth classes (quarterly), breastfeeding classes and support (bi-monthly), and smoking cessation referrals, we have made a strong commitment to the future generations of the Menominee Nation. We are also looking to extend our certification hours in the next year, so all eligible individuals will have access to our program. Teenage parents are usually at nutritional risk, so we are continuing to target this population with our services. Each month we go to the high school and provide nutrition education to these individuals. We also bring their WIC drafts directly to the classroom, so they will always have their drafts for that particular month.

In the past two years the state WIC Program has initiated a quality assurance objective, to not only provide quality services to the participants, but to also provide quality management and modeling for employees and directors. The WIC Nutrition Management Institute provided a workshop this past year to enhance the managerial skills of project directors. The State WIC conference also spent time focusing on this objective.

Caseload FY 1997	510
Educational Contacts	1,598
Breastfeeding Incidence	55%
Smoking During Pregnancy	49%
Drinking During Pregnancy	5%

NUTRITION DEPARTMENT - The major focuses of the Nutrition Department within the community are diabetes and obesity. The department spent most of its financial and time resources on these two focal points. The diabetic luncheon continues to be a positive tool for bringing nutritional information to the community, drawing 14-20 individuals each month.

The Tribal Clinic's medical nutritional therapy program is part of an IHS study focusing on the benefits of such therapy to patients with diabetes. Data is currently being collected and will be part of the complete report which will be submitted in early 1998. We are one of only 26 participating sites across the country and are the only participating site in the Bemidji Area.

A weight management group entitled "The Balancing Act" was offered to the community with both day and evening sessions. Those that completed the program thought that it was a great way to gain both internal and external support.

The overall health and eating habits of the community are continuously being addressed during monthly meetings with the cooks from all of the Tribal agencies that serve meals to the community. This summer we met with GLITC and other Tribes in Wisconsin to produce curriculum for the tribal cooks. Some of the issues that will be focused on include: Low-fat, Low sodium and low sugar cooking methods; food sanitation and food safety, standardized recipes and purchasing procedures. We anticipate introduction

of this curriculum in December or the first part of 1998. As we look to the future, the quality of the meals from these agencies will have a direct correlation to the health of the individuals that are being served.

The Nutrition Department continues to provide nutrition information to the general community, in the form of nutrition newspaper articles, diabetic outreach efforts, and speaking engagements in the schools and other community programs.

Individual Client Visits	196
Diabetics	87
Obesity	61
Agency Contacts	243

MENTAL HEALTH SERVICES - Mental Health Services continues to offer out-patient mental health services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy or group therapy depending on the presenting problem or issue. Typically, mental health services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, addictions, anger, family concerns, elderly/aging issues, to list some examples of the presenting problems.

Mental Health Services continues to be a certified out-patient Mental Health Program with certification being provided by the State of Wisconsin. All full-time providers are certified by the Department of Regulations and Licensing of the State of Wisconsin for providing mental health services. In addition, one staff person is also certified in the alcohol and other drug area. The Mental Health staff person certified in alcohol and other drugs has been working with Maehnowesekiyah staff providing clinical supervision to that staff on an interim basis during the latter months of this year. All providers are certified for third party billing purposes.

The no-show rate was 18.4% which is consistent with last years, although still not acceptable.

Mental Health Services continues to work well with existing community agencies, tribal organizations, and other agencies in the immediate geographical area. This has been a good year as a department with statistics remaining constant, staff retention unchanged and educational services offered to agencies and/or groups in the community.

Total client contacts for 1997 were 2,449. In addition we provided an additional 1,295 consultation with other clinical agencies, including County Human Services and Menominee Tribal Clinic physicians. There were a total of 551 no-shows which is still not acceptable.

RADIOLOGY - There were a total of 2,304 patient encounters in the department. Total films used were 5,820. There were 438 EKG tests performed and 276 casts fitted.

ADOLESCENT HEALTH - The Menominee Tribal Clinic's Adolescent Health Department is an outreach program for all teens residing on the Menominee Indian Reservation. This department consists of the two (2) programs: Adolescent Pregnancy Prevention and Adolescent Parent Self-Sufficiency.

The Adolescent Parent Self-Sufficiency program provides services to assist adolescent parents, both male and female age 13-19 in their role as a teen parent. These services include presentations, classes, and workshops in the areas of parenting, prenatal care, life skills, job seeking skills, and preventing repeated pregnancies.

The Adolescent Pregnancy Prevention program is an education based program set up to provide services to all adolescents residing on the Reservation between the ages of 12-19. Services which are provided include a monthly Teen Newsletter, a Teen Clinic open at the Jr/Sr High three (3) times per week, a weekly activity night for Jr High students, and quarterly workshop for parents and other interested community members.

BILLING - The Billing department was increased to 11 with the addition of two (2) clerks hired in October, 1996 due to the amount of transactions being processed. The average processing time for charges and payments for a month's activity was 21 days. This still left the department anywhere between four (4) and six (6) weeks behind in processing the current month's transactions. In an effort to become more efficient in processing and decrease the time spend on data entry, staff attended demonstrations on a Docuscan system that would interface with the Medical Manager billing system. This system would allow charges to be scanned into the computer system and would automatically post the charges to patient accounts. When a provider sees a patient, a form is completed by bubbling in the appropriate procedure and diagnosis codes and the form is then read by a scanner device. The system has been approved by Administration, Health Board and Tribal Legislature. We are hopeful that the system will be implemented in November, 1997.

A new faster processor was bought for the computer and as a result the Novell network had to be transferred to this upgraded processor. The Medical Manager software was upgraded to 21 users in November, 1996. Maintenance was done in December, 1996 on the computer system processor. A software conversion was completed in January, 1997 on the Pharmacy ProPharm One software.

The Tribal Internal Audit staff spent time in May and June reviewing policies and procedures, problems with Tribal insurance, Hill Burton, claims processing, flow charting payment/charge batches, and specific explanation of benefits. This review was done in an effort to make recommendations to increase efficiency in the billing process. The department continues to work on implementing recommendations and or correcting problems cited in the internal audit report. As a result of the internal audit report, one of the recommendations that was implemented in August, 1997 was a reporting structure change. Laurie Boivin was promoted from Project Accountant to Business Manager with direct oversight of the Billing Department. Laurie will be responsible for the overall management of the Billing Department and will focus on current problems and develop solutions in order to increase 3rd party reimbursements.

PROJECT ACCOUNTANT - The major focus for this year was the retirement of the Hill Burton debt obligation. The Hill Burton program ended June 30, 1997 as a result of providing services amounting to \$949,295.42. The program ended earlier than its scheduled 1999 date.

With the ending of the Hill Burton program emphasis was placed on creating a financial policy that would allow for effective collection of patient balances due on accounts. Along with the creation of a financial policy was collection policies and procedures. These documents received the necessary approvals and implementation began in July and August, 1997.

Collection accounts were worked throughout the year and amounted to \$32,652 collected on accounts for the period October, 1996 through September, 1997.

Quarterly reports were filed for FQHC reimbursements for 1996 encounters amounting to \$260,895.

CONTRACT HEALTH SERVICES - To be eligible for CHS an individual must meet the necessary requirements for eligibility according to the CHS manual and the requirements of 42 CFR 36.23. The eligible individual must adhere to the CHS policies/guidelines which are:

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

CHS is a payer of last resort as defined under 42 CFR 36.61. CHS funds will only be used when there is no other resources available for an eligible person. The Medical Benefit Specialist within the CHS Department is primarily responsible for screening/referring patients for possible available resources. Follow-up of these referrals along with an offer of assistance is provided, which is essential so that Contract Health will remain as the payer of last resort. A total of 170 referrals was made to alternate resources in 1997. Seventy-two (72) were approved for alternate resource of payment.

One hundred-seventeen (117) new Contract Health applications were approved this year.

In April, 1997, the Contract Health Service fiscal year 1997 expenditures were projected to reach \$1,345,410 with a projected deficit of \$445,446. The inpatient expenses for the first quarter alone amounted to \$218,871. As a result of the anticipated shortfall, Contract Health Service limited authorization's priority I services only. Priority I services are defined as "Immediate medical emergencies; immediate life-threatening situations, threat to limb or senses, unstable conditions requiring treatment for stabilization." Patients with deferred care referrals, Priority II, III, and IV, were informed that they can still go for care, but they will be responsible for payment of any expenses related to referral.

Contract Health Services addressed a number of issues to reduce expenditures. Outside prescriptions were examined for possible alternatives that we have here on our formulary. In 1996, our average cost for outside prescriptions was \$7,480 per month. After our review, the 1997 cost averaged \$4,349 per month. Another issue addressed was emergency room visits. In 1996, we averaged 30.25 emergency room visits per month with a cost of \$7,973/month. In 1997, the cost per ER visit did increase over 1996 (1996 average \$263, 1997 average \$369) since the patients using the services were afflicted with more serious illness or trauma. Articles were submitted to Menominee Tribal News on proper use of the emergency room. Shawano Medical Center also gave out informational sheets to patients who listed Contract Health as their payer. The Accounts Payable Manager contacted CHS on a daily basis to inform us of ER visits and hospital admissions, which assisted in referrals to alternate resources.

Along with our efforts to control costs, we also continue to utilize ways to provide more services with CHS dollars. CHS continues to maintain an agreement with Multi-plan, a Preferred Provider Network that provides discounts for patients referred to preferred providers. A number of our high cost providers belong to the network including Shawano Medical Center, Shawano Clinic, and Bellin Hospital. Our discount ranges from 4-5% for Hospital and 4-45% for doctor charges. We also maintain our 10% negotiated discount with Shawano Medical Center that began in 1996. In February 1997, CHS began using a new payment process, similar to the Medical payment process. Relative Value Based Resource System (RBRVS) is used to pay claims per CPT code using the RBRVS rate set at 60% conversion factor for physician, 70% for radiology, and 80% for surgical costs. Medicare has their rate set at around 45%.

Two (2) catastrophic cases were reported to Indian Health Service for case management. The costs for these two cases were submitted for reimbursement from the CHEF (Catastrophic Health Emergency Fund). The CHEF program has limited funds available, eligibility is based on a first come, first serve basis until funds are depleted which is usually in June of the respective year. The CHEF fund will reimburse after the threshold amount of \$18,400 is met. This year we received \$25,674 in reimbursements from the CHEF fund.

YEAR END SUMMARY CATARACT SURGERY FUND - On November 7, 1996 the Menominee Tribal Legislature passed a motion approving \$30,000 for Cataract Surgeries for 13 persons on the Contract Health Service Deferred Care waiting list.

Letters were sent out to the 13 persons informing them they were approved for their referrals. Of the initial 13 persons approved, six (6) did not utilize the funding because of various reasons including too ill or unable to go through with surgery, or had coverage under medical assistance program.

As a result, five (5) additional persons who had recently been put on waiting list, were approved for services.

A total of 12 persons actually received services through the fund.

The average cost of one Cataract Surgery was \$4,793.00 with no insurance or Medicare. The average cost of one Cataract Surgery was \$636.41 with Medicare.

Nine (9) persons had surgery on one eye. Three (3) persons had surgery on both eyes.

Total amount of Expenditures as of 10/7/97 was \$27,922.85.

PATIENT REGISTRATION - Patient Registration has the responsibility of entering new patients and updating current patients in the Medical Manager computer system. The information entered assists

other departments in billing and medical record activities, appointment scheduling, etc. All persons entering the clinic for services must register with Patient Registration in order to access the service. This "passport" system is used to obtain the most current and up to date patient information including address, phone number, injury and insurance information. Patient Registration is also a check point for patients who may be in the collection process. These patients are referred to the accounts payable manager before they can access services. Since the duties of patient registration increased, a second full-time position was added in January 1997. Patient Registration Clerks are now able to obtain a more complete and detailed patient interview.

Patient Registration played a big part in fulfilling the Hill-Burton obligation.

Patient Registration had contact with an average of 227 patients per day. Total patient contacts for the year was 57,648. Total amount of new patients this year is 819.

EMERGENCY MEDICAL SERVICES - In 1997, the Menominee Tribal Rescue Service continued to provide emergency medical services within the boundaries of the Menominee Reservation/County. We provide basic emergency medical services which include the advance use of defibrillation and combi-tube or advance airway management devise. As a service to the community we also provided Standard First Aid and CPR classes.

Our call volume for 1997 was a total of 917 calls. Out of 917 calls, 52% of the calls, or 479 of the calls were actual transports to a medical facility by our ambulance. The remaining 438 calls are listed as non-transports.

On non-transports, several things might occur - 1) Emergency Medical Technicians (EMTs) take care of the patient right at the scene and further medical care is not necessary, or 2) the call was not a medical emergency and the patient was transported to a medical facility by a family member or another person, or 3) Emergency Medical Services (EMS) was canceled enroute to the scene, or 4) it was a prank call.

Due to the high number of non-transports we started a system of telephoning first. If the dispatch center received a non-emergency call for EMS, then dispatch would try to get a call back telephone number. Dispatch would give the information to the EMTs. EMTs would then call and get an assessment over the phone. The telephone triage system works in that the EMTs can make a better determination if EMS is needed to respond to the scene or if they can handle the non-emergency call over the phone.

The ambulance traveled a total of 18,461 miles with the EMS truck traveling 13,768 miles for 1997.

Response times for EMS was calculated as a breakdown of the seven (7) areas located on the reservation as opposed to one main response time as done in previous years. The response time to the scene is logged from the time EMS gets notified to the time EMS arrives at the scene. Average response times are: Keshena - 6 minutes; Neopit - 16 minutes; South Branch - 18 minutes; West Branch - 7 minutes; Zoar - 21 minutes; Lake Area - 10 minutes; and Midway/Middle Village - 13 minutes.

Total EMS staff was maintained for 1997.

For training, EMS provided 12 American Red Cross CPR and/or Standard First Aid classes and 15 American Heart Association Basic Life Support CPR classes. Instructors are Joe Holl, Joannel Holl, James Tobatto and Gwen Hawpetoss.

To highlight 1997, our service served as host to two (2) EMS Conferences this year, Shawano Medical Center's "EMS Spring Symposium" in May and the Mobile Healthcare Provider's "Disaster '97 EMS Conference" in July. Prehospital care providers from throughout the Fox Valley Area and Northeastern Wisconsin came to Keshena for these two (2) conferences.

LABORATORY -

	<u>1996</u>	<u>1997 estimated</u>
Patient Encounters	8,939	11,774
Tests Performed In-house	14,482	19,902
Tests Referred	3,508	4,802

Patient encounters, tests performed in-house, and tests referred are expected to show over a 30% increase over 1996 totals. Drug Screen Client encounters are expected to show over a 60% increase over 1996 totals.

The dramatic increase in Drug Screen Client encounters can be attributed to the Gaming Operation again referring employees to our facility for collection rather than performing the collection themselves.

Increases in patient encounters, tests performed in-house, and tests referred are most likely due to staffing increases of the medical department and the ability of the department to accommodate more patients as a result of the expansion completed in the summer of 1996.

No new laboratory equipment was purchased in 1997. The ATAC 8000 Chemistry Analyzer purchased in 1996 has not performed as expected. We have experienced problems with the analyzer and continue to work with the manufacturer to resolve.

PHARMACY - This year, 1997, the Pharmacy and Therapeutics Committee added five (5) new drugs to the formulary and deleted two (2) drugs. This is the least number of drugs that have been added or deleted in the past four (4) years.

The prescription volume has increased in part due to the addition of a Physician Assistant to the Medical staff.

The Pharmacy continued to fill record numbers of prescriptions in 1997. This year we will dispense approximately 72,000 prescriptions. This compares to 66,549 prescriptions filled in 1996. The busiest month was October when we filled 6,373 prescriptions. The busiest day was February 18, when we filled 472 prescriptions. For 1998, I estimate we will dispense 75,600 prescriptions.

The Pharmacy was allocated \$390,000 for materials and supplies in 1997 and an additional \$150,000 was added. The total Pharmacy budget will be approximately \$720,000 with the drugs accounting for approximately \$540,000 of the pharmacy budget.

Prescription volume has increased significantly again and drug cost per prescription increased over 8% for this year.

<u>YEAR</u>	<u>AVG. # of Rx Filled/Day</u>	<u>Total Rx filled /Year</u>
1992	185	45,945
1993	209	52,251
1994	223	55,772
1995	238	58,831
1996	268	66,549
1997	193 projected	72,609 projected

<u>YEAR</u>	<u>TOTAL \$ SPENT</u>	<u># PRESCRIPTIONS FILLED/YR</u>	<u>AVG COST/RX</u>
1992	\$332,185	45,945	7.23
1993	\$343,757	52,251	6.57
1994	\$347,191	55,772	6.23
1995	\$399,624	58,831	6.79
1996	\$461,546	66,549	6.94
1997	\$543,000 projected	72,609 projected	7.47

DENTAL - COMMUNITY PREVENTIVE PROGRAMS: Community Water Fluoridation - The communities of Keshena and Neopit (combined population, approximately 3000) have fluoridated water systems that are maintained as close as possible to the optimum level of 1.1 ppm. Schools covered by the system include Neopit Tribal School, Neopit Intermediate School, Headstart Center (Neopit), Keshena Elementary, Headstart Center (Keshena), Tribal Day Care, Junior and Senior High School. The Clinic has received Bi-monthly Fluoride Analysis Reports from Tribal Utilities.

Fluoride Rinse Program - A weekly Fluoride Rinse Program is performed for children in kindergarten through 6th grades. The fluoride being used in the swish and spit routine is a 0.2% neutral sodium fluoride solution. Approximately 500 students are covered by this program. Permission slips and information on the program are sent to all parents at the beginning of each school year.

Teachers and school staff are trained by school/community health nurses to administer the program. They in turn are trained by the dental hygienist and consult with the clinic dentist as needed. All individuals administering fluoride are strongly encouraged to take an exam relating to fluoride usage. Meetings are scheduled at least three (3) times each year to discuss various aspects of the program, including fluoride needs and reporting methods.

School Sealant Program - Portable equipment was set up to screen and place dental sealants. First, second and sixth graders were seen at three (3) schools: Keshena Primary, Neopit Intermediate and Neopit Tribal School. Notes were sent home to the parents indicating the results of the screening.

A total of 328 sealants were placed and a total of 189 students were screened. Results this year demonstrated a 53% response overall compared to 55% last year.

Tobacco and Smokeless Tobacco Education - Information on the harmful effects of tobacco use is provided for adults and adolescents that exhibit or report tobacco use. Many topics are covered including the relationship between tobacco use and gum disease and the risk of oral cancer with smokeless tobacco use. Pamphlets on tobacco and health effects are given to patients by the dentist or the dental hygienist, if indicated. Referrals to the Tobacco Cessation Program are made if the patient exhibits a strong addiction with the desire to quit. Mark Caskey, RN, with the Health Heart Project, is contacted for referrals. On occasion, samples of "mint snuff" are given to interested patients as an alternative to commercial chewing tobacco.

OTHER CLINICAL SERVICES: Headstart - Dental health care for Headstart was successful this year as there were about 185 students enrolled in Headstart. Dolores Boivin was instrumental in collaborating efforts between the Dental Clinic and the Headstart Coordinator in planning and scheduling.

An "open House" for the Headstart school children and Day Care was held on September 10, 11, and 12, 1997. Two (2) operatories were set aside for dental chair demonstrations and instrument "show and tell".

Pedodontist Services - A new Pediatric Dentist, Dr. Gonzalo Hernandez, contracted with the Dental Department in October. A number of opportunities are anticipated with this arrangement, including continuity of care and selective oral sedation. Arrangements were made to have pediatric services at least once a month for 1997.

Dr. Hash continues his policy on not rescheduling patients if they break an appointment. Parents are notified of this at the time their child is referred and advised to cancel within the specified time frame if they cannot keep an appointment.

Deferred Services Program - Tribal funds were not available for deferred services for FY 1997. The need for a variety of deferral services is increasing steadily; including pediatric, orthodontic, and prosthodontic services.

Patients who have bona fide dental needs which cannot be provided at the clinic or a considered "specialized services" and can be safely postponed are still placed on a list after all the work is completed. If funds are available, the list will be utilized accordingly.

Changes - Dr. Steve Groddy resigned from his full-time staff dentist position to pursue private practice. Dr. David Freeman was hired on December 1, 1997 as the new full-time staff dentist.

PATIENT ENCOUNTERS	YEAR-WIDE SUMMARY	PREVIOUS YEAR - 1996
Dentist Visits	5,348	5,179
Hygienist Visits	1,172	1,468
Dentist: No-Show	811	805
Hygienist: No-Show	294	372

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

COLLEGE OVERVIEW

The College of the Menominee Nation (CMN), located on the Menominee Indian Reservation is one of 30 Tribal Colleges in the United States. CMN is a member of member of the American Indian Higher Education Consortium (AIHEC); is the second youngest Tribal College and is one of two in the State of Wisconsin. The Menominee Tribal Legislature chartered CMN as an Institution of Higher Education in March of 1993. In 1996 the Menominee People through a charter Initiative pursuant to Article VIII of the Menominee Tribal Constitution and By-laws reinforced the College's existence. CMN received candidacy status from North Central Association (NCA) of Colleges and Schools Commission of Higher Education in February, 1996. The College is now preparing for initial accreditation from NCA with a site evaluation visit scheduled for February, 1998.

COLLEGE MEMBERSHIPS

In addition to the American Indian Higher Education Consortium (AIHEC), the College a member of the American Indian College Fund (AICF), League for Innovation in the Community College, Midwestern Higher Education Commission (MHEC), National Association of State Universities and Land Grant Colleges (NASULGC), and the Council of North Central Two-Year Colleges (CNCTYC). With Lac Courte Orielles Community College, primarily for the purpose of obtaining state funding, the two state tribal colleges have formed the Wisconsin Tribal College Consortium. Also, a Great Lakes Tribal College Consortium was formed consisting of Lac Courte Orielles, Hayward; Bay Mills Community College, Brimley, MI; Fond du Lac Community College, Cloquet, MN; Leech Lake Community College, Cass Lake, MN; and CMN. The purpose of this consortium is to collaborate on programs, proposals, and fund-raising.

Articulation and/or collaborative agreements have been signed with UW-Center System (13 State two-year institutions), UW-Madison, Green Bay, and Stevens Point, Northeastern Wisconsin Technical College, Green Bay and Fox Valley Technical College, Appleton as well as St. Norbert College, DePere; Mount Scenario, Ladysmith; and Bellin College of Nursing, Green Bay.

The primary purpose for maintaining these memberships/agreements is two-fold: to increase educational and financial opportunities, to develop and maintain a reputation of quality education.

COLLEGE GOALS

History of the Menominee people supports the fact that tribal leaders possessed wisdom and knowledge to sustain the Menominee Tribe throughout its existence. The creation of the College of the Menominee Nation represents a current part of that tradition. In 1993 it was merely a dream as to what higher education held in store for the Menominee Tribe. To date the success, growth and acceptance of the College has been phenomenal. The "thirst" for education demonstrated by the Menominee People and students from our service area provides a challenge to Administration, Faculty and Staff of the College of the Menominee Nation to foster development and growth to sustain the tribe. We rise to the challenge and invite involvement and feedback to ensure that our educational services reflect the culture and the community of the Menominee Tribe today. Creativity and innovative programs foster success and enhancement. We are not a replica of mainstream colleges/universities. Tribal Colleges are successful

because we can do what state universities and colleges have failed to do in providing quality higher education programs to Indian people in their own communities.

At their August 11, 1997 meeting the College Board of Directors adopted the following three goals for the college's 1997-98 year:

1. Attain accreditation from the North Central Association of Schools and Colleges (NCA).

Note: NCA accreditation is important because it facilitates students transfer of credits, enhances an institutions reputation, enables an institution to offer federal Title IV Programs (financial aid), and some educational grants require that status for eligibility.

2. Increase CMN's financial resources.

A capital campaign with Orbis Associates, Washington, DC will begin, opportunities available through Land Grant status (USDA grants) and President Clinton's Executive Order for Tribal Colleges, as well as improving the management and fund-raising for our own Endowment. Continue to actively submit grant proposals.

3. Update CMN's 5 Year Plan

This goal is tied into the accreditation goal. We need to evaluate our present programs, identify new programs, and develop a facilities plan.

COLLEGE PROGRAMS /DEPARTMENTS

Current Programs

Business Administration. The Associate of Arts Degree in Business Administration is a two year program which allows the graduate to utilize his/her business knowledge to plan and succeed in his/her own small business. For the graduate who wishes to continue his/her education, he/she may enroll at the University of Wisconsin-Green Bay to complete a bachelor degree in Business Administration.

Natural Resources. The College of the Menominee Nation has a Cooperative Agreement with the University of Wisconsin-Stevens Point (UWSP) for students who wish to earn a Bachelor of Science Degree in Natural Resources, Forestry, Soils, Water or Wildlife Management. Students who complete this program at CMN will be able to apply for admission to UWSP as juniors.

Nursing. The College of the Menominee Nation has a Cooperative Agreement in Nursing with Bellin College of Nursing (BCN) in Green Bay for students who wish to earn a Bachelor's Degree in Nursing. Students who earn an Associate of Science degree as outlined in the agreement, may apply to BCN and transfer their credits into the nursing program.

Microcomputer Specialist and Administrative Assistant Programs. The Microcomputer Specialist and Administrative Assistant programs are designed to prepare CMN students to meet the business community's ever-increasing demand for people who can work efficiently and effectively in today's automated office environment. The Administrative Assistant program trains students in a wide range office procedures, computer applications, and electronic support equipment operations. Administrative Assistant program graduates are trained to be the communication and information management specialists upon which successful businesses depend. The Microcomputer Specialist program emphasizes problem-solving using current microcomputer applications networks, and systems design. Depending on their chosen areas of concentration, Microcomputer Specialist program graduates are well-prepared to serve business as Consultants, Programmers, Trainers, Network Managers, Sales Representatives, and Information Center Specialists.

Associates of Arts & Sciences with Human Services Emphasis. CMN's Human Services Program allows students to complete the first two years of a four year Bachelor of Social Work Degree while at CMN. CMN's Human Services Program includes two internships, providing students with exposure to two human services agency environments. Students then apply to the Social Work Program at the University of Wisconsin-Green Bay and complete their BSW.

Professional social workers enjoy using their intellectual, interpersonal, and problem solving skills to help others live up to their fullest potential. They help their clients fit into the systems in which we all live, work, raise family and create community. Social workers also work towards changing the dysfunctional and harmful conditions within our communities and society.

General Education Program. CMN provides students with a liberal arts foundation consistent with the lower division general education requirements found in the Wisconsin Center System and UWGB.

Police Science Program. CMN's Police Science Program provides students with the first year of a two year Associates Degree in Police Science. After completing their classes at CMN, students transfer to Fox Valley Technical College in Appleton, complete their courses and earn their AA in Police Science. While attending FVTC, students also have the option of earning a Wisconsin Law Enforcement Certification.

This two year program allows students to understand the problems of enforcing law and order in a democratic society and teaches them the skills which will help make them effective law enforcement officers. To be successful as law enforcement officers individuals need to be honest, exercise good judgment, want to help people, be responsible and have the ability to communicate effectively.

Graduates can become police officers, sheriff's deputies, correctional officers, state troopers, or work for an outdoor protection agency such as the Wisconsin Department of Natural Resources.

Elementary/Early Childhood Program. The College of the Menominee Nation has a Cooperative Agreement with the Education department at the University of Wisconsin-Green Bay. The Early Childhood/Elementary Education Program allows CMN students to earn an Associate Degree in Early Childhood Education or Elementary Education Program at UWGB with junior level standing and complete a Bachelor's degree. This degree will also result in receiving teacher certification from the State Department of Public Instruction.

New Programs

Timber Harvesting Training. CMN in collaboration with the Menominee Forestry Center will offer a program continuing educational opportunities to current logging employees. The high degree of technology, safety requirements, harvesting skills and knowledge of species growth and soil make-up required of individuals engaged in timber harvesting, supports the need for this training component. A certificate of skills completion in sawing and skidding operations will be offered by the College. Participants completing the course will be certified as possessing the minimum qualifications needed to work in the forests as a timber harvester. The skill level training courses will ensure that safety and cutting standards are met to ensure that both human and natural resources are operated on a sustainable development basis. This program will be enhanced and expanded to include an Associate of Science Degree in Timber Harvesting.

CMN's Pre-College Program. To assist students in getting into the routine of College work, the Pre-College Program is offered. This program will provide Study Skills in English, Biology, Computers, Math and Economics. The goal of this project is to improve the retention of students in the College programs. Focus will be on providing the opportunity to develop the needed skills to lay the foundation for more advanced college courses which will lead to acquiring professional careers in the field of choice. As this program is formulated, creative minds and innovative ideas will made dreams become reality. Everyone's input is requested and encouraged.

Apprenticeship Program. This program is not currently being offered at CMN. Great Lakes Inter-Tribal will be overseeing the program. Agreements are currently in the discussion with the two state tribal colleges.

Office of Outreach and Sustainable Development. This department is primarily responsible for program design and development for the College of the Menominee Nation. A major function is to coordinate relationships with tribal, county, state, federal and private corporations. This department works with faculty, other administrative units of the College and with community initiatives in developing human and fiscal resources for new programs. The Sustainable Development Institute (SDI), a joint effort of the College, Menominee Tribe and Menominee Tribal Enterprises is administered by the Office of

Outreach and Sustainable Development. In a collaborative effort, CMN's SDI and faculty developed a new curriculum which will lead to an Associate of Science degree in Sustainable Development.

Student Services. The Student Services Department is responsible for providing assistance and guidance in the areas of admissions, registration, financial aid, and student records at the College. Student Services coordinates student activities that improve the school's environment for students and their families. Other activities which are managed and/or facilitated within this department for CMN are graduation activities, student scholarships, student transfers and credit evaluations. The student bookstore and business student internships were handled within this department in the past.

CMN's Business Office. The CMN Business Office is responsible for the management of the financial resources of the College. The office has a staff of five individuals who perform various duties. In general, the staff are responsible to perform the following functions, Student Accounts-billing and collection; Application of Student Financial Aid; Accounts Payable/Purchasing; budget Monitoring; Payroll; Financial Reporting of Contracts/Grants and Receipt, disburse, and monitor financial resources.

The Business Office continues to establish internal controls and processes that allow the Department to be efficient and effective in carrying out its responsibilities to the college employees as well as the public.

The new, unique, growing and fast paced environment of the College provides new challenges and opportunities for the Business Office to fulfill. The challenges will be met as the College continues to create the foundation for successfully carrying out its responsibility to the Menominee Community.

The Business Office Staff includes: Sharon Waukau, Financial Manager; Jane Sorely, Accounting; Sharon Quinney, Procurement/Purchasing; Annmarie Johnson, Student Accounts, and Clara Fowler-Otto, Financial Assistant.

New Departments

Menominee Language and Culture Institute. This is a new initiative of CMN. The Menominee Tribal Legislature felt that this component was important for the welfare of the Menominee members and recommended that the College undertake this project. This department will be charged with the responsibility to develop and implement courses in Menominee language and culture. This is an exciting and challenging initiative and will provide CMN with the comprehension and ability to add depth and culture to its academic programs.

Stockbridge-Mohican Site. Delivery of college classes and instruction will be offered on the Stockbridge-Mohican Indian Reservation by CMN. Cathy Caldwell will be responsible to coordinate and manage all aspects of this project. This fall CMN will offer 5 classes at this site. These classes will include Fundamentals of English and Math, Intro to Business and Intro to Human Development. There will also be a computer lab set up at the Stockbridge Family Center and computer classes offered during the Spring '98 semester. Cathy will work closely with the Stockbridge-Mohican people, tribal employees, tribal leaders, local school districts and local businesses in order to plan future courses that will best meet the needs of the community.

Technology Initiatives/Long Distance Learning. CMN has received grant funds from the W.K. Kellogg Foundation to develop an initiative in Native American Higher Education through a concept entitled "Capturing the Dream." The planning phase provided the opportunity for the College to outline an education initiative designed to "capture" the realities of the "dream". The overall goal is to bring quality and updated learning opportunities to the remoteness of the Menominee Indian Reservation. The Project, in partnership with Lac Courte Oreilles Community College, is in two phases with grants being \$100,000 and \$1,000,000 respectively. Phase I supports the effort to strengthen curriculum building and sharing of program with the only other tribal college in Wisconsin, Lac Courte Oreilles Ojibwa Community College (LCO). The focus of this initiative is to provide the capacity of the two colleges to develop quality curriculum that will be delivered either in the traditional classroom or through distance learning technologies.

Phase II of the Kellogg initiative will focus on strengthening and expanding CMN's existing partnership with the University of Wisconsin Green Bay and LCO's with the University of Wisconsin-Superior. The expansion of the partnership is to offer junior and senior-level courses and degrees from these 4 year

institutions on the CMN and LCO campuses respectively. Focus of this educational initiative will be to increase the methods of delivering curricula to include traditional classrooms, flexible scheduling, internship credit block, or electronic media which can be accessed at the tribal colleges or at an outreach location. CMN's distance learning lab will be set up at the first building utilized by the College on the southern end of the campus.

CMN Office of Education Outreach and Extension. The office will focus on Economic Development for the Menominee Reservation and County. Community sustainability will be addressed through initiatives which promote the strengthening and enhancement of economic related activities. Efforts to encourage involvement in public and professional participation in an arena of activities which promote partnership skills will be emphasized throughout this program.

COLLEGE'S SUCCESSES/STRENGTHS

- Articulation Agreements/ collaborative activities
- Academic Programs meet community needs
- School-to-Work Program with nine surrounding school districts
- MISD Bridge Program - high school juniors and seniors earn college credits
- Reputation as a leader in Technology
- Research with UW-Madison - Families & Schools Together (FAST)
- Highly qualified Faculty and Staff
- Graduates' Success - either in job market or transferring to other institutions
- Professional and highly qualified Board of Directors
- Active Student Government - Lounge and new student Bookstore/C-Store designed to teach students entrepreneurial skills
- Awarded a total \$412,613 in Pell Grants and Scholarships to students last year
- Ability to obtain grant funds

COLLEGE'S CHALLENGES

- Sufficient Funding
- Meeting Students Needs - Remediation, Child Care, Counseling, Finances, & Transportation
- Provide accessible facilities with adequate space, paved parking lot, library, & computers
- Increase the Endowment
- Student Socials/Entertainment opportunities/cultural activities

CLOSING

Education Visions for the Present & Future

The faculty, staff and educational programs of College of the Menominee Nation are outstanding. We just celebrated our fourth year. The accomplishments are a tribute to the Menominee initiative, drive and spirit. It shows what the Tribe can accomplish when we cooperate. However, as a new economic and educational enterprise, the CMN is entering a vulnerable period. Most new business fail within their first five years. CMN has made it this far. To be fully sustainable, new enterprises must maintain themselves at least into their seventh year. We are not in the clear yet, we still have much work to do

It is obvious, however, that we are here to stay, expand, and provide that needed link for a successful Menominee Nation. This philosophy represents the vision of Menominee leaders of the past and present and will extend to future leaders.

THANK YOU. The College Board of Directors, faculty, staff, and students thank the Menominee Tribal Legislature for their support. We ask your continued support as together we address the needs and strengthen the Menominee Nation.

COMMISSION ON AGING

Colleen Delabruue, Director

The Menominee Tribal Aging Unit formally known as the Commission on Aging exists to preserve and strengthen the local tradition of caring for and respecting our elders of the community. The Aging unit will coordinate with people and organizations to help, to serve, to give the elderly an opportunity for community

participation, to take a leadership role, to interact with other providers, to provide support to caregivers and to be an advocate for the elderly.

Funding for the program is made available from Title III and Title VI funds received from the State of Wisconsin and the Federal Government. Title III funds are from the State and Title VI funds come from the Federal Government.

Title III Program Funding for 1997 was \$75,394 the same amount from 1996. A break down of the budget is as follows. A total of \$750 was also received from Bay Area Agency for special projects funds.

III-B	Supportive & Nutrition	25,233
IIIC1	Congregate Meals	18,708
IIIC2	Home Delivered Meals	11,266
	Senior Community Service	2,825
	Benefit Specialist	15,813
III-D	In-Home Service	608
III-F	Preventive Health	914

Title VI program funding was a total of \$74,220. Staffing for both Title III & Title VI consists of Director, Administrative Assistant, One Benefit Specialist, Two Head Cooks & Two Assistant Cooks at Neopit & Keshena Meal Sites. Three Home Delivered Meals Drivers (1-Neopit & Zoar, 1-Keshena, 1- South Branch.) An on-call Driver & cook is also available when there is a shortage in staff.

The following is an estimated account of services provided by the Menominee Aging Unit for 1997

Title III Congregate Meals Served	10,100
Home Delivered Meals Served	8,032
Transportation Units	2,937
Information & Referral Service Units	3,773
Recreation units	1,574
Title VI Congregate Meals Served	3,425
Home Delivered Meals Served	11,123
Transportation Units	3,126
Information & Referral Service units	2,769
Recreation	1,226

Activities are provided at both centers for the elders which include ceramics, movies, health screenings, trips, and special events such as the annual picnic and special holiday parties. Informational sessions on various topics are also provided. The Benefit Specialist will be conducting monthly in-services at both centers on different topics of concern for all elders that wish to be involved. She also has implemented a loan closet program in the office that will offer durable medical equipment on a loan basis for the elders that are in need of specialized equipment to maintain their independence. Items available will be walkers, wheelchairs, canes, bathroom supplies i.e, are grab bars, raised toilet seats, shower benches and shower heads. She also has a close working relationship with GLITC of Lac du Flambeau where she received two new wheelchairs for two elders of the community.

COMMUNITY SERVICES BLOCK GRANT funds total \$17,237. This program is funded by the State of Wisconsin. This year the funds were used for housing assistance for the elderly and low income individuals, health and weather related emergencies and special needs. This year a total of 60 individuals were assisted all being satisfied with services being provided by a client satisfactory survey that is filled out once services are provided..

202/8 Elderly Housing estimated annual income is \$132,300. The 202/8 elderly Housing Project consists of twenty units located on scattered sites of the reservation. There are five units in Keshena, five in Zoar and five in South Branch. At each apartment there is a two bedroom unit and the remainder are one bedroom units. A laundry room is located at each complex and is 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

tenants pay 30% of their gross monthly income and the remainder is subsidized by HUD. In November 1997 the 202/8 Elderly Project will be moved under the Menominee Tribal Housing Authority with all tenants files and correspondence. The 202/8 Maintenance Man will remain with the department and will be utilized for maintenance at both meal sites in Keshena and Neopit. He also will be responsible for doing the chore services for the elders of the community such as lawn mowing and snow removal.

Senior Companion Program & Foster Grandparent Program The Senior Companion program use the well elderly to serve the frail, isolated or living alone, or who suffer from a terminal illness. Senior companions provide care to allow clients to remain living in their own homes and to keep them out of nursing homes or hospitals. The role of a Senior Companion is to carry out activities designed to provide social, emotional, and cultural needs of the clients. The work-site can be an adult day care, group home, cultural center, or medical/emotional/psychological treatment program, and nursing homes. It was reported last year that the SCP & FGP received a stipend of \$4.25 an hour which is wrong the correct amount these elders receive is \$2.55 as identified by National Senior Service Corp. as a sum provided "to permit and encourage income eligible older persons to serve as volunteers without cost to themselves". The Foster Grandparent program is used to carry out activities designed to provide social, emotional, and cultural needs of children 0-21 years of age. The work-site can be a group or foster home, Headstart or child care center, cultural center, schools and various youth programs. Both programs the elderly are allowed to work 20 hours a week and are reimbursed .30 cents for mileage. All positions are under these two programs are funded through the Great Lakes Inter-Tribal Council, Inc., of the Lac Du Flambeau Indian Reservation. If any elder would like to become part of these programs please contact the Menominee Aging Unit.

Title V Senior Workers: Title V is another volunteer program that is offered to the elderly. These volunteers are paid minimum wage with their pay coming from the Bay Area Agency on Aging out of Green Bay, Wis. Their job duties consist of working at both meal-sites and assist with the cleaning and cooking. They are allowed to work 20 hrs a week. There is also, a Title V position that is available through GLITC which is coordinator position for the FGP & SCP. This position is also going to provide supervision of a new program that will provide Foster Grandparents to work in the court system. The program is being developed to assist troubled youth with counseling and our activities that would prevent them from being sent to foster homes or correctional facilities. This new project will be a joint venture with the Menominee Indian Tribe and the Great Lakes Inter-Tribal Council of Lac Du Flambeau.

COMMUNICATIONS

Dale Kakkak, Director

Over the past fiscal year our department has been active recording community and tribal events, training with digital editing gear, working at producing audio and video tapes to be marketed. Our department was instrumental, with the help of a fellow Menominee, Tony Brown, Anchorage Alaska, in presentation of training workshops on digital video editing at the annual Native American Journalist Association conference in Minneapolis Minnesota.

We are available for working with other tribal departments and programs to develop training or educational/informational videos. We are currently in production of a gang related video with Menominee Tribal Police who received a grant to produce this training/informational video.

A Menominee Treaty Rights video regarding Judge Crabb's decision was completed and 100 copies were made up for Ken Fish to distribute at the Wisconsin Indian Education Conference.

In April a 30 second and a 10 second public service announcement was made with Chairman Apesanahkwat regarding the proposed hardrock sulfide mine near Crandon. These PSA's were completed with help from Fox 11 news. Copies of the announcements were sent to all the surrounding TV stations in Wisconsin.

In May we were requested by The College of the Menominee Nation to video and audio tape the college pow-wow and graduation, 22 tapes were made for the staff and graduates. We are currently working with MTE on a documentational video on the storm damage from the tornado this past summer.

We are busy documenting the current history of the Menominee people. We hope the Menominee community will take the time to check out our work, thus becoming more familiar with the work of the tribal government and the issues we are facing as Menominee people today.

Some of the tapes we have are: General council meetings from the past two years. Tapes on the Menominee County Annexation issue. The Sturgeon Ceremony (as well as how the tribe is monitoring sturgeon after their release here). Community meetings on gang violence and domestic abuse rallies. The swearing in and speeches of the Menominee Legislature from the past two years. We have documented some very important meetings between federal and state agencies and the tribes involved with the proposed Crandon Mine. We also have covered a lot of the grass root endeavors from around the state involved with the Mine issue.

Some of the other departments we have been working with on video & audio recording are: Historic Preservation - training video, Treaty Rights & Mining Impacts - PSA's and documentation, Legislature - Menominee Tribal Government video, Insurance - informational, Youth at Risk, Learn & Serve, Maehnowesekiyah, TRAILS all for gang violence video, UW Extension - educational.

Our department has been transferring high quality MII footage to a VHS format. By doing this, all footage can be archived at the Menominee Tribal Library where community members can view an event or meeting, etc. at their convenience. We invite input from the Menominee community for tapes of events you would like made available at the Library.

COMMUNITY DEVELOPMENT

Kim Menominee, Director

Based on the Departmental Management Plan, the department is committed to provide the highest quality of real estate, technical assistance, solid waste/recycling, planning and transit services for the Menominee Indian Tribe of Wisconsin. This year the department has made significant progress in the component development of a Tribal comprehensive Land-Use Plan. Planning items included:

ADOPTED ZONING ORDINANCE: this draft zoning ordinance is designed to replace existing MITW ORD. 87-32 in providing the department with land-use guidance recommendation to the Menominee Tribal Legislature in order to protect and conserve Tribal environment and resources, such as forestry, wetlands, surface waters and ground water while considering the most appropriate use of land.

BASE PLAT MAP OF THE MENOMINEE RESERVATION: this base map shows detailed topography, physical features, lot plats, sewer/water, road locations for planning, real estate and informational purposes.

TRIBAL UTILITY OPERATIONAL PLAN: this plan describes the daily and operational parameters of the Tribal Utilities providing sewer, water and now electrical retail services with the exterior boundary of the Menominee Reservation. The department has provided significant project management in the development, design and procurement of several construction projects. Listed below is a representative sample of project descriptions, funding sources, amount along with year project was initiated and year completed.

Description	Funding Source/Amount	Dates
Neopit lift station	IHS \$74,000	1995-1996
South Branch Community Center	Tribe @ \$374,000	1994-On going
Auto Service Center	Tribe @ \$180,000	1996
Safety Center	HUD/Tribe @ \$400,000	1996- On going
Lease Requests for FY'97:		
Residential	46	
Recreational	28	
Agricultural	1	
Commercial	3	
Program Lease	0	
Total Lease Requests	78	

Lease Cancellations for FY'97:	
Residential	20
Recreational	9
Agricultural	2
Program	0
Total Lease Cancellations	31

Transit Readership Jan 97 - Nov 97 28,730

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

This program will achieve the objectives listed in the Statement of Work as provided in the Rights Protection Contract. Those objectives specifically include: Administrative duties, Conservation Law Enforcement, Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, issuance of citations, inservice training, conducting annual fish and game surveys, stocking of fish and prescribed wildlife management methods.

FINANCES

<u>Expenses:</u>	<u>Projected</u>	<u>Actual</u>	<u>Remaining Balances</u>
BIA 246 YTD	\$360,436.40	\$359,838.09	\$ 598.31 (1)
Tribal 136 YTD	\$120,927.00	\$118,370.93	\$ 2,556.07 (2)

footnotes/comments:

(1) represents carryover funds to be carried over-BIA earmarked funds not included.

(2) savings returned to tribal general account includes \$1,200 insurance reimbursement for vehicle repairs.

STATISTICAL

	<u>Y.T.D</u>	<u>FY '96</u>
Water Resource Inventories	1	5
Fish Stocked	405,696	402,000
Reportable Incidents	284	182
Warnings Issued	7	15
Citations Issued	221	81
Inservice Hours	192	514
Interagency Assists	22	14
Complaints Received	45	36

Executive Summary

Overall, 1997 was a year of struggle with budget problems, not as severe as the previous year, but difficult. These problems resulted in numerous budget modifications, employee salary disputes and another year end cash shortage. Budget monitoring, budget modifications due to funding scarcity have proven to be very time consuming and detract from other essential tasks.

Those problems were compounded by the former Menominee Tribal Legislature placing our department under the Menominee Tribal Police for supervision. New Legislators directed a meeting to be held with the Tribal Administrator, Police Chief and this department to examine the issue. It was a concern that this was another layer of bureaucracy to thwart the department progress and issues resolution. The consensus of that meeting which was held in March was that, "there were no conclusive answers to the question of the alleged problems with supervision." The Administrator stated that she had no problem with arrangements while Conservation was under her supervision. Correspondence was forwarded to the Tribal Chairman's office in regard to this meeting, but no further action was taken by the Menominee Tribal Legislature.

As for salary disputes mentioned above, the Administrative Review Board (ARB) ruled against the department and upper management in one of the disputes, yet sided with management on the other. That sent mixed messages on two identical issues. The latter decision in July awarded back pay to one staff member retroactive to May of 1995. That decision adversely affected our already scant budget and no relief was granted by the ARB or the Legislature. Although the Director was sympathetic to the salary

demands, a tight budget coupled with a Legislatively imposed 5% salary cap prevented addressing those concerns internally. The Director wrote that he, "was placed in a no-win" situation because of budget slashing of his department in excess of 39% by former legislators. Without monetary relief, funds were taken from Fish and Wildlife designated funds. That left that portion of this program severely hampered. The Director cited that the ARB, "pays no heed to laws or budgetary matters in rendering their decisions."

As far as contract compliance, all enforcement personnel were recertified for firearms, twice during the fiscal year as per contract and each exceeded their minimum of 25 hours of annual inservice training in first aid, CPR and Hazmat First Responders.

The Internal Auditor's concerns for citation accounting was met by implementing a prenumbered system for citations and accounting of all citations. That system was in place after all the old citations were used and printing of the new citations was completed in June, 1997.

Conservation Enforcement

As verified by the statistical section of this report, this proved to be a very busy year for enforcement personnel who logged in excess of 280 reportable incidents and more than 220 citations. A large number of the citations issued were for snowmobile trespass, general trespass and alcohol related rafting incidents.

In regard to the rafting, several complaints were registered with the department alleging verbal confrontations threats and other problems with river resource users. Some correspondence was forwarded to the Tribal Chairman's office, while wardens responded by working to cut out alcohol on the river. Numerous canisters of alcohol were confiscated. Despite complaints from rafters, citations were issued, paid and containers returned and the confrontations on the river appeared to subside. Due to limited manpower, the tribal hunting season and fishing activities, wardens were only able to spot check river activities.

Warden personnel held two hunter safety courses during the year graduating 39 students. The hunter education course was made possible by community volunteers, tribal and Wisconsin DNR wardens, the Fish and Wildlife manager. This course helps to promote public relations along with several presentations put on in the schools and Headstart.

Fish and Wildlife Management

Deer Management- The department ran 123 random transects in 1997 which tallied the deer population at approximately 7.9 deer per square mile +-1.9 which was up from 7.7 per square mile in 1996. Because of lack of data in the past, we finally did a "sex-age-kill" population analysis which estimates the deer population at 2.16 deer per square mile. The total deer harvest for 1996 was at 438 deer. Of those deer, 197 were taken by shining while 241 were taken by other combined methods.

Other Surveys

FISH- Surveys included Legend Lake walleye and lake sturgeon electroshocking, gill and fyke nets population. also surveyed was Crowell Lake walleye, Upper Bass, Neopit Mill Pond, Little West Branch trout. River sturgeon radio telemetry is still being conducted.

WILDLIFE- Surveys include black bear, black bear radio telemetry, redshoulder hawk, woodduck, osprey, bald eagle, ruffed grouse, wild turkey, furbearer track, timber wolf track, beaver dam, sandhill crane, deer registration and karner blue butterfly

Fish and Wildlife projects-

Minnow creek and Southeast Pine Lake Waterfowl management and wild rice areas completed. On-going research on the Legend Lake sturgeon project. Trout Stream Habitat improvement to increase trout stream production within damaged portions of streams. The Camp 19 Waterfowl management project is still being developed. Walleye rearing ponds were inoperable because of water availability problems. An eastern hemlock/white cedar study from UW-Madison was discontinued because of problems with unauthorized publication of findings after nearly five years of work.

Problems- As usual, lack of funding and manpower tops our list of problems. Deer registration is difficult without regular staff to man the department after hours, weekends or holidays and complaints in regard to distance from other reservation areas to the department. After training prospective volunteers, no one

volunteers to man the registration station. Walleye rearing ponds problems include water availability, frequent vandalism and landscaping.

Environmental

There were a total of 49 incidents reported. In five of the cases, clean-up was done by the offenders, while 34 citations were issued, two warnings, one DNR referral and one Propane Truck Accident assistance.

ECONOMIC DEVELOPMENT

John Norton, Director

The Menominee Office of Economic Development presently consists of two related but nevertheless distinct offices. These are referred to as the Tribal Sector Initiative (TSI) and the Private Sector Initiative (PSI). Presently, there are four (4) staff members employed over which an Executive Director has supervisory responsibility. Other office personnel include: the Project Manager; Research Specialist; Office Manager; and the Office Secretary. The primary duties of the Executive Director are to establish financial and service parameters of newly developed businesses with emphasis on long-range planning. Negotiating with funding sources, investigating new business possibilities, and the overall supervision of project staff are other important duties of the Executive Director. The Executive Director reports on a monthly basis and comes under the direct supervision of the Menominee Tribal Administrator.

The Project Manager plays a role in assisting the Executive Director with developmental activities while maintaining compliance and monitoring aspects of potential business development. Research of importance to project development is conducted by the Project Manager in coordination with the Research Specialist for tasks between architects, contractors, building suppliers and departmental staff.

The Office of Economic Development meets on a regular basis with the Menominee Economic Development Ad Hoc Committee. Coordination of economic development activities are done in conjunction with tribal support staff. Utilization of these services are undertaken with due diligence and adherence to all tribal legislative mandates, laws and ordinances. Supporting office staff include; the Office of Community Development, Tribal Utilities, Environmental Services and Program Attorney.

The Menominee Constitution and Bylaws enable the Menominee Tribal Legislature to "retain proper governmental authority and sovereign functions over the establishment of all tribal businesses that are created." Undertaking the task of developing tribal businesses specifically geared toward future development and diversification are encompassed in this fundamental principle. With the Menominee Land Use Plan and Zoning Ordinance officially adopted, the Office of Economic Development can now concentrate on commercial development on and off the reservation. New approaches to economic development are specifically targeted for business and economic expansion. Tribal initiatives directed at business expansion will be included in a long-range planning document titled: The 1997-2002 Menominee Long-Term Economic Development Plan.

Throughout 1997, the Office of Economic Development assisted in the planning, construction staffing, and administration of the Menominee Auto Service Center. After considerable interaction and coordination, physical construction began in October 1996 and completed in January 1997. Grand opening ceremonies on February 3, 1997 capped off 17 months of project activity culminating in the addition of a new, self-standing, fee for service auto service center to our community. Four additional employees have been included into the Menominee Indian workforce.

Support efforts by our department will be required to insure that staff, policies and procedures, office records, filing and bookkeeping systems which have been established are carried out in a prudent and effective manner. Tribal and private vehicle owners will no longer depend on outside communities for automobile service and repair. One measurement of progress to date can be gauged by the volumes of dollars the auto service center has accumulated. In the first eight months of operation the Menominee Auto Service Center generated in excess of \$108,315.82 total sales. In September 1997, the Office of Economic Development succeeded in obtaining a \$100,000 grant for capital improvements. This enabled the service center to obtain a new wrecker, hire one additional mechanic and support the financial short-fall of 1997 fiscal year operations.

Bridging the gap between the present level of operations and a break-even point is a primary objective for FY 1998. Our department continues to provide business and technical assistance to the Menominee Auto Service Center as directed by the Menominee Tribal Legislature. Other important and potentially profitable project development include government contracting, the beverage industry, light manufacturing, the gaming industry, and joint venturing with other businesses.

PRIVATE SECTOR INITIATIVE (PSI):

The Menominee Private Sector Initiative is staffed by a Research Specialist, (currently out on disability), and an Administrative Secretary. The mission statement of the Private Sector Initiative is to “provide a locally designed program utilizing all available resources including counseling, education, and hands on technical assistance for the growth of individually owned business enterprises.” The present course of small business development will lend support to maximizing future community and Menominee Indian economic potential.

Since its inception in May 1992, the Private Sector Initiative has successfully completed 34 business plans during a five (5) year period. Of these potential businesses, the Private Sector Initiative has successfully secured financing for 39 businesses totaling \$330,659.00. Financial assistance and capital investments were made possible through the Menominee Revolving Loan Fund, area banks, other lending institutions, and the Bureau of Indian Affairs.

Business plan development has varied from marketing research, and financing, to on-going financial analysis and consultation. Confidentiality is strictly observed and adhered to on a case by case basis. Each prospective entrepreneur is guided through a standard process in order to compile and organize all the various types of information required by financial institutions. The following provides a measurement of progress for the period between September 1996 through September 1997:

Totals 1996-1997	
Number of Contacts	58
Actual Businesses Started	13
Financing Secured	\$248,755.00
Business Plans Completed	16

Aside from helping our tribal members start their own businesses, the Research Specialist will also manage the Office of Economic Development Incubator Project. This incubator project building has now been renamed the Menominee Business Center. It is located next to the Menominee Library in Keshena.

A 2,400 square foot building, this business center will house up to six (6) businesses owned and operated by Menominee tribal members. The Menominee Business Center is governed by a business board/selection committee comprised of the following: Renee Mahkimetas, Research Specialist of PSI; John Norton, Executive Director, Office of Economic Development; Kenneth Peissig, Vice President of Citizens Bank; Ron Corn UW Extension Agent; Tom Litzow, Director, Menominee Loan Fund; Robert Duffy, Menominee Community Development; and Amalia Valencia, NAES College.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION GOAL: Maintain a minimum of 85 undergraduate students in colleges and universities, with the projected number of graduates at the end of the 1996-97 academic year at 18. To accomplish this goal, the following services are provided:

1. Admissions and Financial Aid Application assistance
2. Education Counseling
3. Information and financial aid workshops
4. Student follow-up through university and college financial aid departments, multicultural centers and student contacts.

Cumulative Progress:

- A. Number of new applicants - 112
- B. Number of active students - 84
- C. Number of graduates - 25

1997 FY Budget: \$249,870.64

Expended 247,748.56
 Difference: 0% \$ 2,122.08

HIGHER EDUCATION SUMMARY: The graduate projections were exceeded by 8 this year. This can be attributed to the shortfall in last year's projections. Some of the students who were projected to graduate in

the spring 1996 semester, did not graduate until December 1996. The implementation of the Education Plan will assist students as they begin to work toward their education goal. The Fund Finder Scholarship Search Program will be an additional resource for students as school costs continue to rise.

ADULT VOCATIONAL TRAINING GOAL: Improve the level of vocational education for Menominees through vocational technical programs and increase the number of Menominees in vocational technical programs. To accomplish this goal, the same services are provided to vocational technical students that are provided to higher education students.

Cumulative Progress:

- A. Total number of contacts/assists - 585
- B. Number of new applicants - 110
- C. Number of active students - 19
- D. Total number of completions - 16

1997 FY BUDGET: \$185,093.29

Expended: 184,280.43
Difference: 0% \$812.86

AVT SUMMARY: The projected AVT completions were exceeded by 4 students, even though enrollment in technical college programs remains low. The impact of the W-2 Program definitely affects our students because the focus is on employment not education. Since a majority of our students are non-traditional and most have families, they cannot afford to go to school and work at the same time.

ADULT EDUCATION GOAL: Improve the education level of Menominees through GED instruction. Provide workshops, courses and seminars to enhance employment skills and income potential. To accomplish this goal, the following services are provided:

1. Full-time GED instruction from Monday - Friday.
2. Licensed GED testing center that tests twice a month.
3. Limited assistance for workshops, courses & seminars(tuition, books & fees for short-term training).
4. GED instruction provided to At-risk High School Seniors.
5. Literacy Advisory Council Participation.

Cumulative Progress:

- A. Total GED students enrolled/completed - 361/46
- B. Total Adult Education students enrolled/completed - 47/40

1997 FY BUDGET: \$55,784.41

Expended: 49,832.03
Difference: 10% \$ 5,952.38

ADULT EDUCATION SUMMARY: It is truly noteworthy that the GED projected completions were exceeded by 64% or 28 students. We continue to work cooperatively with other departments and the school district to provide GED/ABE services.

EDUCATION CONTRACT HIGHLIGHTS

Financial Aid workshops were held at the MISD in November, December and January. The Education Counselor met individually with Seniors from January through May to assist them with their applications and financial aid forms for continuing education.

Career Day at MISD focused on college and technical college recruiters. The Education Counselor contacted all recruiters for this event.

The Education Director was a member of the BIA Great Lakes (4-state) Education Conference Planning Committee that held a conference in April. The theme was "Indian Education: Strength Through Unity." Workshops covered Pre-K to post-secondary BIA Education Programs. Tribal programs that were showcased included the College of the Menominee Nation.

An IHS workshop held in Oneida in January provided Education Directors with information regarding the IHS scholarship application process.

The Annual Wisconsin Indian Education Association conference was held in Eau Claire on April 20 - 23rd. Howard Ranier was the keynote. The Education Director was elected President of the Association. W.I.E.A. offered their first annual state-wide scholarships. Of the 3 scholarships offered to 2 undergraduates and 1 graduate, a Menominee student was selected for one of the undergraduate awards.

Testimony was presented by the Education Director to the State Joint Finance Budget Committee at a hearing in Eau Claire on April 22nd. The testimony detailed the impact of the reduction of the Wisconsin Indian Grant.

An Education Plan for undergraduate students was proposed at a Wisconsin Education Directors Association meeting in June. The purpose of the plan is to have students set long and short-term goals in their effort to achieve their education. The plan was adapted for our use, reviewed by the Tribal Education Committee and implemented for the fall semester. So far, feedback from the students has been positive.

ADULT VOCATIONAL TRAINING HIGHLIGHTS

The financial aid workshops held at MISD included students planning to attend technical college.

Testimony presented to the State Joint Finance Committee also pertained to technical college students.

Three (3) intern positions were created at Northeast Wisconsin Technical College for minority students. This was a result of the efforts of the Multicultural Planning Committee. The Education Director is a member of this committee. Students hired for these positions have their tuition covered while employed 1/2 time and receive employee benefits. An Indian student was placed in one of the positions. The other two are filled by a Black student and a Hispanic student.

Mahnowsekiyah was visited periodically this past year to discuss educational opportunities with the clients. The Education Plan has been directed to technical college students as well as higher education students.

ADULT EDUCATION HIGHLIGHTS

The GED completions have been exceeded by 28 or 64% this year.

We continue to provide services to At-risk MISD Seniors. There was a successful completion rate of 40% at the end of the academic year.

T.A.B.E. assessments were provided for JOBS throughout the year and to the J.T.P.A. Summer Youth Program students.

The GED Instructor is active on the Wisconsin Literacy Advisory Council. Through this council, tutoring has been offered to students on a one-to-one basis.

ELDERCARE SERVICES PLANNER

Leonard Kary, Director

This past year seems as though it has flown by, with many things going on all the time. Our residents have participated in many different things throughout the year and have had many visitors. It seems as though without bingo, we would have to be a lot more creative with activities since that is what the over all favorite activity is, and they play at least three times a week. Along with that are the rides through the woods, shopping trips, and parties. We have had many visits this year from various classes from the schools and even some daycare children. Some of the groups have helped us plant the garden, flowers and trees, and have spent time making things for the residents. They have put on skits, done demonstrations and we even have pen-pals for all of the residents. We think that the contact that these children are having with the Elders can only serve to give them a better understanding of their heritage, as well as learning a better respect for the Elders. Some of the more memorable trips for the year have been the annual trip to the New Zoo in Suamico, our annual fishing trip, a trip to the farm with some of the Neopit students, Shawano Co. fair, Memorial Day parade and the annual Sturgeon feast. The residents do enjoy being involved with the rest of the community and again, we do encourage all family members to continue to involve our residents in their family gatherings. Lastly, we are hosting a Menominee Language class being offered through NAES college, in the lower level of the CBRF which is free of charge.

The staff has also participated in outside educational experiences. Most of the personal care workers attended several sessions dealing with issues found in a work setting. We attended the Wisconsin Health Care Assn. conference in April, which featured a speaker from the Disney company. We also attended a

food show in Green Bay which was hosted by Reinhart Foods, where we were able to sample and compare a variety of products, so that we can prepare a more suitable menu.

The one major issue facing the entire long term system, which will include us as well, is the Long Term Care Redesign being proposed by the State of Wisconsin. The plan calls for all providers of care to senior citizens in Wisconsin to be brought together under one "Resource Center" which will provide for one stop shopping for the Elderly. This resource center will do both a financial and personal evaluation on an individual, so they can be provided with the best possible advice as to services. The individual would be then referred to a Care Maintenance Organization (CMO) which would be responsible to provide that individual with the appropriate services.

There are currently several pilot programs being tried, so that any problems can be worked out before everyone is involved. The State will be offering the Tribes and counties the opportunity to apply to be either the Resource Center or the Care Maintenance Organization. In addition, this would also provide for additional funding for more programs like the Wolf River CBRF, which is currently not funded at all by any state programs.

ELECTION COMMISSION

Davey Jean Peters

Nomination papers for the Tribal Police Chief and the Tribal legislature Election were available to eligible tribal members. The Primary Election was held, November 13, 1996. The following candidates were certified as "On Reservation" Candidates for the Tribal Legislature:

Apesanahkwat	Richard Awonohopay
Barbara E Grignon, Sr.	James Horton
Shirley Daly	Wendell N. Askenette
Eugene Caldwell	James C. Wayka
Dewey Schannandore	James R. Kaquatosh
Louis J. Dixon	Chauncey J. Webster, Sr.
Leslie Penass	Michael E. Sturdevant
Randolph Reiter	John H. Teller
Evelyn Waupoose	Myrna Warrington
Albert J. Fowler	Orman Waukau
Ralph H. Lyons	Gaynelle M. Peters
Jeremy Weso	Bruce A. Wilber, Sr.
Irene W. Dickenson	Louetta Shawano

The candidates that were certified as "Off Reservation" Candidates were:

Arnold G. Chevalier	Myrna Jackson
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The following candidates were certified for Menominee Tribal Police Chief:

Keith L. Tourtillott	William Beauprey
Karen Neconish-Gardner	Thomas F. Tousey
Bernard Smith, Sr.	Gerald T. Smith, Sr.
Roger H. McPherson	Thomas M. Nacotee

Voting results at the polls and absentee on November 13, 1996:

South Branch Fire Station	24
Neopit Fire Station	242
Keshena Tribal Offices	735
Asentee Returned	737
TOTAL	1738

The top six for the Primary Tribal Legislature were:

Apesanahkwat	676	Wendell Askenette	501
Eugene Caldwell	663	Leslie Penass	450
John H. Teller	574	James R. Kaquatosh	426

There was a recount between two candidates, James R. Kaquatosh and Randolph Reiter. James R. Kaquatosh recount was four votes more than Randolph Reiter in the recount that was held on November 22, 1996.

The two top vote getters for the Tribal Police Chief were:

Keith Tourtillott	613	Karen Neonish-Gardner	466
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The Final Tribal legislature and Tribal Police Chief Election was held on January 8, 1997. The three winners for the Tribal Legislature were:

Eugene Caldwell	925	Apesanahkwat	858
Wendell Askenette	788		

The winner for the Police Chief was: Karen Neconish-Gardner 918

The other candidate, Keith Tourtillott had 616 votes and a write-in candidate, Thomas Tousey had 34 votes.

Voting results at the polls and absentee on January 8, 1997:

South Branch	44
Neopit Fire Station	240
Keshena Tribal Offices	691
Absentee	644
TOTAL	1619

Total Budget for the Tribal Election Commission \$40,000.

ENROLLMENT

Eileen Schultz, Director

Enrollment Applications Distributed:	388
Enrollment Applications Returned:	188
Enrollment Applications Approved:	148
Applications denied and placed on the Ancillary Roll: 11 others denied - no fee	59
Relinquished from the Menominee Tribe:	6
Deceased Tribal Members:	70

Accomplishments

Per Capita Trust Accounts for the minors are distributed twice a year in June and in December. This has been going quite smoothly this past year. We have located a few more of our members, and talked with Social Security. I can forward a letter to them for some of the members we can't find, and they will forward for us.

This past year the Ancillary Applications have picked up, the fee is \$25.00 per application, revenue from the applications is \$1,475.00.

Problems

We have approximately 200 applications out for children who are eligible for enrollment.

Another big problem is address changes and name changes, I guess this problem will never go away. They wait until Per Capita to let us know of any changes, this is the only time that we know that someone is married.

Expenditures:

BIA Budget	\$54,560.86
Carry Over	<u>.00</u>
	\$54,560.86
Tribal Budget	\$40,000.00
Carry Over	<u>5,275.85</u>
Expenditures	\$34,724.15
Per Capita	\$800,000.00
Carry Over	10,129.58
Expenditures	<u>\$789,870.42</u>

ENVIRONMENTAL SERVICES

Gary Schuettgeltz

COMMUNITY INJURY PREVENTION Investigated 18 severe injuries occurring from January 1 - May 31, 1997. This compares with 15 for the same time period FY 96.

Developed a severe weather warning system to be used in public facilities.

Received two grants from IHS, one for additional child car seats, and one to move a utility pole that has been the scene of numerous car crashes.

112 Child Safety Car seats given out to parents of newborns.

OTHER Expanded Tribal/EPA Environmental Agreement through the year 2000. Document approved by Tribal Legislature and EPA.

Menominee Gas company had an LP truck crash and overturn near the Tribal Law Enforcement Center. Because of a suspected leak, the Tribal Clinic, Law Center, Jail, County Facilities, Conservation, Hillstop, and Supermarket were evacuated.

Received \$61,792 grant from EPA under the General Assistance Program. This funding may increase to \$75,000.

SURFACE WATER Continue working with USACE on mapping the flood plain on the Wolf River to the north line and the West Branch to the dam in Neopit.

Work is continuing with USACE and CORLL in addressing the frazil ice issue and flooding in Keshena.

Withdrew Water Quality Standards application from EPA.

Sturgeon work at Shawano Dam underway in cooperation with FWS. 19 sturgeon tagged and monitored. Twelve sturgeon captured below Shawano dam, implanted with radio transmitters and released below Big Eddy Falls.

Seeded two (2) tons of wild rice in conjunction with the Conservation Department.

Received \$75,000 grant from EPA for 104 and a \$50,000 for 106 water projects.

Continue to participate in the NRDA Fox River issue.

Continued lake monitoring efforts.

GROUND/DRINKING WATER Arranged for Culligan of Shawano to install iron removal units in the homes in Nacottee subdivision.

Received \$295,000 from IHS for replacement of Neopit water tower. Tribal funds of \$180,000 added to complete the project.

MINING Oak hybrid study completed by staff which may force the TMA to move to protect these trees.

Submitted a personnel request for a mining specialist. This person was hired under Tribal funds, then was moved to the Treaty Rights/Mining Impacts office. Most of the mining project is now handled by that person. Staff still continues to review and make comments on documents submitted by CMC, DNR, etc. Staff continue to attend some of the meetings where we can provide input and gain information.

UNDERGROUND STORAGE TANKS The following underground storage tanks were removed during this year: South Branch Elderly Apartments, Zoar Elderly Apartments, Keshena Elderly Apartments, Forestry Center, Old South Branch Ranger Station-2, Old Government Gas Station-2, Delores Tomow property-3, old MTE office building, Neopit Fire Station-2, Conservation Department, Keshena Fire Station, and an above ground tank from Highway Shop.

Funds were a combination of Tribal and \$100,910 in funds from BIA for tank work.

The remediation system at the Boivin site in Neopit installed and working. This system involves both a pump and treat system and an air sparging system. System will probably need to be in operation for about 3 years to clean up the plume of waste in the ground water.

Assessment was performed at the Old Government Gas Station in Keshena. Initial indications may not need to remediate ground water. However, do have an extensive area of lead contaminated soil that will be removed.

Received a \$20,000 grant from EPA to develop UST, LUST, and AST regulations for Menominee.

HAZARDOUS WASTE The following hazardous wastes were removed from the Reservation and disposed of in accordance with EPA Regulations: 2635 fluorescent lamps, 70 pounds of broken fluorescent lamps, 250 gallons of waste oil, 20,400 pounds of contaminated soil and 9000 pounds of contaminated water from the Boivin site, 35 gallons of non-hazardous special waste, 205 gallons of petroleum distillates, 820 gallons of waste gasoline, 5 gallons of blood contaminated snow melt from a motor vehicle crash, 26 tons of contaminated soil from contaminated site behind Neopit Fire station, and 600 gallons of heating oil from old MTE Headquarters building. Other small quantities of primarily oil and gas waste also removed.

Received grant of \$72,445 under RCRA from EPA.

Received grant of \$14,113 from EPA/GLNPO to conduct a Household Hazardous Waste Collection next spring.

HAZARDOUS MATERIALS Received a \$9,432 grant from DOT for hazardous materials emergency planning and training FY 1998. With 97 money 30 students were trained to Awareness level, and 9 to Operators II.

AIR Attended two organizational meeting of the Great Lakes Regional Partnership for Air Quality Concerns in Protected Areas, with EPA, National Park Service, Environment Canada, Parks Canada, and other Tribal Representatives. This partnership has been endorsed by the Tribal Legislature. Partnership designed to address air pollution issues in pristine areas such as parks, Tribal Reservations, etc.

FINANCE
Kathy Kaquatosh

The Menominee Indian Tribe has a centralized finance department which provides the accounting services to all Tribal programs. Finance is funded by Indirect Cost as well as nine other service departments.

Besides maintaining the present level of services to tribal programs, staff have worked on adding the accounts receivable function to tribal programs. Our HUD-202 Elderly Program is on this system and it provides immediate information, i.e., who owes, how much, date of last payment. We also have started the groundwork to have Tribal Courts and Tribal Utilities on the accounts receivable system.

This year we processed, for the first time, our per capita checks and the IRS-1099 forms. We saved time and dollars and will continue with our software system we purchased.

Another goal we started is to have our accounting system track the dollars spent, by services provided to tribal members, i.e., health, education, law enforcement, etc. Next year we plan to provide this report to you.

FOOD DISTRIBUTION

Pat Roberts, Director

The program provides commodity foods to needy families living in Menominee Reservation/County and needy Native Americans living near the Reservation in Shawano, Langlade, and Oconto Counties. Out of 4,392 households certified 4,218 received food. Our program participation increased by two hundred eighty-one (281) persons a month this past year; which is a 40% increase over fund year 1996. We believe the increase is due to welfare reform, and a combination of food package improvements and the economy.

USDA could not provide us another worker to help us with the extra work the increased participation created. When our clerk went on maternity leave we had to hire a part-time replacement to help us out. We kept the part-time clerk on after our clerk came back from maternity leave but had to shift funds to cover the cost for a couple of months. We are trying to get funds from USDA for an extra worker for 1998.

We submitted a proposal for the Fresh Fruits and Vegetables Project through the National Association of Food Distribution Programs on Indian Reservations and the United States Department of Agriculture and received approval to begin the program for fiscal year 1997. Beginning in November of 1996 we received our first shipment of fresh produce. The Tribe provided funds for an addition to the Food Distribution building, a new freezer, and a part-time warehouse worker so we would be in compliance for the fresh produce project. The fresh produce was very well received by our clientele.

Director was appointed to the Food Distribution Programs On Indian Reservations Food Package Review Committee to provide input to change the food package and exchange unpopular items for other food items to make the food package more appealing and nutritious. The changes will decrease Evaporated Milk, and Pork, but will add soup, cranberry based juices, egg noodles, canned mixed vegetables, and frozen chicken and we will have rotation of some of the canned vegetables and canned juices. We will continue to work at improving the food package and to provide participants with recipes and nutrition information on the food items available from the program.

USDA provided our program with new computers, but we are not fully set up to handle all the functions we need that provide us with important information and data.

FOOD DISTRIBUTION NUTRITION EDUCATION

Our program received a grant in the amount of 5,816. for nutrition education. We contracted with UWEX with the help of the Nutrition Education Aide from last year to provide participants and community members with information on food items, teaching healthy food choices, cooking demonstrations and preparation tips using commodity foods, and nutritional recipes.

TEFAP PROGRAM

We distributed 2,832 pounds of Surplus (TEFAP) Food to 403 households. TEFAP food items can be issued to anyone on Food Stamps or commodities and to others living in Menominee Reservation/County who meet the income guidelines.

GAMING COMMISSION

Lynette Miller, Director

The Menominee Tribal Gaming Commission (Commission) provides a service to the Menominee Nation through ensuring integrity, security, honesty and fairness of the operation and administration of gaming and the ancillary activities of the gaming operation, and to protect the Menominee Nation's assets as well as the integrity of gaming.

My philosophy in organizing and managing the Commission staff is to hire creative employees and then empower them in their position once they understand the function of the Commission. The Commission has four departments, Background Investigations, Surveillance Systems, Internal Audit and Investigations.

Background Investigations Department prepares and submits investigative reports to the National Indian Gaming Commission on each background investigation of all employees. They submit fingerprint records to the National Indian Gaming Commission in order to review FBI criminal history records on potential employees as well to the Crime Information Bureau in Madison. They maintain the confidentiality of all information relating to a background investigation.

Surveillance Systems Department ensures adequate installation and operation of all video equipment, safety systems (i.e., fire alarms, door alarms etc.), and they monitor all gaming activity 24 hours a day. They offer a comprehensive program of monitoring both employee and patron activity. The departments deterring effect has been very cost effective for the gaming operation and the Tribe.

Internal Audit Department checks all financial records for compliance with all applicable rules, regulations and internal controls. They evaluate current internal controls and policies and procedures. This assists in the prevention and detection of fraudulent activity, (from internal and external forces), embezzlement and inadequate nonexistent internal controls and procedures. Mandatory corrections are implemented from this department. This department also ensures that all gaming revenue is sent to the Menominee Nation in a timely and efficient manner.

Investigations Department follows up on all reports from surveillance, audit, background, and the community on crimes that are of a serious nature in the gaming facility. The initial investigation is conducted by this department and turned over to law enforcement agencies. The investigations department has the initial contact with outside investigators and they may call them in to finalize a case.

Because the Commission staff, or "Regulatory" staff as we are sometimes known, is a strong and unrestricted entity we are able to perform the responsibility of oversight of the Tribe's gaming operation in the most beneficial, effective manner for the Menominee Nation.

The Commission staff accomplished great strides in providing the integrity of the gaming operation for the Menominee Nation. The first federal gaming report was released to the press in January. To quote the report "**Menominees only Tribe in State to meet all the rules**". This was accomplished because of the diligent work that the Commission provides on a daily basis. Not only do we protect the Menominee Nation gaming operation from potential closure by ensuring compliance with all federal and state rules and requirements, we help to ensure success for the Menominee Nation by meticulously overseeing the earning of revenues and making sure those revenues go entirely to the Tribe. This is accomplished through proper background investigations, auditing, investigations and surveillance of highly sensitive areas.

The net win for the casino increased 14.48% from fiscal year 95/96 to fiscal year 96/97. This is a \$4,281,208.57 increase. The Commission played a significant role in that increase. The gaming operation is much more efficient and profitable when proper procedures and compliance to those procedures are in place and when proper background investigations are completed on all employees of gaming. As a result of a Commission mandate, procedures for every money handling department were written and implemented within the last year. This was a major task and included training of all employee on proper procedures and money handling. This would not have happened without the presence of the Commission.

Another major accomplishment of the Commission involved intervention in the area of marketing. The gaming operation restructured their coupon for promotions and bussing packages. As a result, they doubled the cost of the program to approximately 30% of the casino win. At this rate, it would have been impossible for the gaming operation to meet the needs of the Tribe through transfer of money to the Tribe's general fund. The Commission, as the regulatory body, is responsible for ensuring that the Tribe receive the maximum amount of money from its gaming operation . Within three days, the problem was corrected. Had the "match play coupons" been allowed to continue, it is estimated that the cost of promotions would have been \$3,024,215.00 higher than it is currently.

The Menominee Tribal Gaming Commission is a member of the National Tribal Gaming Commissioners and Regulators Association. There have been a number of times that members of the Menominee Tribal Gaming Commission staff have been invited to speak to this association as well as other national gaming conferences. The Menominee Tribal Gaming Commission has been a major contributor in keeping the Menominee Nation on the forefront of gaming and ensuring continued success for the Menominee Nation.

GENERAL ASSISTANCE

Wayne Pecore, Director

The General Assistance Program is a BIA program. An act of congress in November 1978 authorized the secretary of the interior to make grants to Indian Tribes in the establishment and operation of Indian Child and Family Service Programs. Policy was developed for general assistance to provide services for eligible Indians designed to promote personal, economic and social stability, working toward attainment of self-sufficiency, when general assistance is not being provided by that state .

GAP is intended to assist Indian persons with their basic needs of food, shelter, clothing, and utilities. They must have exhausted all other available resources. It is a program of last resort. All able bodied clients must actively seek employment. Clients who refuse or otherwise fail to seek and accept available local employment, or who voluntarily and without good cause do not maintain employment are not eligible for 60 days.

You must be enrolled in a federally recognized tribe and live within the boundaries of the reservation. Descendants must also be enrolled or be one-fourth degree or more blood quantum of recognized tribes. College students are not eligible because they have other resources of financial assistance and grants available to them. High school students are eligible if they are eighteen and the family is in need. Basically the parents are responsible for their children while at home. People incarcerated are not eligible, their needs are being met. Clients in treatment get a onetime payment of 25 dollars and are eligible for our medical block grant benefits provided by the state to the tribe. They must be patients at Maehnowesekiyah. All clients must use the services at the Tribal Clinic .

All clients must comply with the WEP unless exempt. They must work 15 hours per week and bring in job search papers on Friday. Failure to comply will be a 60 day closing. The goal of the program is to get clients job ready. They are put in GED classes if their high school drop-outs. The WEP is showing good results our caseload is dropping. Last year our caseload was an average of 93, this year it is 73. In our new Welfare Reform, Performance before Pay, clients are paid each month after they have complied, they no longer receive a check in advance of the month. JTPA gives our clients bus transportation tickets to get to their jobsites.

Recipients are required to immediately report any change that may affect their eligibility or amount of assistance. Most all income comes out dollar for dollar. The Clients must review their eligibility every three months. All clients have a right to a written decision of their application within 30 days. If they disagree with any decision of their case they can file for an appeal and have a hearing.

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

On June 19, 1997, the Menominee Tribal Legislature passed a motion to merge the Historic Preservation Department with the Menominee Logging Museum. The former director of the Logging Museum had retired which necessitated the merger. Historic Preservation will now manage the daily operation of the Logging Museum as well as continue to work on our many objectives. The Historic Preservation Office is housed in the caretaker's quarters at the Logging Museum. Tribal members are urged to tour the Logging Museum free of charge.

The merger of the Historic Preservation Department and the Logging Museum will allow for the activation of the Menominee Indian Historical Foundation's 501 (c) (3) tax exempt status. The 501 (c) (3) will allow Historic Preservation to pursue funds to build the proposed Cultural Museum. The Cultural Museum five year plan was approved by the Tribal Legislature in June of 1996. The Cultural Museum will be constructed on the grounds of the Logging Museum when the appropriate funds are raised to build the facility. The museum will be a state of the art cultural facility that will house our rich cultural heritage. We are consulting with the American Indian Museum Studies Program Center for Museum Studies, Smithsonian Institution in our museum planning process.

The department has completed its first repatriation request in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). The department helped a Menominee tribal member repatriate their family sacred objects from the Milwaukee Public Museum. The repatriation request took over one year to complete. The sacred objects were repatriated to the tribal member this summer. More repatriation requests are pending and we will be requesting our ancestors human remains from museums and other institutions. Repatriated human remains will be buried in a special burial place on the reservation with ceremonies exclusively of the Menominee people.

The department received word that their Menominee Language Preservation Project proposal "Menominee Language Preservation Project" was funded by the Administration for Native Americans (ANA). The Menominee Language Preservation Project's main objective is to train four tribal members to teach Menominee Language in reservation schools. The trainees will work with existing Menominee language teachers and Menominee native speakers throughout the one-year project. The grant could not have come at a better time with the establishment of the Menominee Language and Culture Commission who will oversee the Menominee Language Preservation Project.

The department has completed the Traditional Cultural Properties Inventory (TCPI) in reference to the Crandon Mine Project. The TCPI is a comprehensive study of Menominee cultural resources associated with the Wolf river. The TCPI is a requirement of Section 106 of the National Historic Preservation Act and its contents are evaluated by criteria established under Bulletin 38 of the National Park Service. The TCPI will be kept "in-house," because of its sensitive cultural and spiritual content, until the Tribal Legislature approves its release to the Army Corp of Engineers.

The department received word from the Wisconsin Humanities Committee that our grant proposal to create a Menominee Tribal History Guide was approved. The grant is a part of the State of Wisconsin celebrating their Sesquicentennial. Through this grant we have conducted research for the guide at the Marquette University and Wisconsin State Historical Society archives. We have written several sections to the guide that were presented to and approved by our Tribal Elders Committee. The Tribal History Guide will be completed in the early part of 1998.

The Historic Preservation Department continues to be a member of the Wisconsin Intertribal Repatriation Committee (WIRC). The committee is involved with several repatriation (NAGPRA) and historic preservation issues with federal and states agencies. WIRC members are also a part of Wisconsin Dept. of Transportation (WDOT) Native American Liaison Committee. WDOT consults with the Native American Liaison Committee on archaeological issues related to their road construction projects. WIRC has also received a grant from the National Park Service to research the locations of unidentified human remains throughout the country that have come from Wisconsin for future repatriation. WIRC will continue to search for a neutral burial place for these unidentified remains somewhere in the State of Wisconsin.

The department is continuing its efforts of taking over part or all of the State Historic Preservation Officers (SHPO) responsibilities on the Menominee Reservation. We are currently creating a cultural preservation

plan that will be submitted to the SHPO and the National Park Service for their approval. If we are successful with our endeavor to take over some or all of the SHPO responsibilities, funding will become available through the National Park Service to carry out these responsibilities.

We have completed research on the historical background of the St. Joseph's of the Lake Church in South Branch for the purpose of placing the church on the National Register of Historic Places. The church is the oldest building on the reservation dating back to 1890. The application will be reviewed by our Tribal Elders Committee and the Tribal Legislature before it is sent to the National Park Service for a determination of eligibility.

The Department has become involved in the Natural Resource Damage Assessment of the Fox River. We are conducting research on the historical existence of the Menominee Tribe on or near the Fox River. It is our hope that with this information the Tribe can be compensated for the loss of cultural and environmental resources as a result of pollution from the Fox River.

We are continuing to monitor the relicensing process of the Shawano Hydroelectric Project also known as the Balsam Row Dam. We are concerned with Menominee cultural resources being impacted by the project. Archaeological sites, prehistoric and historic occupational sites are being threatened by the pool levels as a result of the dam. The Department of Interior has filed Section 4(e) conditions of the Federal Power Act with the Federal Regulatory Commission (FERC) providing for the protection of our cultural resources in the relicensing process. We are waiting FERC acknowledgment and response to the 4 (e) conditions.

The department coordinated the Annual Sturgeon Feast and Celebration. Ten Sturgeon were supplied by the Wisconsin Department of Natural Resources (WDNR) for our feast. The feast and celebration took place at the Menominee Tribal School. Over three hundred people attended this event, including WDNR Secretary George Meyer and other WDNR officials. We will continue to conduct this annual cultural celebration.

The department is working with the director of the Cultural Institute, CMN and the Dean of Menominee Campus-NAES College in developing an alternative program to incarceration for community youth. This request for assistance came from the Menominee Language and Culture Commission. The alternative program will be created with the help of existing tribal youth oriented programs, community youth program providers, law enforcement personnel, Tribal and County social services and educators will be asked for their input on the alternative program. The alternative program will focus on Menominee traditional values, Menominee culture, history and customs, and other positive activities. It is our hope that youths involved in the Juvenile Justice System will be allowed to participate in this culturally based program.

The department continues to provide technical assistance to tribal members, tribal programs and the public in reference to Menominee history and culture. Sensitive cultural information is withheld to the public. We continue to work with our tribal elders and also conduct interviews with them for needed Menominee cultural and historical information. We also give presentations to schools on and off the reservation regarding Menominee history and culture. We have also coordinated Menominee Traditional Dance performances for dignitaries visiting the reservation and other cultural events. We are here to serve the Menominee people!

Waewaenin!

HOUSING

Jerry Nunway, Director

TRIBAL HOUSING PROGRAM

The administrative portion of this program pays for 50% of the costs of running the office. This includes salaries, rent, etc. The office is staffed by two persons, the director and the administrative assistant, who review the many applications for home repair assistance. They decide if a person is eligible for and for what program they can be served under.

The office staff were responsible for the operation of nine Individual programs this past year. These programs were all for home repair assistance income form or another.

Under the Tribal Housing Program we were able to give twenty downpayments to Tribal members for new or upgraded housing. These grants averaged \$2,000.00 each. This was a popular program this past year, as the only requirement was to be able to secure one's own financing and the homes were to be in a standard condition.

ELDERLY DIRECT ASSISTANCE PROGRAM

Under the Elderly Direct Assistance Program we were able to serve forty-five eligible Menominee Elderly persons, aged fifty-five and over with home repairs . Persons must meet 125% of the Poverty income guidelines to be eligible. The average cost of these repairs were \$1,666.67. Some of these jobs were allotted the full \$5,000.00 for repairs, while some only required furnace's cleaned and serviced. Allowable work includes new shingles, windows, doors, electrical, heating and plumbing.

DISABLED MAINTENANCE PROGRAM

Under the Disabled Maintenance Program we assisted nineteen families with various repairs to Heating Systems, Plumbing Repairs, Electrical Repairs, Wheelchair Ramps, etc. There was no age limit on this program. The applicant had to have a letter from a doctor stating the degree of the disability. They also had to meet the Poverty Income Guidelines.

The above three program are Tribally funded.

HOUSING IMPROVEMENT PROGRAM

The HIP Program is a Federally Funded Program. This program can assist eligible applicants with home repairs, downpayments, or new homes.

Eligible applicants must first exhaust all other avenues of financing first before the HIP Program can help them. This year due to the many requests for downpayments through the Tribes Downpayment program, all the HIP funds are also designated for Downpayments.

HOUSING PRESERVATION GRANT

This was a State Funded Grant with the balance of the funds from a Grant in 1995. We used these funds to complete one job, an addition for a family.

WEATHERIZATION

Our office accepts applications for this program, and forwards them to the Regional Office for review and approval. Once a person is eligible for Energy Assistance, they are automatically eligible for the Weatherization Program.

The Weatherization Program has its own work crew. Work done includes insulation of the home, Windows, Door Repairs/Replacement, Skirting of home etc. This year they serviced twenty-one homes.

INDIAN HOME GRANT

This Grant was from the Office of Native American Programs, Chicago. The Grant was for \$85,250.00. Applicants had to meet the eligibility guidelines including income under this program.

We assisted thirty-one applicants with repairs which included heating, plumbing, electrical, and general construction. For persons who moved to Middle Village, we were able to pick up the cost of the concrete slabs under the homes, hook-ups for sewer, water, and electrical, which are only stubbed into the lots. The leaseholders need to cover the cost of running these lines to their homes.

WHEDA SUPPORT PROGRAM

This program was a State Grant for \$35,000.00 which was used in conjunction with the Indian Home Grant. We assisted fourteen persons with repairs and/or hook-ups for Middle Village.

INDIAN HEALTH SERVICE

This past year we drilled seventeen individual wells, hooked up eighteen water systems, installed sixteen septic tank/drainfields, nine community water and sewer connections and one water main replacement in Neopit.

HUMAN RESOURCES DEPARTMENT

Michelle Schneider, Director

The Human Resource Department provides payroll, recruitment, training and development, grievance/complaint, orientation, and benefits including 401K, medical insurance, dental insurance, and worker's compensation for the employees of MITW. Unemployment compensation, random drug testing, background checks, and the EAP program are also services provided by the Human Resource Department.

The annual budget for the Human Resource Department was \$638,300.00.

BENEFITS/COMPENSATION

This information includes the Gaming Corporation whose benefits and insurance programs are administered by the Tribal Insurance Manager.

Life/Health Disability

Health and dental claims paid for the year were approximately \$3,645,077, a large increase over last year's total claims of \$2,227,019. With the payment of administration fees and reinsurance premiums in the amount of \$354,769, the total cost of the health plan for the year was \$3,999,846. One dependent life claim in the amount of \$2,000 was paid. Disability claims paid for the year were approximately \$187,483 and approximately 12 employees per week on average were receiving disability benefits. At the beginning of the year, there were 779 insured employees and by 09-30-97 there were 831 insured employees.

The third-party administrator for the Tribe's health plan remained Midwest Security Administrators in Green Bay.

The health plan continued to subscribe to a preferred provider network named Associates for Health Care, Inc. (AHC). The providers in this network give discounts on the cost of their services. In FY 1997, total savings to the health plan generated by AHC was approximately \$157,013. The annual fee paid to AHC for their services was approximately \$30,141.

The prescription drug card program continued through ProVantage.

The health plan was audited and an Annual Report Form 5500 was filed with the IRS in August 1997.

A self-funded health plan was established on 01-01-96 for General Assistance clients using funds provided by the State of Wisconsin. This plan is being used in lieu of Medical Assistance. For FY 1997, 194 clients were served and approximately \$171,822 in claims was paid.

The burial insurance benefit program continued through TransAmerica Assurance Company. This program pays a \$3,000 burial benefit for enrolled tribal members. For FY 1997, the policy cost was approximately \$139,956 and a total of \$253,090 was paid in claims. Approximately 83 enrolled tribal members were served.

401K Retirement Plan

The participation rate for the 401K plan remains slightly above 50%. Provident Mutual, Philadelphia, PA remained the assets manager for the plan and Charing Company, LaCrosse, WI remained the recordkeeper. Quarterly account statements are issued to participants. Total assets as of 09-30-97 were approximately \$4,820,446. The plan was audited and an Annual Report Form 550 was filed with the IRS in July 1997.

Worker's Compensation Plan

The Tribe continued the self-funded worker's compensation plan this fiscal year and total savings for the year were \$214,933. Berkeley Administrators, MN remained the third-party administrator for the plan.

Claims totaled 306, up from 270 claims last year. Total claim cost was \$155,646, up from \$83,864 last year.

Property/Auto/Liability Insurance Coverages

The property insurance cost for the property/auto/liability insurance package was approximately \$79,346 which was a decrease of about \$21,000 from the prior year's premium. Approximately \$22,520,143 worth of tribal property and 106 vehicles are insured under this policy.

Compensation Plan

The Tribe undertook the project of revising and updating its compensation plan. It contracted with David M. Griffith & Associates, a consulting firm out of Madison to help with the project. The project began in February 1997 and is scheduled to be complete by January 1, 1998. Information was gathered from employees through a comprehensive questionnaire and individual interviews. Wage and salary information was gathered from other employers in the area and from the Dept. of Workforce Development. The end result will be an equitable compensation structure. Additional results of this process will be a revision to the employee performance appraisal form and updates to job descriptions.

Fitness Instructor - Mike Hawpetoss

The annual goal of the fitness instructor is to increase the overall health and fitness of the Menominee community and tribal employees. The community and employees are offered health education, community activities, and the use of the fitness centers.

Employee health education is focused at Menominee Casino/Bingo/ Hotel and the Menominee Tribal Offices. The number of employees served during presentations for the year was 312 employees. Most of the education is back care and lifting, hand and wrist care, team building, and safety issues in the workplace.

The health and fitness tests administered for the year was 67 adults and 88 MISD students. The tests include cholesterol, blood sugar, strength, fitness, blood pressure, body composition, and flexibility. Hearing and air quality tests were done at the casino.

Health education for the Menominee Tribal School served 115 students and parents. Topics included exercise and wellness for kids and adults.

The Menominee Fitness Center served 3,063 people (based upon daily sign in). The fitness centers house equipment for a complete exercise program. There are various incentive programs throughout the year to promote the use of the fitness centers. The fitness program hosts a run/walk series throughout the summer months which served 92 people. The fitness instructor is responsible for the maintenance of the equipment at the fitness center.

F.Y. 1997 fitness instructor provided a total of 3,737 service units.

PERSONNEL

There were a total of 104 disciplinary actions for FY 1997. A total of 581 salary review/adjustments were done in FY 1997.

Employee Assistance Program (EAP)

The EAP continues to be a vital program for our managers and supervisors. We have had a decrease in the numbers this year from last year, however, this could be due to a decrease in the number of people that are testing positive in the random drug program. Supervisors are more inclined to utilize the program for other than the alcohol and drug issues that have been a problem. Whenever, there are problems within the work site, and they recognize that those problems may be associated with their personal life, they are inclined to use the EAP more frequently. Completion rates are excellent and follow-ups with the supervisors indicate that it has been a significant improvement in most cases. FY1997 had 33 EAP referrals down from 41 in FY 1996 and 48 in FY 1995.

Drug Free Workplace

Our drug free workplace continues to be an effective **deterrent** in the elimination of illegal drugs in the workplace. When the employees contact the Human Resource Department and state the policy is

working effectively and is a detriment to illegal drugs in the workplace, this is direct testimony that has a lot of credence. We still continue to get a lot of anonymous phone calls stating that some of our employees are illegally using drugs, these incidents are checked out thoroughly, fully realizing that any testing might be voluntary.

During FY 1997, we conducted 434 random drug tests, contrasted with 262 random drug tests in FY 1996. We still continue to get negative comments about the random testing, however, we receive positive comments as well in that this procedure is absolutely necessary.

Background Checks

During FY 1997, we did a total of 57 fingerprint checks, 222 motor vehicle checks with the state, about 178 motor vehicle checks with the local jurisdiction, 184 background checks via the state system, and a total of 148 background checks with the local jurisdiction on incoming employees as well as current employees.

Grievances

For FY 1997, we had a total of 32 grievances filed, 25 of those were heard at Level II, and 14 of those were heard at Level III of the grievance process. We also had a total of 5 Administrative reviews that were conducted this past year.

Complaints

For FY 1997, we had 31 complaints that were filed by enrolled Menominees. Of this amount, 29 complaints were processed at Level I, and 2 complaints were processed at the Administrative Review Committee (Level II).

Unemployment Compensation Claims

For FY 1997, we had 83 unemployment compensation claims that were filed, 11 of these claims went to the State Appeal Level, and 10 of those went to the State Unemployment Compensation hearing level, where all the parties are involved with an Administrative Law Judge.

Employee Composition

The following is our Employee Composition for the last Fiscal Year. The current Employee Composition is as follows:

<u>Employee Count</u>	<u>Category</u>	<u>Percent</u>
535	Enrolled Menominee	72%
33	Descendant	5%
11	Spouse of Menominee	1%
2	Descendant/Spouse	0%
29	Other Indians	4%
<u>137</u>	Non-Indians	<u>18%</u>
747		100%

Ordinance 82-10

This Menominee Tribal preference ordinance is an effort to ensure that enrolled Menominees are given consideration for Tribal jobs. During FY 1997, we hired a total of 189 employees into new or present positions. The following are the statistics for the composition of new hires in FY 1997:

<u>Employee Count</u>	<u>Category</u>	<u>Percent</u>
136	Enrolled Menominee	72%
16	Descendant	8%
1	Spouse of Menominee	1%
1	Descendant/Spouse	1%
8	Other Indians	4%
<u>27</u>	Non-Indians	<u>14%</u>
189		100%

TRAINING & DEVELOPMENT

The Training & Development Specialist continues to work on the development, coordination and implementation of training strategies and programs for tribal employees. A number of training resources were investigated to determine those that were the most cost-effective and able to provide services and products that meet our training needs. Pryor Resources, Inc., The Falmouth Institute, and four private training consultants were contracted with this year to provide onsite training programs for tribal employees.

Significant progress was made to develop a positive working relationship with the College of the Menominee Nation to assist in the design and provision of training for tribal employees. By the end of September 1997, three courses were developed and a proposal was submitted to provide supervisory training in the areas of basic supervision, coaching and counseling, and interviewing and performance management. Work with CMN also includes the assignment of continuing education credits for the training programs they provide for us, as well as development of two certificate series in management and supervision, and administrative assistant. CMN also provides assistance in the area of law enforcement training for the Tribal Police Department.

In other areas, there was work with the Tribal Law Enforcement Program to ensure that their mandated training requirements were met. Assistance was also provided to employees in locating training programs and resources that were not immediately available on or near the Reservation.

The following is a summary of the onsite training programs held during FY 1997:

<u>Program Title</u>	<u>#Attended</u>	<u>#Registered</u>	<u>No shows</u>
Dysfunctional Families & Strategies for Working with Them	45	51	6
Non-Violent Crisis Intervention	15	20	5
Child Abuse Prevention	118	118	0
Business Writing for Results	54	59	5
Negativity in the Workplace	53	55	2
The Exceptional Assistant	<u>48</u>	<u>54</u>	<u>6</u>
Totals	333	357	24

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Indian Head Start program was established in 1965 and continues to grow and develop along with the community. The program continues to serve preschool children and their families throughout the Menominee Reservation and surrounding areas. Although the program has expanded and the preschool facilities has changed, the program goals and objectives have remained relatively the same.

Menominee Indian Head Start program is based on the premise that all children share certain needs and that children from low-income families in particular, can benefit from a comprehensive developmental program to meet those needs. Menominee Head Start program goals as outlined in national Head Start performance standards provide for the following:

- The improvement of the child's health and physical abilities, including appropriate steps to correct present physical and mental problems and to enhance every child's access to an adequate diet. The improvement of the family's attitude toward future health care and physical abilities;
- The encouragement of self-confidence, spontaneity, curiosity, and self-discipline which will assist in the development of the child's social and emotional health;
- The enhancement of the child's mental processes and skills with particular attention to conceptual and communication skills;
- The establishment of patterns and expectations of success for the child which will create a climate of confidence for present and future learning efforts and overall development;

- An increase in the ability of the child and family to relate to one another and others;
- The enhancement of the sense of dignity and self-worth within the child and his family;
- The incorporation of Menominee Language and Culture into the preschoolers lives and to include the family through the program curriculum and activities.

These goals and standards are reached through the implementation of program components in nutrition, health, education, disabilities, social services/mental health and parent involvement. Currently program coordinators have been established at both Head Start centers. This gives the families that are enrolled at each site more of an opportunity to seek assistance if needed. The program coordinators are responsible for fulfilling the Head Start component standards and meeting each child and family needs.

In the June of 1997, the South Branch Community Classroom opened for children and families to serviced. The service area includes the South Branch area, Highway 55 and Suring. The classroom is able to enroll twenty children and the current enrollment is seventeen. The room is a Head Start multi-age group classroom and is providing the same services as the other area centers. The children eat on site and have planned activities such as field trips, presenters, visitors and special events. The classroom is well furnished with all the required materials for preschool age children. They also have their own fenced in playground with new equipment. The children also receive dental, health, nutrition and all other Head Start component standards that are required.

The Menominee Indian Tribe of Wisconsin receives funding for total enrollment for 210 children. Currently, there are 77 three year old children and 129 four year old children enrolled. There are four available openings and two children on the waiting list. Thirteen percent of the total enrollment are identified special needs children and 8% of the total enrollment are in the referral/testing process.

The Menominee Indian School District works in an collaborative effort with the Menominee Indian Head Start program to ensure proper special education and early childhood services to the currently enrolled Head Start children. They provide speech and language services and early childhood teachers who in turn provide the specialized education for the children who are identified.

Due to the fact that there is overcrowding in the classrooms at the Dolores K. Boyd Center, children from the Keshena area have been transported to the Neopit Center to attend the program there. Although this is somewhat an inconvenience to some of the parents the arrangement has been working out. However, due to the fact the Keshena community has expanded greatly in the past five years, the Menominee Indian Head Start is looking at the possibilities of expanding the current site in Keshena. This would eliminate the transporting of any children to the Neopit center altogether. The Keshena site will need additional classroom space of five classrooms. The expansion project will begin with investigation of available funding and total cost of the project.

The Menominee Indian Head Start program has received various grants to do many vast improvements throughout the past year. The following list includes many of the improvements to the facilities at all three centers:

- new additional playground equipment for all three centers,
- tricycle tracks at the Keshena and Neopit sites
- new refrigerators and freezers,
- two new stoves and range hoods,
- central air conditioning at all three centers,
- additional fencing for the playgrounds
- partition walls for Neopit and Keshena sites,
- new and updated classroom furniture and learning materials,
- new children's cubbies and room dividers,
- one additional bus,
- remodeling to the Keshena basement for indoor/gross motor area,
- Parent Resource rooms & materials, supplies

Although many improvements have been completed, the large expansion project still needs to be fully investigated, new additional buses are needed and the parking lots and landscaping still needs to be improved.

In March of 1997, the program had completed the three year On-Site Program Review Instrument (OSPRI). The review includes evaluations on all the Head Start Performance Standards, eligibility, recruitment regulations, administrative regulations, staffing and option regulations, and fiscal regulations. Although the program did receive some deficiencies, the problem areas were able to be put into compliance by providing the correct documentation and fully incorporate all regulations. There were some areas that did not have any non-compliance issues at all and the program was appraised.

The overall education plan for the program has been changed and modified to include Menominee Language and culture within the total program. A complete progress report for both age groups has been incorporated, theme units and age appropriate materials all have been upgraded and expanded. All components have been modified to included the Menominee culture.

INTERNAL AUDIT DEPARTMENT

Ruth M. Shock, Director

One of the key responsibilities of the Internal Audit Department is to conduct reviews of management policies, procedures, processes, functions and operations. These evaluations should encompass whether reasonable assurance exists that: a) goals and objectives have been established; b) authorizing, monitoring and periodic comparison activities have been planned, performed and documented as necessary to obtain objectives and goals and; c) planned goals have been accomplished.

The activities of the Internal Audit Department over the past year have been focused on addressing issues identified in the Single Audit Report prepared by the external auditors as well as other areas of concern communicated to the department by the Tribal Legislature, Department Managers and others.

Some of the projects completed include an audit of the Tribal Housing Authority; review of the billing process, third-party reimbursements and accounts receivable at the Tribal Clinic; audits of decentralized cash receipts of the Tribal organization; and consultation with the Culture Committee members regarding proper internal controls for cash and cash training for gate workers at the 1997 Pow Wow.

The department is now fully staffed after having two positions vacant for several weeks. We plan to complete an audit schedule for fiscal year 1998 which will call for audits of Tribal service departments as well as program audits of grants and contracts. These will be selected based on risk analysis. We will also be working with the Tribal Administrator's Office to see that timely implementation of audit recommendations is taking place.

In addition, the department believes that one of its functions is to provide consultation regarding cash handling, recordkeeping, accounting, safeguarding of assets, internal controls, compliance issues, etc. We continue to believe that addressing problems proactively will greatly benefit the Tribal organization.

JOB TRAINING PARTNERSHIP ACT (JTPA)

Rudy Reiter, Director

The JTPA Program finds employment for the unemployed, under employed and the disadvantaged workers on and off the reservation. The amount of participants we are able to assist on the JTPA Program depends upon the amount of funding we receive.

We have had 69 employees go through the JTPA Training Program. Out of 69 trainees, 20 adults were placed into unsubsidized employment on the reservation, 24 placements were supportive services. The JTPA Program has the following components; Administrative Training, Community Service Employment, Work Experience, On The Job Training and Supportive Service.

Community Service Employment is the first component the trainee will go into for ten weeks. If the trainee completes their ten weeks, and the employer is satisfied with the employee, the employer can request to extend their employment, with the understanding that the JTPA Program can offer another fourteen weeks under the **Work Experience** section. The employer must agree to absorb the trainee after twenty-four weeks of employment. After the twenty-four weeks has ended, and the employer still cannot find funding to retain the JTPA employee, the employee is then laid-off. However, the employee has gone through training and is able to use the department as a reference when they apply for other job openings at other agencies. **On The Job Training-** this section deals with a contract between the JTPA Program and employer concerning an employee who will work for their organization, not to exceed 60 days. In the contract, JTPA agrees to pay half of the employees salary at the end of the contract. **Supportive Services-** this section determines whether an individual is eligible for such services, such as helping with the purchase of materials needed for employment, i.e; clothing, shoes. Such Supportive Services may include, but are not limited to, transportation, health care, special services and materials for the handicapped, child care, meals, temporary shelter, financial counseling and other reasonable expenses required for participation in the training program and may be provided in kind or through cash assistance. 24 adults were helped to obtain fulltime employment. **JTPA Summer Youth** was able to provide job sites for 69 youths on the reservation. This depended upon the amount we have received to run a Summer Youth Program. The program ran for ten weeks. During the ten weeks, the program lost 4 employees due to various reasons, with the rest completing the entire ten weeks. **Tribal Summer Youth Program** was able to provide Job Sites for 26 youths. This also depended upon the amount we received to run a Tribal Summer Youth Program. Out of the 26 youth, we lost 2 due to various reasons, with the remainder completing the ten week program. Both the JTPA and Tribal Summer Youth Programs were very successful. Employee evaluation forms were handed out at the Job sites, with the majority of them coming back with positive responses. The goal of each Summer Youth Program was to hire as many youth as the amount, would withstand. A Problem that was presented was transportation, however, we issued bus tickets to the youth.

The JTPA Program received \$166,005 to operate an adult training program. We were able to service 69 adults. Out of the 69 adults, we have placed 20 into unsubsidized employment on the reservation. The program expenditure for the year was \$120,854.00.

Problems the JTPA Program experienced were employers who could not hire the trainee after their duration of work. We now encourage the employer to try finding extra funding, so that they may retain the trainee at the end of their training period.

The JOBS Program focuses on the AFDC recipients with help in education such as technical school, GED, etc. and work search, they may help in resume writing, interviewing techniques, job readiness, etc... JTPA/JOBS has contracted the above services to the Menominee County Human Services Department. JTPA/JOBS administers the funding which this year totaled \$153,860 the amount spent on services was \$123,428.80. The JOBS program helped 170 clients this year.

JOHNSON O'MALLEY

Pat Tourtillott, Director

ADMINISTRATION

The Menominee Johnson O'Malley program provided a total of 28,784 service units in the supplemental services programs and 202 service units in Parental Costs or Financial Assistance programs. Total service units provided are 28,986 for F.Y. 97. The Johnson O'Malley program is operated on three (3) main goals: the Bureau of Indian Affairs as stated in P.L. 93-638, the Tribal Goal and our own JOM Office goal. They are as follows:

The main goal as stated by the Bureau of Indian Affairs P.L. -638 is "To meet the specialized and unique educational needs of Indian students attending Public Schools on or near the Menominee Indian Reservation, who are three (3) years of age through grade 12 and have one-quarter (1/4) or more Indian blood".

Our main Tribal goal throughout the year is "To improve the median educational level of the Menominee people from 9.2 years to 11.9 years by offering programs that are supplemental to regular public educational programs and by providing financial assistance to those students who are unable to meet the extra incurred costs of 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 number of eligible participants." We will continue in F.Y. 98 to find ways of expanding the service unit output to the Menominee Community, and looking into new ideas in dealing with the findings or our Needs Assessment and reduced funding.

In Administration we spent \$48,165.44 in Fiscal Year 97 in cumulative expenses.

PARENTAL COST

By providing additional financial assistance for those students in need, 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 202 service units in the areas of: musical instruments rentals, supplies, senior pictures at \$70.00 and other extra-curricular needs. The 202 students served represents 38 under projected count.

In Fiscal Year 97 we spent \$ 9,641.19 in cumulative expenses.

CAREER EXPLORATION

The main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work program. During the academic school year we continued providing usage 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 and provided students with a six week summer work program. The total service units provided by our Career Exploration program was 1,281.

In Fiscal Year 97 we spent \$25,613.79 in cumulative expenses.

COMMUNITY RESOURCE CENTERS

The Community Resource Centers have been one of the most successful projects in the Johnson O'Malley Programs. We have centers in Keshena (1,361 service units), Keshena Youth Center (9,463 service units), South Branch (1,626 service units) and Neopit (6,177 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 videos, tutoring services, arts & crafts, holiday events and Summer Food Program. A total of 18,627 service units were provided in F.Y. 97. The South Branch Resource Center remained open during the summer months.

In Fiscal Year 97 we spent \$25,886.90 in cumulative expenses.

POSITIVE YOUTH DEVELOPMENT

In this fiscal year the Positive Youth Development program provided 8,876 service units to Indian students. This component is made up of the Positive Youth Development/Community Development Programs. In the P.Y.D. Program 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, first annual youth conference, workshops, speakers, AODA projects and community events. The highlight of the year was the continuation of all our programs and more developing of youth programs in the youth center. 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. In all our events we try to combine some of our money with Recreation and having to provide more youth programs.

In Fiscal Year 97 we spent \$35,559.96 in cumulative expenses.

JOHNSON O'MALLEY COMMITTEE

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

In Fiscal Year 97 we spent \$3,628.58 in cumulative expenses.

LAW ENFORCEMENT

Karen Neconish-Gardner, Tribal Police Chief

The main goal was to provide 24 hour law enforcement, crime prevention, and detention services to the residence of the Menominee Indian Reservation throughout the fiscal year. These services were performed in accordance with the authority granted under the Menominee Tribal Law and Order Code, Menominee Constitution, USCA Title 18, CFR 25, 68 BIAM, Court decisions and other applicable rules, regulations, ordinances, and statutes.

The Tribal Police Department experienced expenditures of \$2,073,694.25 for the "97" fiscal year. Funding sources were the Menominee Indian Tribe - \$1,226,094.00, Bureau of Indian Affairs - \$955,080.00, County Tribal Programs - \$6,197.00, Bureau of Justice - \$50,000.00, National BIA Highway Safety Program - \$56,966.00, COPS Fast Grant - \$32,869.72, and Animal Control Grant - \$50,000.00, Law Enforcement Block Grant - \$18,861.41, LECO Grant - \$50,000.00, Crimes Victims Grant - \$20,000.00, Tribal Reserve \$47,072.00.

Patrol Division

The department is operating with 13 GSA patrol units leased from the US Government. At present time, all patrol units are being equipped with new equipment that will make it easier for each patrol unit and operator to properly complete most types of incidents responding to. The type of equipment being put in place is for emergency response, traffic safety, patrol vehicle interior safety, and job performance and completion equipment. It is the intent of the department to issue the majority of the equipment to each individual officer making it the responsibility of the officer to ensure the proper upkeep and accountability of the equipment. "Is has been a proven fact that if it is yours, you will respect it and keep it working properly."

The patrol division has increased to 21 patrolman to meet the growing needs of the community. Included in the scheduling is one Highway Safety Unit that patrols the highways at scheduled random times that coincide with evaluated traffic problem times.

Statistical Analysis

The department's objectives over this past year dealt with the continuing reduction of paperwork, and fine tuning the operation of the Crime Reporting Information System (CRIS). With a newly elected Chief of Police, the department implemented the community policing outlook which concentrated on the officers being more visible within the community. This was shown by the rise in the total number of Citizen Assist incidents recorded over the year.

With the new administration, the officers total amount of hand written type paperwork was reduced by eliminating the required Officer's Daily Log. This process was not discontinued, it was translated over to the radio communications center where the dispatcher on duty in turn documented the radio communications into the Computer Aided Dispatching (CAD) system within the CRIS system.

Incident Summary

Traffic Incidents	1,188
Traffic Citations	958
Adult Arrest Report	932
Juvenile Arrest Report	822
Total Number of Incidents	4,603

Jail Summary

Adults Inmates	1158
Juveniles Inmates	743
Total Inmates	1901
Average Monthly Population	35
Total Number of meals served	35,734

Jail Division

The jail division consisted of booking in persons arrested by officers and walk-ins. These are listed as people that are turning themselves in for some type of a crime or arrest warrant.

Investigation Division

The duties of the Investigation Division is to follow-up on any and all criminal activity reported to the department by either an officer or citizen. Each investigator is also assigned to an on-call status over the weekends to ensure that any type of emergency situation that may arise will be investigated.

Accomplishments

The investigators are currently creating a training video on criminal gang activities and the consequences of being involved in gangs that will be presented to our youth.

The Law Enforcement Block Grant will be used to purchase a computer and software that will enable the courts, jail, and police department to be on-line with each other enabling all the departments to communicate vital information on a timely basis.

LECO program is the police department's direct line with the community, focused on assisting with organizing such programs as Neighborhood Watch and other similar programs related to community policing. Its intent is to stay in touch with community issues and concerns and looking at ways to solve the community problems.

Crimes Victim Advocate program is focused on assisting all victims of crime. At present, she has created a close working relationship with Tribal Investigators, FBI Agents, US Attorneys, and Tribal Officers with getting information back to victims on case status issues.

The Canine Unit is a drug detection and suspect apprehension dog. Officer Red is a young dog with Michael Schneider as his handler. Officer Schneider is a new officer to the department with high expectations at working as a K-9 Handler.

The Animal Control Officer has an average of 100 incidents per month and is working hard at getting the stray animal problem under control.

The Highway Safety Officer has been working at getting new Traffic laws adopted and is currently implementing highway studies on traffic accident problem areas and ways to combat the problems. New equipment has been incorporated in all patrol vehicles to enhance the response and investigation of traffic incidents.

LEGISLATIVE STAFF SERVICES

Royal Warrington

The office of the Legislative Staff serves as a direct support unit of The Menominee Tribal Legislature and is supervised by the Tribal Chairman. One of the primary duties of this office is to provide for centralization of recording and staffing of the main committee level of the Legislature and to provide processed information upward to the Legislature for action, as well as the community committee meetings required in the Menominee Tribal Constitution and bylaws.

The main goal is to provide direct support services to individual members of the Legislature in their duties as assigned committee chairman, including all meeting agendas, posting in the community, scheduling meeting places and the packet mailing notification of all committee members and related staff as well as maintaining the transcription services and records of all committee action and official recommendations.

One of the primary reasons for the establishment of this office is to respond to requests from either the Legislature as a body or individual Legislators that require assistance researching legislative issues or matters. At the direction of the Legislature, we conduct studies and perform other duties which may be of assistance to the Legislature in dealing with the internal or external affairs of the Menominee Tribal Government.

We have and maintain office space for members of the Legislature to assist them in the duties as a Officer or committee chairman, providing staff and workspace and equipment as the Legislator assignments have increased and are now more issue orientated. This also provides for a more and improved coordination between the different levels of the tribal government. We do provide for office work space and support staff to assist the Vice - Chairman and Tribal Secretary with designed assignments or assignments from the Legislature while working on a full-time basis and will continue to provide these services when the need occurs.

Legislative Staff is responsible to assist the Tribal Chairman as a staff liaison with the other 10 Wisconsin Tribes by attending meetings and Great Lakes Inter-Tribal functions to maintain contact with the key staff people working on related issues in the neighboring tribal communities. We do also assist the Tribal Chairman by monitoring the billings and the work associated with the Tribal Lobbyist in Madison working to effect legislation or funding that is helpful to various areas of the Menominee Tribal programmatic arena.

We did maintain a total of 136 main committee meetings in fiscal 1996-1997.

LIBRARY

Sally Kitson, Director

This year the library became an expanded program with the establishment of the South Branch Study Center. In other words, the Menominee Tribal Library now has a branch in the Branch. The Study Center is located within the South Branch Community Center. It was equipped and staffed through a Library Services and Construction Act grant for an amount of \$41,000. Much of the funding was put toward furniture and shelves and another large part of the grant was spent on library material: books and videos which for the most part are catalogued as Reference so that it will always remain on hand for patron use. The Study Center was also equipped with computers for word processing, internet access and several computer programs which are primarily geared toward young and young adult students. In addition, the study center was also connected to the main library through the automated on-line card catalog system. This system serves the main library in Keshena and connects its card catalog to on-line catalogs in libraries of the surrounding areas. This means that some material may be able to be checked out from the study center and anyone wishing to get material from other libraries need only to jump on the computer, decide on what material is needed and inform the library aide. Material will then be delivered to and from the South Branch Study Center through a van delivery system which has yet to be worked out. The establishment of the center was an accomplishment of which we are quite proud.

Another major project that we were able to accomplish this year was the completion of the meeting/adult quiet study room. Originally, the library building in Keshena was planned with room to expand if need be. The space first served as a patio area, which was nice in the summer when we had outdoor activities for the Reading Program kids. But shortly after the building was complete the library collection and services began to grow like weeds. Very soon after that we were looking for more room. We immediately began to think about the extra space which was set up for such a situation. The patio area was then enclosed and made into a storage area. About a year later with a few extra dollars we were able to insulate it. Finally, a decision was made in 1996 to use funds from a grant that the library receives on a yearly basis for various purposes to complete the room. The funds were spent for electrical installation, heat installation, installation of a window and a window shield for security purposes, ceiling panels, wall finishing, carpet and a sink. The funds were expended before cupboards could be purchased. The sink was purchased with the idea of eventually being able to serve coffee and refreshments in the room. We plan to get cupboards in by the end of 1998. We encourage adult students to use it as a quiet study room and groups to use it for a meeting facility. There is also a computer on hand equipped with some of the latest internet capabilities thanks to a grant provided through the Nicolet Federated Library System.

It has been an exciting year at the library. Business is booming. Van delivery of interlibrary loan material comes in twice a week. A new basic grant is allowing for the purchase of videos which may be borrowed. Children's attendance is on the rise. Patron registration is growing day by day. We expect that the establishment of the South Branch Study Center will only help to boost efficiency.

In the coming year we plan to have the Neopit area set up with automated catalog capabilities and reference resources. Following that, we hope also to establish a branch at Middle Village. And, as always, we continue cataloging of archival material. However, because everything takes money and time we ask for patience and community support as we do what is necessary to bring to the people of the Menominee Nation the most efficient library services possible.

Finally, although our report presents a feeling of optimism, the Library Board and Staff realize that there is a continual need to support the youth of our Menominee Reservation. We are committed to this cause and offer our services in the utmost to any person, institution or organization that needs our support. We

feel that only in working together can we survive to be a healthy and safe community in which to learn and grow. On behalf of the Menominee Tribal Library Board and Staff, thank you for your support throughout this past year and may our next year be even better than the last.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

The everyday operation of the Licensing and Permit Department has been increasing every year. The amount budgeted for the program was \$102,500.00 only \$95,427.60 was used for expenses, the savings of \$8,386.52. The revenue projected for this year was \$95,000.00, our actual revenue brought in was \$103,199.21, which is an increase of \$8,199.21. The Licensing and Permit Department is running in a self sufficient mode, which reflects the Tribe in a positive way.

Administrative procedures:

The office has complied with the Comprehensive Position Questionnaires for the Compensation Plan Project that will help determine a market competitive pay plan.

A meeting was held with the Compliance Auditor and recommendations were made to the department for cash receipts to be reconciled at months end with budget reports, to have a transmittal slip filled out by the department and sent with the customer to the cashier for payment, to assure that all new recommendations are revised in the internal procedures manual, and a new form implemented in the excel program for Vacation, Sick Leave, Holiday, and Personal leave, which computes the time accrued and taken.

New Correspondence:

Combat Veteran Plates are available.

Identification cards for descendants are available.

The Database for the Licensing program has been completed with such features as:

Correspondence, Monthly Reports, Print Vehicle Renewals, Search, Transfer letter, Inspection letter, License transfer, Title fee letter, Renewals by category.

All forms will be sent out on a post card to save 22 cents on postage and 20 cents on copy cost. With the new database we have changed the certificate registration to a woodland scenic design.

The DMV title/registration processors should stop collecting the Waste Tire Recovery Fee of \$2 per tire on all new vehicles titled or registered in the state on or after July 1, 1997. By law, the Wisconsin Tire Fee was set to expire as of July 1, 1997. Since the Legislature and Governor have not yet given final approval to the 1997-1999 state budget, the fee will expire as scheduled.

As of 10-01-97, the Licensing and Permit department will not longer sell the recycle and solid waste decals. The Community Development Department has entered into a contract with a local business to pick-up solid waste and recyclable. The ordinance has been sent to the Tribal Attorney for amendments or deletion.

Article placed in Tribal Newspaper

An article was placed in Tribal Newspaper explaining that the Menominee Indian Tribe, as an aspect of sovereignty, maintains civil regulatory jurisdiction within the external boundaries of the Menominee Indian Reservation. The licensing and registration of the motor vehicle owned, or maintained by residents of the Menominee Indian Reservation, comes within the civil regulatory jurisdiction of the Menominee Indian Tribe, therefore, all motor vehicles owned and leased by individuals residing within the external boundaries of the Menominee Reservation are required to have Tribal Plates.

An article was placed within the Tribal Newspaper reminding customers that own a vehicle and having Menominee Nation Plates to insure that they remove the plates before transferring the vehicle to another party.

Personnel

Through the J.T.P.A. program a full-time temporary worker was hired to enter all information into the new database. When all information was entered the worker was placed on a lay-off mode.

Through the J.T. P.A. program the same worker was re-hired during the leave of another employee on disability. When the regular employee returned to work, the worker was placed in another lay-off mode.

Through the J.T.P.A. program we had two other workers hired for a short period of time to completed microfilming for FY 97.

STATISTIC DATA FOR FISCAL YEAR 97

The following is the transaction for the permits, licenses, decals and cards

PERMITS	YEA R TO DAT E	VEHICLES REGISTERED	YEAR TO DATE
HUNTING LICENSES	147	PERSONALIZED PLATES	189
FISHING LICENSES	200	CAR	1840
H/F IDENTIFICATION	300	TRUCK	782
TAX EXEMPT	509	MOTORCYCLE	20
D-IDENTIFICATION	6	MOBILE HOME	21
DOG TAGS	9	TRAILER	25
CONSTRUCTION PERMITS	39	MUNICIPAL	112
TOBACCO PERMITS	17	VETERAN	95
RAFTING PERMITS	2	DISABLED	123
MINNOWING PERMITS	4	WAR VETERAN	2
FOOD PERMITS	36	COMBAT VETERAN	4
FIREWORKS PERMITS	7	TOTAL	3231
INSTANT BINGO WINNERS PERMITS	4 1		
BINGO OPERATION PERMIT	298		
SOLID WASTE DECALS	0		
RECYCLE DECALS			

Of the total amount 3,213 we had the following services completed:

TITLES	YEAR TO DATE
TITLES	1285
LIENS	342
REPLACEMENT TITLE	73
TIRE WASTE FEE	43
STATE TAX FEE	5
STATE PLATE FEE	16
STATE FAST SERVICE FEE	2
PLATE TRANSFER	363
DISABLED CARD	21
DUPLICATE PLATE	16
TOTAL	2210

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages three loan funds; the Menominee Loan Fund, the Menominee Revolving Loan Fund, and the CDBG/HUD Revolving Loan Fund. The staff includes the 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 1997 fiscal year ended September 30, 1997, 1,796 new loans were approved and processed through this fund to eligible members for a total amount of \$1,078,201.73. As of the end of the fiscal year there were 1,550 loans outstanding with a total principal balance of \$1,121,188.60.

MEMOMINEE REVOLVING LOAN FUND - The Menominee Revolving Loan Fund provides a means for eligible Menominees and Menominee partnerships to obtain financing for business purposes. The Credit Officer also provides technical assistance to individual Menominees in obtaining financing from the same sources that serve other citizens. All applications from this fund are limited to businesses located within the exterior boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1997, there were 11 new loan packages approved and processed through this fund for a total credit of \$294,146.43. At the close of the fiscal year there were 30 business loans outstanding in the aggregate amount of \$680,695.91.

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. 24 new loans were approved and processed through this fund during fiscal year 1997 for a total amount of \$93,447.00. As of the close of the fiscal year there were 88 loans outstanding under this program for a total amount of \$216,403.78.

MAEHNOWESEKIYAH TREATMENT CENTER

Keith Tourtillott, Acting Director

Meahnwesekiyah provided AODA counseling services to a total 553 clients during the fiscal year. Our operating budget totaled \$2,547,044 which equates to an average cost per client of \$4,605.86. Of the total budget the treatment center generated a total income of \$394,328 realized through services purchased by insurance companies, medical assistance programs, individual payments, and grants. Meahnwesekiyah operated with a total of 51 personnel who functioned in various positions from maintenance to in-patient treatment. Meahnwesekiyah successfully completed its CARF certification from the Rehabilitation Accreditation Commission this year, which is good for a term of 3 years.

CO-ED RESIDENTIAL FACILITY REPORT - PY 1996-1997

A total of 68 clients were admitted to the Co-Ed Residential Facility, comprised of 53 males and 15 females. There were 45 individuals referred from various correctional institutes, facilities, 11 were self-referrals and 12 were referred from various community programs.

The co-ed residential facility has a maximum capacity of 8 females and 8 males. The waiting list for males averaged 12 individuals per month while referrals for females never created a waiting list.

The in-patient treatment program contracts with a psychiatrist, a psychologist and two addictionologists. The program is staffed by the Residential Facilities Coordinator, two AODA Counselors who receive treatment supervision from the facilities Treatment Supervisor. Clients receive daily medical services from the facilities RN.

Residents attend daily group therapy sessions, individual one to one counseling, meet with the medical staff monthly, attend Cultural/Spiritual Group session, weekly recreational activities are scheduled as well as participation in various community activities i.e. Domestic Violence Rally, local sweat lodge ceremonies, community and in-house AA meetings.

OUTPATIENT TREATMENT

For this fiscal year 1997, the outpatient treatment unit had a total of 208 new unduplicated clients admitted. In the therapy group component, which includes the primary day treatment and aftercare groups, 92 clients were served. For the non-therapy group component, which includes the AODA Education group, Codependency, and Parenting group, 58 clients were served. 20 clients were seen for general outpatient services and 11 clients were seen for mental health services. 29 clients were served through the adolescent aftercare program and 30 clients were served through the in-home based counseling program. 34 clients were served in the family violence program.

The outpatient treatment unit has continued to be able to provide effective AODA services, while undergoing significant staff turnover. This fiscal year has seen four staff members leave the agency and only one person has been hired to fill a counselor position. Morale has been negatively affected but the outpatient staff that has remained is working to stabilize treatment services and maintain an atmosphere of teamwork and support. DV services are being minimally maintained through the efforts of a worker from another agency

component but this is only a temporary arrangement and there is a great need for a DV counselor to be hired, as referrals continue to be received from Tribal Probation and Tribal Court.

PREVENTION During this Fiscal year a total of 57 T.R.A.I.L.S. groups were held, with a total of 246 unduplicated participants. Seven Family nights were held this year. A total of 84 Adolescent Health groups were held with 191 unduplicated participants. The Tribal School Intervention Groups totaled 43 for the 6th, 7th and 8th grades. A reward system was implemented to promote good behavior and attendance during group. The intervention groups at the Jr. High totaled four groups with sixty-nine students, covering the topic of Alcohol Abuse and Physical effects. The Haunted House, Annual Elder Christmas Celebration, and annual AODA Awareness Week were held during the year. Youth from the groups volunteered at the events and demonstrated leadership and pride in their volunteer efforts. Two Adolescent Retreats were coordinated through the prevention department, the first in February for the 6th, 7th and 8th grades at the Tribal School with 63 students. The second was in July on Independent Living Skills. Sixteen out of 22 participants completed the week long workshop. The Prevention Department participated in the Tribe's Annual Family Fun Day in May. A total of 377 community members registered at the booth. The youth groups held a sale to earn money for a summer outing before school started. Crafts, baked goods, and a cold lunch were sold. The youth also held a car wash. Their outing was to Water and Wheels in Shawano.

PREGNANT/POSTPARTUM WOMEN

Several modifications have been made in FY 1997 to the treatment services for PPW program participants. One change was changing the program from a one year to six month program. CHPPE, which is the evaluation system (UW Madison) in the existing grant, provided us with a new evaluator and the evaluation process was changed to include personal interviews with the clients. A MMPI and cognitive testing has been administered to all PPW clients this year. The testing results along with the assessment enable better treatment planning. New tools for evaluation of children's behavior and development have been implemented. More staff meetings have been scheduled for better communication between the counseling staff, daycare and house aides.

We admitted 15 women and 16 children at the PPW facility. We had 16 children who were not living with the mother visit on the weekends and over school breaks.

CSAT added another evaluation program called NEDTAC to the existing evaluation system called PRI. During 1997 CSAT worked on combining the two systems for FY 98. It was very tedious, time consuming and had much duplication. NEDTAC held a site visit to review the whole system and do a cost analysis.

MAINTENANCE

Dick Dodge, Director

This past fiscal year, the Maintenance Department has been very busy with the completion of the Gordon Dickie building and the subsequent moves of several departments to their new locations. The maintenance personnel continue to assist with projects at the following sites: Tribal Supermarket, Headstart (Neopit & Keshena), Daycare, CBRF, Food Distribution, Maehnowesekiyah, Business center, Senior Center, Gaming Commission, and Historic Preservation. These sites are in addition to the buildings that the Maintenance Department is directly responsible for. The department is directly responsible for the daily maintenance and general upkeep of the following buildings: Tribal Headquarters, Gordon Dickie building, Library, Recreation Center, Tribal School, Tribal Clinic, Facilities Management, and Maintenance building. All maintenance personnel are required to attend monthly maintenance meetings. They are also required to complete a monthly maintenance schedule that is formulated for each building. Personnel also receive training or attend seminars/workshops that pertain to their positions. Following is a brief summary of some accomplishments in our buildings this past fiscal year:

TRIBAL SCHOOL:

The entire exterior of the building was repainted. The roof above the gym section was repaired. A 20 x 30 maintenance shed was constructed, with the maintenance office being moved into the shed. Several classrooms were remodeled (new flooring, ceilings, & painted). Asbestos was removed from several sites throughout the building. Landscaping of the ball park was completed. New sinks were installed in the bathrooms and insulation was blown in over the new addition section of the building. Maintenance personnel has received training in the following areas: BIA FACCOM training, asbestos, boiler certification, fire extinguisher, and hazardous chemicals.

TRIBAL OFFICES:

There were several offices/departments that were relocated throughout the building. As these moves took place, repairs to the offices were completed as needed. The Historic Preservation Department was moved to the Logging Museum and Maintenance was moved into the green house behind the maintenance garage. The boiler condensation tank was replaced, windows were installed/replaced, painting, and routine maintenance and general upkeep of the building was completed.

FACILITIES MANAGEMENT:

The annual BIA inspection was completed. With the exception of a few items which require additional funding for completion, the inspection went well. There were new windows installed in the jail cells. There was a change in maintenance personnel due to retirement. Our new maintenance personnel is in the process of learning more about his position, with the process going well. He is responsible for routine maintenance and general upkeep of the building.

LIBRARY:

Besides the general and routine maintenance and upkeep of this building, the only additional item was some remodeling that was completed. A new room was added to the building, with the maintenance personnel responsible for the work.

RECREATION:

We continue to have problems with extensive vandalism at the center. We are either repairing and/or replacing items throughout the year. Presently we are in the process of deciding, with the input of others, whether to repair or replace the roof. Either way, this will be an expensive project. This is a direct result of the types of vandalism that occurs at the center. The maintenance personnel is responsible for routine maintenance and general upkeep of the building.

TRIBAL CLINIC:

Every 5 years, a team of engineers and architects inspect the building to insure it meets all safety codes and codes regarding the disability act. This inspection/survey is known as the Deep Look Survey. This was completed and a list of recommendations were submitted. 90% of these recommendations have been completed with the remaining 10% to be completed by the summer of fiscal year 98.

SENIOR CENTER-KESHENA:

The maintenance personnel installed an air conditioning system in the kitchen. Heaters were installed in the bathrooms. Ceiling fans were installed in the building.

HISTORIC PRESERVATION:

This department was moved to the Logging Museum. Maintenance was responsible for some remodeling of the main building. This was done to fit the needs of the department.

MAINTENANCE DEPARTMENT UPDATE:

The Maintenance Department consists of the Maintenance Supervisor, 5 maintenance personnel (at separate building sites), 2 maintenance personnel that work throughout all Tribal buildings, 2 switchboard operators, 6 housekeepers, 1 Sec/Recpt. and 1 Adm. Asst. We maintain or assist with approximately 18 building sites. We also utilize workers through JTPA, Summer Youth Workers, GAP, and the Green Thumb Program. We have 7 maintenance vehicles, which are used by personnel for the various duties and projects of the department. We are responsible for all the lawn/grounds work and snowplowing at the buildings. The department is updated by the purchase of various hand tools and small equipment items on a yearly basis. Routine maintenance and monthly scheduled maintenance of the equipment, machinery, and buildings, along with the daily housekeeping schedule is an ongoing and continuous process.

MANAGEMENT INFORMATION SERVICE

Rod Boivin, Director

The Management Information Systems (MIS) department is an internal services department within the Menominee Tribal organization that has been in existence since November of 1985. The current director, Rod Boivin, has been with the department since September 1986 and has been director of the department since June of 1989.

The department has a staff of seven, A Director, Systems Engineer, Network Technician, PC Technician, Administrative Assistance/Trainer, Secretary Receptionist and Applications Developer. The department provides all types of computer hardware and software support along with software training classes to tribal programs. Currently MIS supports 86 departments 10 Novell Netware Networks and over 800 personal computers within the tribal organization.

Any department that pays indirect cost that needs a computer or a piece of computer equipment, contacts MIS who then does a systems analysis to find out what their exact needs are, we then find and evaluate equipment to fill their needs. This eliminates a computer salesperson from selling the department something they do not need or something that costs much more than what their needs are. MIS saves departments from paying the current rate of \$60.00 to \$110.00 per hour for computer service.

Accomplishments: MIS setup a classroom within the MIS office in the tribal office building for all indirect cost departments. It was discovered that many of the departments had new computers with the latest software and staff did not know how to make the best use of the software. Annette Tourtillott, the Administrative Assistant/Trainer, attended a number of classes on Microsoft Office to be able to train staff members. The classroom is rather small but it was the only place available. There are six computers setup for six students at a time. Since the first class in April to the end of the fiscal year on September 30th, there have been 93 students that have come through our classroom.

With the addition of a Applications Developer this year we are able to develop custom applications for departments that in the past were difficult to find software packages for. In the first six months since he was hired he wrote 6 programs including ones for License and Permit, Human Resource, Police, Enrollment, Loan Fund and Gaming Commission.

Problems: The biggest problem the department faced this year was the absence of the systems engineer from April to August on medical leave. The department fell behind on our service calls as our main network person was out and other staff needed to fill in with the additional work. It was expected that the Systems Engineer would be out for a shorter period of time on maternity leave so temporary help was not obtained. However just as she was ready to come back to work, she broke her leg and was out for another 6 weeks which put us further behind on service calls and new installations. It only took two months after her return in August to catch up on all our service calls. Although the MIS department has responded to 2691 service calls in FY 97, the number is believed to be much higher as when technicians arrive at a location to perform service, they receive two to three additional requests to perform while onsite.

MENOMINEE AUTO CENTER

Steven C. Waupekenay, General Manager

The concept of a tribally owned and operated auto service center has been under consideration throughout the 20 year duration of Menominee constitutional government. An exhaustive study done in 1990 emphasized establishment of an auto service center for the maintenance of all tribal and GSA vehicles. Central to the Office of Economic Development planning process was a need to diversify, establish new businesses, and create new jobs in the Menominee community. Capturing Menominee dollars ordinarily lost to the outside community is a primary attribute in our approach toward economic diversification. It was not until 1995 that the concept of an auto service center gained momentum and became another new tribally operated business.

After a loan package was secured from the Citizens Bank of Shawano in the amount of \$325,000 construction began on October 8, 1996. Since its grand opening on February 3, 1997 the Menominee Auto Service Center has filled the needs of all reservation and non-reservation customers alike for auto service maintenance and repair. The service center today specializes in service and repair, tune-ups, diagnostic, engine and transmission work. The service center staff consists of one (1) general manager, one (1) full-time mechanic, one (1) full-time service writer/parts clerk, one (1) part-time bookkeeper, and two (2) high school interns. We are currently seeking to fill the position of one additional full-time automotive mechanic. The implementation of the service center business charter is a cooperative effort. The Auto Service Center business charter reads: General Manager and the Menominee Tribal

Legislature "shall work together and cooperate in order to promote the best interests of the Menominee Tribe" (Ordinance No. 96-24).

The Auto Service Center was officially chartered by the Menominee Tribal Legislature on November 21, 1996 pursuant to Art. XIII of the Menominee Constitution and Bylaws. With the passage of Menominee Ordinance No. 96-24; (Charter of the Auto Service Center), the tribe sought to operate solely as a profit making chartered business dedicated to maximizing the financial resources available for appropriation by the Menominee Tribal Legislature. Strongly supported, the emphasis **on diversification** is key to new economic development initiatives. The purpose of chartering the service center is to: " provide auto repair and related services that are not otherwise readily available on the Menominee reservation." Complete with official service center policies and procedures, the service center is now fully equipped to meet the financial challenges of the 21st century.

Although minimal start-up capital presented early operational problems the Menominee Auto Service Center has amassed a total sales amount of \$108,315.82 in the **year ending** September 30, 1997. The \$100,000 tribal grant appropriation for FY 1998 enabled us to purchase a new tow-truck, hire a second mechanic, and make up the short-fall in the first six (6) months of operation. The purchase of the tow-truck has picked up the business pace since September's reporting. This bodes well for FY '98 operations and sales should be considerably higher throughout the coming new year.

MENOMINEE NATION NEWS

Yvonne Kaquatosh Aragon, Editor

Goal: It has been the goal of the Menominee Nation News (M.N.N.) to inform tribal members of any changes and updates within tribal programs. It is also the goal of M.N.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 '96-'97 was set at \$37,289.00.

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 Nation 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 were published during FY '96-97. The October 17, 1996, issue was mailed to each enrolled tribal member 18 years of age and older. There were 5,598 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our regular bi-monthly subscription mailing of 385 mailed for the October 3rd issue and 367 for the October 17th issue. A total of 6,350 papers were mailed for the month of October.

The three main goals/objectives set for 1996-1997 include:

- 1) To publish all notices and articles submitted by departments covered under Indirect Costs. M.N.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.N.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) The revenue projection for FY '96-'97 was set at \$37,289.00. The actual revenue generated was \$ 948.32 above projected income – bringing the annual income to \$38,237.32.

There is a 2.54316% (\$ 948.32) increase from the overall projected revenue.

The three (3) areas where revenue is generated, include:

Subscriptions - \$7,484.00; Advertising - \$22,033.82; and Sales - \$ 8,719.00

SUBSCRIPTIONS: The subscription income projection was set at \$9,510.00 with a total of \$7,484.00 received. The subscription income was below projected revenue by \$2,026.00. The annual subscription rate is \$18.00 per individual and \$22.00 per business/organization and \$24.00 for first class subscriptions. We currently have 412 active subscriptions as of November 13, 1997 – 72 first class subscribers; 59 business subscription; 243 at the 3rd class rate and 38 newspaper exchange (3rd class mailing rate). Overall, our subscription revenue reflects a 21.3% decrease over projected subscription revenue.

SALES: The sales income projection was set at \$7,290.00 with a total of \$8,719.50 received. The sales income was above the projected revenue by \$1,429.50. We currently have twenty-two (22) distribution points - nine (9) locations in Keshena (1 location-complimentary to Senior Citizens); four (4) in Neopit (2 locations-complimentary to Senior Citizens); seven (7) in Shawano; one (1) in Gresham; and one (1) in Zoar.

ADVERTISING: During the past year, M.N.N. generated \$22,033.820. The projected amount was \$20,489.00. There is a 7.5397% increase of \$1,544.82. Increasing the monthly advertising revenue is an ongoing goal. Several area businesses are approached on a regular basis to advertise in M.N.N. In addition, we have an established customer clientele with a variety of businesses.

Being a member of the Wisconsin Newspaper Association (WNA) is beneficial. It provides us with the opportunity to receive advertisements when business corporations want to target a certain demographical region in the state. If we are in the target area, representatives from WNA contact us for ad placements which we receive through the mail, fax or 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.

Income Report

The monthly accounts receivable breakdown for subscriptions, advertising and sales are as follows:

<u>Month</u>	<u>Subscription</u>	<u>Advertising</u>	<u>Sales</u>	<u>Total</u>
October 1996	1,499.00	3,067.00	780.05	5,436.05
November 1996	708.00	1,023.00	751.85	2,482.85
December 1996	292.00	1,856.00	369.25	2,517.25
January 1997	320.00	2,015.00	735.40	3,070.40
February 1997	1,313.00	656.00	1,043.65	3,012.65
March 1997	542.50	1,755.80	731.00	3,029.30
April 1997	200.00	1,626.02	376.85	2,202.87
May 1997	568.00	2,294.00	1,159.60	4,021.60
June 1997	438.00	1,387.00	413.85	2,238.85
July 1997	364.50	2,832.00	1,139.40	4,335.90
August 1997	924.00	1,669.00	799.70	3,392.70
September 1997	315.00	1,853.00	418.90	2,586.90
Totals	\$7,484.00	\$22,033.82	\$8,719.50	\$38,237.32

The total of \$38,237.32 is based on the amount of revenue generated for the year. The \$38,237.32 figure (listed on page 1) is the amount received during FY '96. There is a difference of \$903.90 – past due for FY '96. This is in addition to the accounts we have on file that are past due (since 1989) which is \$1,166.60.

The accounts receivable for advertising during FY '96-97 was \$40,611.32. The total past due accounts (advertising) as of September 30, 1997 is approximately \$2,374.00. Please note that the past due amount may be slightly less due to the fact that the new secretary hasn't had a chance to review and update available records. Some of the accounts may have been paid but were not recorded as such.

In an effort to narrow down the amount of past due accounts, a 30, 60 & 90 day notification procedure has been developed. If payment is not received after 90 days, the account is turned over to the Program Attorney's office for further action.

The above past due amount is for FY 96-97 ONLY! Past due accounts have been monitored since FY '89 and will continue to be monitored.

Printing Cost Report – FY '96-97

The monthly accounts payable breakdown for printing charges incurred for FY '97 are as follows:

Monthly Print Dates	# of pages	Printing Charges	Sub-Total
October 3, 1996	20	763.74	
October 17, 1997	32	1,725.05	2,488.79
November 7, 1996	36	653.24	
November 21, 1996	16	531.66	1,184.90
December 5, 1996	16	790.93	
December 19, 1996	24	757.09	1,548.02
January 9, 1997	20	798.72	
January 23, 1997	16	499.79	1,298.51
February 6, 1997	20	654.89	
February 20, 1997	20	699.89	1,354.78
March 7, 1997	20	654.89	
March 20, 1997	20	654.89	1,309.78
April 3, 1997	20	654.89	
April 17, 1997	28	744.72	1,399.61
May 8, 1997	28	744.72	
May 22, 1997	24	720.35	1,465.07
June 12, 1997	32	1,073.68	
June 26, 1997	20	633.26	1,706.94
July 10, 1997	16	651.17	
July 24, 1997	24	685.35	1,336.52
August 7, 1997	20	821.62	
August 21, 1997	20	588.26	1,409.88
September 11, 1997	28	737.44	
September 25, 1997	28	760.80	1,498.24
TOTALS	548		\$16,691.26

The printing charges vary from month to month. A major factor in the monthly cost fluctuation is based on the number of pages produced, the amount of photos being processed for print, and color separation charges incurred for the 4-color photos that are used. The postage cost for mailing the free issue was \$1,712.99. The second issue in October '96 was mailed to all enrolled members 18 years and older.

There is a 28 page increase in the number of pages produced in FY '97 than in FY '96.

Departmental Changes

Departmental changes that have taken place since the last report include the following: New Office location (across from Menominee Loan Fund), one (1) staff change (Secretary), new position created (Typesetter), and upgrade of new desktop publishing hardware, i.e. Scanner, four (4) monitors, four (4) CPU's, keyboards, digital camera, etc. Our old equipment was 6 years old – (purchase date: Nov.'91). the life expectancy of the hardware ranges from 4 – 5 years.

EQUIPMENT/RELOCATION New computer hardware (upgrade) was purchased in early December 1996 and in July 1997. In mid-November 1996, the Menominee Nation News department was moved to a larger office – across from the Menominee Loan Fund

STAFF Since the last report, one staff change was made. Mrs. Mavis Heczko was hired on July 21, 1997 to fill the secretarial position left vacant by our former secretary Georgianna Delabruue. Ms. Delabruue

went on to further her education. And a new position was created. Jonathan Wilson was hired on a full-time basis as our typesetter.

We currently have five full-time employees on staff, they include: the editor, two (2) reporters, one (1) typesetter, and a secretary. The length of employment of each employee is as follows: Yvonne M. Kaquatosh-Aragon, editor – 13 years (12/12/84); Kamay Dickenson, reporter – 2 years (10/2/95); Mike Wilber, reporter – 2 years (11/27/95); Jonathan Wilson, typesetter – 1 year (10/29/96) and Mavis Heczko, secretary 4 months (7/21/97).

PAPER IS SENT ELECTRONICALLY We now have the capability of sending our paper out electronically. The last two issues in September 1997 were sent to the printer via zip drive. This was one of our goals that we wanted to achieve. Since then, we have been trouble shooting certain areas that needed to be improved on to produce a high quality publication. We haven't quite worked out all the quirks yet, but we will. We previously did manual layout of our paper.

During the past year, there have been some very positive changes within the department. For instance, the equipment upgrades proved to be very efficient as well as money saving. As a result of scanning our own photos, we are saving a significant amount of money. The scanner has paid for itself since we began this process in February 1997.

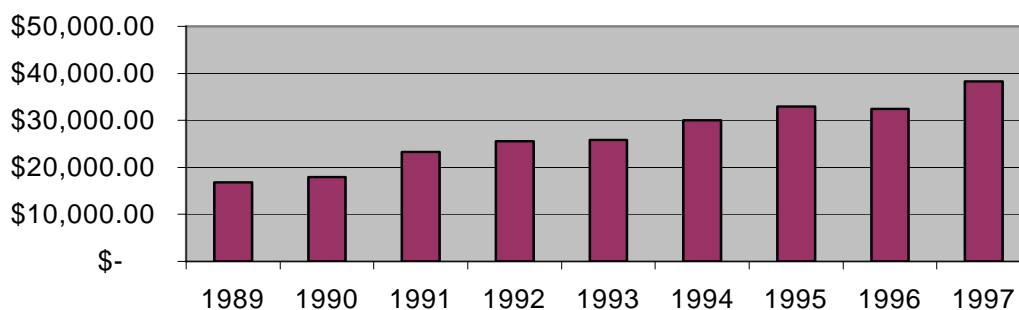
In Addition to scanning our own photos, we have given our front page nameplate a new look and changed the name to "Menominee Nation News". We have also begun producing the Menominee Nation News electronically – since September '97. However, we do have to work out technical problems that arise on occasion.

More importantly, MNN staff members are very comfortable working with this new procedure. No more cutting and pasting.

There has been a gradual increase in the revenue that has been generated since 1989. (see graph)

In 1989 the annual income generated was \$16,814.39; 1990 - \$17,928.75; 1991 - \$23,300.49; 1992 - \$25,624.34; 1993 - \$25,779.52; 1994 - \$29,966.66; 1995 – 32,896.97; 1996 - \$32,398.45 and in 1997 the revenue received was \$38,237.32.

Based on available date, some of our long time subscribers have switched to 1st class. We currently have 412 active subscriptions, as of November 1997.



MENOMINEE TRIBAL SCHOOL

The Menominee Tribal School began the 1996-97 school year with a record student enrollment of 256 students. This represents a 10.3 percent increase over the previous year. The 1997-98 school year began with an enrollment of 277, which represents an increase of 8.2 percent. There was a waiting list of approximately 40 students for the 1996-97 school year, and currently there is a waiting list of approximately 20 students.

Since 1992 the enrollment has increased from 167 to 277 which represents a 65.8 percent increase in enrollment in the past five years. Classrooms in the Kindergarten to eighth grade have increased from 9 regular classrooms to 13 for the 1997-98 school year. A shortage of available classroom space was again experienced for the 1997-98 school year. This was resolved by adding space to an outside storage building and moving the maintenance department to the new addition. This left an open classroom which is now occupied by Mr. Dillon's 5th grade class. One third grade teacher resigned after the beginning of the 1997-98 school year. Due to budget constraints, the Management Council decided not to replace that teaching position. Instead, the students were absorbed into Mrs. Kroenke's third grade class, and into Mrs. Herzfeldt's fourth grade class, creating a third-fourth grade classroom. Three of Mrs. Herzfeldt's fourth grade students were absorbed by Ms. Chapman's fourth grade. By this arrangement, the school was able to keep the class size at 20 students in the three classrooms and save the school needed funding. In addition, the new arrangement left a classroom open, which is being utilized by Mr. Tucker's 3-5 special education children.

Mr. Allan Caldwell announced his plans to resign his principalship at the end of the 1996-97 school year. A committee consisting of Dr. Waukau, Mr. Caldwell, and Ms. Bonita Klein decided to appoint a transition team to take the school through the summer months. The team was chaired by Ms. Klein, and the team included three teachers, Mrs. Colleen Katchenago, Ms. Michele Weso, and Mrs. Lynn Skenadore. In June 1997, the Tribal Legislature eliminated the position of Superintendent of Tribal Education Programs. This move left the Menominee Tribal School without management. Rather than fill the openings left by Mr. Caldwell's resignation and the elimination of Dr. Waukau's position, the Transition Team recommended to the Tribal Legislature a new management concept, sometimes known as total quality management or site-based management. The responsibilities of the two vacated positions were to be divided up among a management team, thus eliminating the need to fill the two vacated positions. The concept as presented by the Transitions Team was approved by the Tribal Legislature in July of 1997, and the Management Council was appointed by the Transition Team in August.

The Management Council membership includes Mrs. Lynn Skenadore, Ms. Michele Weso, Mrs. Colleen Katchenago, Ms. Bonita Klein, Mrs. Sue Thunder, Mrs. Diane Herzfeldt, Mrs. Alphaia Creapeau, and Mr. David Reineke. Mrs. Creapeau was hired as the new Dean of Students, which was designed to handle all student related concerns. The Management Council officially took over the management of the Menominee Tribal School at the beginning of the 1997-98 school year.

The Menominee Tribal School received funding for total school operations in the amount of 1.75 million for the 1996-97 school year. This includes \$78,000 for bilingual education, \$5,000 for Goals 2000, and \$28,267 for American Indian Language/Culture. The school was notified by the BIA that the Indian Student Equalization Program would be funded at a per/student level of \$2,904 for the 1996-97 school year, which was a decrease of \$71 under the 1995-96 funding level of \$2,975. The school received notice last spring that the 1996-97 funding level would be set at \$3,075.

The Menominee Tribal School has seen a number of notable achievements and successes (see attached sheet). MTS will endeavor to serve the Menominee children's educational and cultural needs to the best of its ability and resources.

Accomplishments and Achievements 1996-1997 School Year

- In October, Nancy Willard, award winning children's author, storyteller, and poet visits MTS courtesy of the National Book Foundation and College of the Menominee Nation.
- Seven MTS staff members attend the BIA Office of Indian Education Programs, ISEP, GOALS: 2000 and special education workshops in Minneapolis in October.
- Students produce their own calendar noting 365 ways to say "No to Drugs."
- MTS-PTO elects officers for 1996-97 school term.
- "Welcome Back to School Powwow" held with large parental and community turnout.
- MTS visited by group of native Hawaiians touring Reservation communities in Wisconsin.
- Twenty students attend Trees for Tomorrow in Eagle River, Wisconsin.
- MTS conducts "Sexual Harassment in the Work Place" and "Gender Bias in the Curriculum" workshops for all staff.
- MTS girls volleyball team places fourth in conference tournament, and co-ed cross country team has an outstanding season.
- MTS boys flag football team has excellent season - record of 4-3.

- Thirty seven MTS middle school students make the first term Honor Roll with overall cumulative grade point average of 3.01 gpa.
- MTS is the host site for the December, '96 Child Abuse Workshop.
- Nineteen MTS students achieve "Perfect Attendance" for the first term of the 1996-97 school year (August 21 to November 15).
- MTS guidance office and Little Bear Singers and Dancers visit Menominee elderly in _____ area nursing homes to present Christmas program in December.
- Another successful New Year's Eve Sobriety Powwow is held at MTS.
- MTS works with Milwaukee's Spotted Eagle High School, Milwaukee Area Technical College and UW-Milwaukee on successful "School to Work" planning grant from the U.S. Department of Labor.
- MTS receives \$48,000 from re-allocated OIEP Title I funds for curriculum development and the school library.
- Four MTS students, Jason Katchenago, Mae Mendoza, Sabrina Traxler, and Dean Peters, are winners in U.S. Attorney General for the Eastern District of Wisconsin, Menominee Tribal Housing Authority, Shawano County Sheriff's Department, and Menominee Tribal Police Department's "Dare to Counteract Drugs Poster Contest."
- MTS holds school-wide "Tailgate Party" on Friday, January 24th, before Super Bowl XXXI to show their support of the Green Bay Packers.
- Middle school students participate in 4th Annual Student Retreat at MITW Hotel/Casino complex.
- March '97 Parent-Teacher Conferences have huge turnout of parents-several classrooms including both Kindergarten classrooms have 100% parental participation-other classrooms have 90% or better turnout.
- MTS students raise of &900 for the American Heart Association through the "Jump Rope for Heart" program.
- Little Bear Singers and Dancers along with students from the TAG program present programs at Kewaskum High School and at New London, Wisconsin.
- Twenty-eight students have "Perfect Attendance" for the second term of the school year (11/18/96 - 2/28/97).
- Kewaskum High School jazz band, pep band, and swing choir perform for MTS student and staff on April 30th.
- Miss Wisconsin, Jennifer Streblov, visits MTS to make presentation to students about self-esteem.
- Four MTS middle school students travel to Washington, D.C. to participate in the Washington Seminars in April.
- Ten students travel to Minneapolis in May to participate in the Very Special Arts Conference.
- In May, U.S. District Attorney Thomas Schnieder and members of his staff visit MTS to talk to students about drugs and alcohol, gangs and violence on the Reservation.
- School helps raise over \$870 for the family of Kateri Mendoza.
- Thirty-two Kindergarten and twenty-one eighth grade students participate in the 1996-97 MTS Promotion Ceremonies.
- MTS student Pamela Waukau is crowned the "1997 UW-SP AIRO Powwow Princess" replacing another MTS student Lizzie Pyawasat.
- In April, eighteen MTS 7th and 8th grade students travel to Milwaukee to participate in the Career Fair _____ as part of the MTS-Spotted Eagle High School "School to Work" program.
- Two MTS students and MTS Home-School Coordinator attend the National Learn and Serve Conference in Orlando, Fl. in April.
- MTS Kindergarten, first and second grade students compete in State Odyssey of the Mind Competition in April at UW-Stevens Point and bring home a trophy for their efforts.
- MTS receives delivery of their new busses on February 10th.
- MTS installs computerized software for student attendance and lunch programs.
- Three MTS students attend week long "Washington Seminars" in Washington, D.C. -a program to acquaint students with government and history.
- Two students attend the National Very Special Arts Conference in Oklahoma City, OK.

NAES COLLEGE
Karen Washinawatok, Dean of the Menominee Campus

The Menominee Tribe supported NAES with three adjunct faculty for the fall '96 semester. Courses offered 151 credits to 12.58 Full-Time Equivalent students (FTE's). This was possible with the support of community programs like the Wolf River CBRF, the Menominee Indian School District, Maehnowesekiyah and the Menominee Tribal School.

Spring semester funding also included three adjunct faculty. However, we offered another 180 credits to community members totaling 15 FTE's. During spring, we collaborated resources to offer 10 courses including an initial class entitled "Menominee Language for Educators".

In addition to providing adjunct faculty, the tribal funding supports the campus to coordinate existing programs so a strong baccalaureate program is available to tribal and community members who chose to work full-time. Attending campus classes also eliminates the necessity to travel off the Reservation to major colleges to fulfill academic goals. Other agencies which have collaborated with the educational offerings of NAES include the W.K. Kellogg Foundation, Dept. of Commerce, American Indian Language Development Institute, the Institute for the Preservation of the Original Languages of the Americas and Marquette University.

During the summer, arts and crafts classes were offered free or at nominal cost to the community. One hundred thirty-six participants completed seventeen sessions. Community members of all ages enjoyed the variety of projects offered.

On the national level, Menominee Tribal member, Michael Chapman has been elected Chairperson of the Board of Trustees. We are proud of Michael and his support exemplifies the commitment of the Menominee people to education.

During the past year NAES staff have participated in numerous community activities. The youth requested support at their annual spring pow-wow via Head dancer position as did the Menominee Veteran's Association for the Memorial weekend. Maehnowesekiyah invites NAES staff for invocations and as speakers for various community programs. The Menominee Indian School District - Families and Schools Together program staff invited NAES to give keynote addresses at their graduation ceremonies. We also participated with the Elder Council and the Tribal Police Dept. in special activities.

Finally, NAES expresses heartfelt appreciation to the Menominee Tribal Legislature for their ongoing support since 1989. Fourteen students have earned their bachelor's degree in Community Studies. Some are employed by the Menominee Tribe and other administrative positions within their respective communities while others are attending graduate programs at universities across the United States. Current students are now preparing themselves for leadership of Native Nations. NAES College is an academic program with a Native American perspective.

POW-WOW Sue Beauprey

The purpose of the Culture committee is to organize and plan cultural events; Pow wow and seasonal events, review Cultural Museum Plans.

Overall the Pow Wow was a great success as it has been every year. There was good team work between everybody. Our new Menominee Nation Princess for 1997-1998 is Tara Grignon and the new Menominee Brave is Phillip Waukau.

FY 1997 Pow Wow Budget:		\$75,000.00
1997 Pow wow revenue:		
Button/Ticket Sales	\$22,999.35	
Vendors	7,350.00	
Food 10 x \$300		
Crafts 21 x \$200		
Youth 1 x \$150		
 Total Revenue	 \$30,349.35	
1997 Pow Wow Expenses		-65,048.39
Budget Balance		\$ 9,951.61

The Committee was assisted with the Internal Audit Department to establish internal control procedures to assure that all cash was accountable. It is advisable to continue these procedures for the Gate Personal handling cash.

A list of recommendation would be advisable for the next year committee. They are:

- Increase in gate price.
- More people on Saturday shift (busy day).
- Appoint two current members for next year to provide continuity of experience.
- Land Use build a small building for registration.
- Mandate all dancers to show proof of I.D. and Social Security Card when registering.
- Additional parking space
- Improve the bathroom facilities.
- Improve the area for Elders.
- Improve the dance area.
- Only one person allowed to handle hotel reservations.
- Work with Tourism Department/Casino and Public Relations.
- Shuttle bus from Casino for transportation.

Overall everything went good with the Tribal Police/Conservation Department assisting in patrolling and transport of money to the bank.

PROBATION/PAROLE

William Beauprey, Director

The Probation/Parole Department supervised a total of 140 clients during fiscal year 1997, 139 probationers and one parolee. This is an increase over the previous year when clientele numbered 130. The breakdown consisted of 106 males and 34 females. The department's caseload fluctuated between 57 - 84 cases per month.

A combination of Tribal Ordinances 82.9(2) "Battery" and 82.9(1) "Assault" were the number one offenses clientele were convicted of. Fifty-six percent of those on Probation were convicted of either assault or battery. Disorderly conduct, which accounted for 24% of the clientele, accounted for the second most convictions.

Fifty-four percent were ordered to obtain AODA counseling and 58% were ordered to seek domestic violence or anger management counseling.

During the past year, the Probation Department completed 33 Pre-Sentence Investigations. This is a significant increase of Pre-Sentences ordered a year ago, which numbered 14. Thirty of those who had Pre-Sentence Investigations conducted on them were sentenced to Probation, two received jail sentences and one failed to cooperate with the court's orders.

There were 33 revocations during the fiscal year or 24% of the clientele had their probation revoked. A total of 34 clients was released or successfully completed their probation period. During FY 97, a Tribal Supreme Court ruling went into effect which prohibits the Probation Department from extending a probation period even though the probationer did not complete all court ordered provisions. Due to this ruling, 17 of the 34 clients were released without completing all court ordered provisions, such as paying their fine, completing counseling, etc. The Probation Department and Chief Justice Robert Kittecon worked together to make changes to Tribal Ordinance 94-01 "Probation and Parole Regulations". These changes would allow the department to extended a probation period under certain conditions. For example, if a client has not completed all counseling recommendations during his ordered probation period the department could extend his probation until counseling was completed. These changes were forwarded to the Tribal Attorney's Office for review in May, but at end of FY 97, the Probation Department has not yet been contacted by the Tribal Attorney's Office to discuss the recommended changes.

Also during the past year, the Probation Officer and/or Assistant Probation Officer appeared in Tribal Court 128 times for either initial appearances, sentencing or revocations.

Accomplishments

A meeting was held in August 1997 involving the Probation/Parole Department, Tribal Jail Administrator Louis Kakwitsch, Mr. James Rovenhorst and Mr. Mark D. Martin of the National Institute of Corrections. The meeting was scheduled in order to discuss issues/concerns relating to the detention process, such as: 1) jail not being handicap accessible, 2) how to deal with incarcerated pregnant women, 3) security issues concerning attempted suicide and drug use while in custody and 4) juvenile detention issues. Within the fiscal year, the probation department was faced with one client attempting suicide while awaiting revocation and another probationer admitted to drug use while incarcerated.

In June 1997, the Probation Department was invited to participate in the newly established Domestic Violence Work Group which is working to set up protocol when handling domestic violence cases. The established protocol will help develop a standardized domestic violence form and procedures for each department involved. The department continues to be an active participant in the work group which meets once a month.

The department has contacted both Madison's monitoring center and Security Link from Ameritech regarding electronic monitoring. The department is looking at establishing electronic monitoring for pregnant clients and physically disabled clients in the event they are revoked. The jail is not equipped to handle these special circumstances and electronic monitoring would be the alternative.

To better understand the needs of the probationer/parolee and also for our own professional knowledge, the department has participated in various trainings throughout the fiscal year. The following trainings were attended by a representative of the department: Juvenile Delinquency and Gang Violence, National Association of Tribal Court Personnel, Field Safety Awareness Training and Protecting Indian Children and Families.

Services Provided

The Probation/Parole Department provides services to Tribal Courts, Tribal Police, Tribal Prosecutor, Probationers/Parolees and victims. The department completes various reports which are sent to the courts and prosecutor's office. A pre-sentence investigation is conducted by the department and provides information about the defendant along with any prior history. This report is used by the judge as a guideline for fair sentencing.

When a defendant's probation period is being revoked, a Statement of Facts detailing the probationers' activities is delivered to the prosecutor and the sentencing judge. The prosecutor uses the report to determine if there is enough evidence to pursue the revocation.

The department also determines possible restitution owed to the probationer's victim. If there is any property damage, lost wages, unpaid medical bills, etc. which is a result of the probationer's actions, the victim is entitled to reimbursement. The victim is contacted and asked to produce receipts and/or invoices. Once the information is gathered, it is forwarded to the courts and is made part of the probationer's court record. The department then informs the probationer of the restitution amount and every effort is made by the department to make sure the probationer is paying on the restitution.

The department shares and receives information with the Tribal Police. The department receives any arrest reports, victim/witness statements, etc. pertaining to someone in our caseload. The department has a good working relationship with the police department. The only problem encountered with the Tribal Police is a delay in receiving police reports.

To better rehabilitate the probationer/parolee, the department has frequent contact with counseling agencies. If the probationer is not complying with counseling recommendations, efforts between the department, counseling agent and probationer are made to help the probationer comply with recommendations rather than face revocation.

All in all, the Probation Department has a good working relationship with all agencies involved.

PROSECUTOR

Andy Pyatskowit

PERSONNEL: The office is staffed by four full-time people. The Prosecutor is Andrew J. Pyatskowit, the Assistant Prosecutor is Brian R. Johnson and the Secretaries are Lisa Lyons and Janet Roney. The office is located in the Menominee Tribal Law Enforcement Center Building.

SERVICES: The office is charged with the responsibility of enforcing a number of tribal codes which deal with the area of law enforcement. Many of these codes and ordinances have been drafted specifically by the Tribal Legislature to deal with the law enforcement issues which may be specific to the Menominee Tribe. Other codes were created in other jurisdictions, but have been incorporated into tribal law by tribal ordinance. Among the various incorporated laws are the Wisconsin Traffic Code, the Wisconsin Children's Code, Chapters 51 and 55 of the Wisconsin Statutes (Mental Health and Protective Placement) and the Wisconsin Truancy Law.

The types of case handled by the prosecutor can be further broken down into two categories, criminal and civil.

CRIMINAL: Criminal cases are those cases which have the potential of resulting in incarceration if the alleged offender is found guilty. The offense must specify that conviction for a violation of the ordinance may result in a jail term up to a specific term. In almost all cases, the additional penalty of a monetary fine is included. Examples of our criminal ordinances include; battery, assault, sexual exploitation of children, breaking and entering, theft, disorderly conduct, malicious mischief, possession and trafficking of drugs, providing intoxicating beverages to minors, resisting and obstructing law enforcement officers, gun control, escape and fraud. Second convictions of OWI/BAC traffic citations may also result in criminal penalties. The maximum jail term and fine that can be imposed by the tribal court is one year in tribal jail and \$5,000.

Juvenile delinquency cases are criminal in nature. A juvenile between the ages of 12 and 17 who commits any of above offenses is handled in children's court through a delinquency proceeding. Dispositions vary from supervision by Menominee County Department of Human Services to commitment to a maximum secure juvenile facility. Restitution to victims is often included as necessary.

CIVIL: Civil cases are those cases for which a conviction for violating the ordinance can only result in a monetary forfeiture. Commonly these include; traffic, conservation, truancy, underage drinking, solid waste and curfew.

OTHER JUVENILE: This area includes child custody and civil forfeiture cases.

PROCEDURE: In all of the above cases the prosecutor represents the interests of the Menominee Tribe. For those cases deemed ready for court action, petitions and criminal complaints are drafted. If the case is contested, it is then prepared for trial. Most of the cases in the juvenile and ordinance are handled by trials to the court. Many contested criminal cases are handled by requests for jury trials. After a finding of guilt, recommendations are made for sentencing adults and dispositions involving juveniles.

MAJOR ACCOMPLISHMENTS: The Menominee Tribal Legislature permanently funded an additional secretarial position. The previous position was temporary full-time. A request was made during the fiscal year 1998 budget process to fund the additional position and approval was granted. The added position will allow the office of the prosecutor to process more referrals in all areas of our responsibilities. A domestic violence grant was funded by the federal government. Geradette Richmond is the project coordinator and will coordinate the formulation of a protocol on domestic violence for our community. The project will also sponsor a training seminar for all the agencies in our community who have domestic violence components in their programs.

PROPERTY MANAGEMENT AND ACQUISITION

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department was created in Fiscal Year 1997. This new Indirect Cost department was developed from the combination of the pre-existing Procurement

Department and the Property Management division of the Finance Department, and moved together into the lower level of the Tribal Offices.

The staff, all hired into their positions in Fiscal Year 1997, consists of the Director Brett Hoffman, the Central Supply Specialist Shawn Klemens and the Inventory Clerk Tavon Burkel.

The PMA Department provides for the review and approval of the procurement process which includes all purchase requisitions, check requests and after-the-fact payment requests. The PMA Department also provides the centralized supply and ordering services, competitive bid evaluation coordination, equipment inventory, purchasing assistance, solicitation for vendor quotations, maintaining the three area photocopy machines, obtains Federal Excess Property for programs, and transfers and disposals of equipment.

During Fiscal Year 1997, The PMA Department has obtained \$374,894.58 worth of equipment free from the Federal Excess Property program from GSA. This included obtaining 17 vehicles consisting of one car, one station wagon, one Mack, one 6x6, two vans and 11 trucks. Of that total value, \$36,003.65, or about 10%, was obsolete and/or junk and was disposed of.

The Procurement process has undergone some modifications after the merge. Legislative motion increased the procurement approval requirements to include all purchases. Previously, purchase requisitions under \$1,000.00 were not included. These requests are now reviewed for price comparison and vendor selection. Also changed was the process for submitting contracts to obtain goods and services. This requires now that the purchase requisition and contracts be processed together. This has helped ensure all reviewing and approving parties are included and the procurement process is followed prior to entering contracts. The PMA Department has also developed the Menominee Vendor List and distributed copies to all programs for their reference and considerations when obtaining goods and services.

Central Supply is in the process of depleting the on-hand office supply stock and converting to the "just-in-time" ordering system. With improvements to the computer system and increased vendor connections and access, the PMA Department can check pricing and order supplies faster than before. This eliminates the need to stock and continually inventory items which can be ordered when needed. This also reduces waste of items which have limited shelf life, such as pens which tend to go dry when sitting in stock too long. However, items such as letterhead, logo envelopes and computer supplies will remain stocked to ensure immediate availability.

Property Management has progressed to include updating inventories for the Tribal Utilities, Tribal Police and the Clinic. Access to the Fixed Assets module of American Fundware is now available to the Director and the Inventory Clerk. Also, Central Supply now forwards purchase data for inventory recording and purchase notification. This helps to notify the Inventory Clerk of purchases to provide for prompt tagging and recording of new equipment as it is obtained, as opposed to adding it when discovered during the on-site annual inventories.

As of September 30, 1997 the Copy Machine Supply Inventory Account #188-15800-000 has a balance of (\$177,261.88). Due to the merging of these programs into one, expenditures for Fiscal Year 1997 came from the Internal Services Ledger 188, Procurement Office Ledger 150-014, and the Finance Ledger 150-001. The Fiscal Year 1998 Indirect Cost Budget was requested in the amount of \$116,873.00 for the anticipated expenses for the new department staff and operations grouped under Ledger 150-014.

PUBLIC RELATIONS

Verna de Leon, Director

The Menominee Tribal Public Relations Department is dedicated to promoting and enhancing the image of the Menominee Tribe, the Menominee Reservation and the Menominee Tribal Government in the most positive manner. Some of the departmental activities as in previous years include, designing brochures, assisting the media, writing of press releases, and news articles, photographing, planning events, attending conventions, giving tours, responding to information requests, and coordinating press

conferences. We also assist other tribal departments and the Menominee Casino in any of the mentioned activities.

The Menominee Reservation saw a number of visitors in the past year including a group of indigenous peoples of Hawaii. The public relations department hosted a dinner for the visitors with a guest list that included the Menominee Tribal Legislature. The Hawaiians were given an opportunity to network with tribal officials and administrative staff. The Public Relations Department also hosted visitors from the Ukraine who were also looking to gather information on how the Menominee relate to the State and Federal Governments. Dr. Michael McDonnell from Wales, Great Britain visited the reservation to acquire information on the Menominee Sustained Yield Forest Management practices and how the Menominee relate to their environment.

The Menominee Tribal Legislature supported Senator Roger Breske during his re-election campaign. The Public Relations Department was directed to assist Senator Breske as he placed his campaign signs throughout the reservation. He was given a tour and a schedule was prepared for him to meet tribal officials at the College of the Menominee Nation, Menominee Tribal Enterprises, Inc. and the Menominee Tribal Offices.

The Public Relations Department worked with the Menominee Elders in designing and producing an Elder Care Services Handbook that included telephone numbers, names of service persons, and locations of facilities offering services specific to the elder community.

The Education Department brochure was prepared by Public Relations. This involved photographing, writing and designing the layout. Menominee Public Relations also designed the education poster.

The Public Relations Department worked with Historic Preservation to complete the 1997 Menominee Tribal Calendar using archival photographs of Menominee people and places. The 1998 Menominee Tribal Calendar has been completed ahead of schedule and highlights the Wolf River.

The Public Relations Department assisted the Economic Development Department in preparing for a conference in Shaumburge, Illinois. Menominee Tribal information materials were prepared for distribution and a display booth was designed for them. Aerial photographs of Middle Village were taken and enlarged as part of the visual display at the conference.

The Public Relations Director is still assigned as a member of the Wisconsin Tribal Public Relations Task Force. Each of the eleven Wisconsin Tribes contributed \$10,000.00 to a central fund (budget) that is used for Wisconsin Tribal Public Relations activities. The Task Force plans many projects, activities, and events that enhance the image of Indian Gaming in Wisconsin. The Menominee finance department was used to disperse the funding. The duties of the Menominee Public Relations Director included monitoring the budget of the Task Force and making sure that all Menominee Tribal accounting procedures are followed. The Menominee Public Relations Director also coordinates efforts with the Menominee Casino and the Task Force to place advertisements promoting Indian gaming as well as offering opinions and ideas on advertising campaigns. In June of 1997 the Task Force held a Problem Gambling Conference. The Menominee Public Relations Director was in charge of making sure proper contracts were drawn up for presenters and that all expenses were paid.

The Public Relations Department coordinated the dedication of the Gordon Dickie, Sr. Center. This included designing and ordering the sign that now is in front of the Gordon Dickie Sr. Center, preparing invitations, planning a feast, having a portrait of Mr. Dickie and his wife enlarged to be used at the dedication, doing press releases, and preparing a budget to cover all expenses.

Menominee Public Relations assisted the Menominee Casino in dedicating the ice carving at Perkin's Restaurant in Shawano. Public Relations also assisted in coordination of the Casino's 10 year anniversary celebration.

The Public Relations Director also coordinates efforts of the Shawano/Menominee County Heritage Tourism Committee and the Wisconsin Native American Heritage Tourism Committee. Meetings are held on a regular basis. This year a heritage sign was put up on Hwy 47 to indicate where the Menominee Logging Museum was. The Shawano/Menominee County Heritage Tourism committee acquired sesquicentennial funding to produce other tourism signs. The Menominee will get three of the

signs which will go up at Keshena Falls, Menominee Tribal Enterprises, and the Menominee Tribal Office Building. The Wisconsin Native American Heritage Tourism Committee has updated and produced a Native Wisconsin brochure and have acquired a \$30,000.00 grant from the state to hold a "New Dawn of Tradition" Powwow in Madison to coincide with the state's 1998 Sesquicentennial activities. An additional grant was acquired to assemble an exhibit representing each of the Wisconsin Tribes that would be on display at the sesquicentennial activities in Madison.

The Menominee Public Relations Department also attended the Governor's Conference on Tourism in Green Bay where a booth was set up to promote the Tribe. Brochures were distributed, videos were sold, and information was shared with the many people who visited the booth.

The College of the Menominee Nation requested the help of the Public Relations Department in planning and coordinating efforts for their first Graduation Powwow.

The Public Relations Director was assigned to work with the Census Bureau in promoting and publicizing the Census 2000 Dress Rehearsal in April of 1998. Many meetings with community members have taken place to plan and brainstorm on methods to use in encouraging other community members to participate in filling out their census forms.

Indian Summer 1997 saw the Menominee Tribe well represented as the Public Relations Department coordinated the tribe's sponsorship of the "One Hour Free Admission". Banners noting Menominee Indian Tribe of Wisconsin and Menominee Casino-Bingo-Hotel were up over the main entry gate as well as a number of Menominee Tribal booths on display.

It is also the Public Relations Department's responsibility to respond to information requests made by the general public. Within one year the Public Relations department responded to more than sixty (60) written requests and more than thirty (30) telephone requests for information on the Menominee Tribe.

Three years ago the Public Relations Department worked with HVS Productions to produce the Menominee Nation Pow Wow video. Sales of this video are still going strong with more than \$550.00 worth of videos sold in the past year.

The Menominee Tribal Public Relations Department looks forward to another productive and successful year.

RECREATION

Duane Waukau, Director

The annual goal for the Recreation program is to provide equality of opportunity for all, regardless of sex, age, race or religion. Provide for family participation both as a unit separately for all individuals within. Be devised to make the best possible use of all facilities and other resources. Be flexible with provisions made for instructor, group planning and modifications. Be balanced with both active and passive activities. Be modified and improved upon as the result of continuous evaluation by all who plan to take part in and administer it.

Total youth served for fiscal year 1997 was 10,753, total adult service units for fiscal year 1997 was 347.

Total budget allocation for F.Y. 97 \$231,216.00.

Completed the installation of playground equipment at Neopit Dog Town Park. Equipment and labor costs were \$14,000.00.

Co-sponsored dedication of Neopit Veterans Park located across from Menominee Tribal Enterprise corporate office building. Woodland Boys & Girls Club, Menominee Tribal Enterprises and Menominee Tribal Recreation dedicated the park May 3, 1997.

Purchased John Deer riding lawn mower, two year payment plan of \$12,000.00 total cost.

Supervised Neopit/Keshena Boxing Club grant of \$7,500.00.

Second (2nd) Annual Youth Fishing Derby-Family Fun Day was held March 11,1997.

Active member with the Menominee Youth Council.

Active planning member with the Menominee Youth Conference September 19 and 20,1997 at the Menominee Jr/Sr High School.

Provided memberships for all Menominee Athletes to the North American Indigenous Games in Vancouver B.C.

The tribal recreation department's sponsored activities in F.Y. 97 were: Halloween costume and community parties in Zoar and South Branch. W.W.F. Royal Rumble, Christmas Santa Visit, Saturday Morning Basketball Instructions, pool and checker tournaments, dances, Girls Scouts, ski trip, Easter Egg Hunt, youth fitness room, primary school activities, American Legion Baseball program ages 16-18, Tri-County Baseball ages 13-15 years old. Summer youth program June 16-July 25,1997. Activities were sponsored in each community Pon-pons, cheerleading, softball, swimming, volleyball and basketball. Lee Ann Corn was hired for arts & crafts, Jason Jackson, sports instructor, golf program instructor was Myrna Warrington, Michelle Eno cheerleading instructor, American Legion coach, Wayne Wilber, T.C.J. coach, Steven Awonohopay, Tee Ball was held July 16-28,1997. Four teams from Zoar, Neopit, South Branch and Keshena played at each community. Also each player was provided a dozen baseball cards of themselves and personal data of themselves and favorite players. Neopit/Keshena Little League insurance, league fee, equipment, van, Great America trip with Woodland Youth Boys & Girls Club and JOM.

The Tribal recreation department is also responsible for all maintenance of ball parks, field, sanitation, garbage, user fees, site preparation of all games for league play, cutting grass for all the parks and ball diamonds, electricity for shelters in Neopit and Keshena. Recreation staff upkeep: truck, riding lawn mowers, and all equipment related for park maintenance.

SOCIAL SERVICES

Mary Husby, Director

SOCIAL SERVICES

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$412,532.06 for FY-97 for its Social Services Department. This represented new and carry over money. Of this amount, \$31,774.45 was designated for child welfare assistance. Child Welfare Assistance funds can be used for foster care, institutional placements, day care and group care related services. \$46,717.72 of the budget was designated for indirect costs. \$16,000.00 was designated for Sexual Abuse Training for Tribes in the Minneapolis BIA Area and our department was to arrange for and coordinate the contracting with Cornerhouse in Minneapolis to conduct the training. Program expenditures for the year amounted to approximately \$235,244.00 for child welfare services and social services. This does not include expenditures for the Indian Child Welfare Act Program.

Staff funded under this contract are the Director, child welfare assistant, and two (2) social workers. One (1) additional social worker is funded through the ICWA grant and the Kinship Care Social Worker is funded by the WI Dept. of Health and Family Services.. Twenty day care staff members are funded under other state, tribal or federal grants administered by Menominee Tribal Social Services. These other grants include CCDBG, State Child Welfare and State Day Care funds. In addition, fees collected from enrollees assist in meeting operational costs along with a tribal supplement.

In addition we have one (1) staff member, the Child Support Manager, who is funded with grant money from the WI Dept. of Workforce Development. We are involved in a 17 month demonstration project to design and implement a Tribal Child Support Program.

During fiscal year 1997 Menominee Tribal Social Services provided services to 134 new cases and 126 carry-over cases from FY-96 for a total of 260 cases. New cases for FY-97 included 98 ICWA cases and ten (10) enrollment assistance cases. Eight (8) cases were study cases either for adoption or as ordered by the Court. Five (5) cases were child welfare assistance cases. Ten (10) cases were information and referral cases and three (3) cases were guardianship cases. There was one (1) adoption case finalized in Tribal Court in FY-97.

One (1) child was placed by the Tribal Court for pre-adoption and four (4) cases for adoption were finalized in County Circuit Courts.

A variety of agreements were negotiated, with the assistance of the Program Attorney, with Menominee Co., Wisconsin Dept. of Health and Social Services and WI Dept. of Corrections to allow social services resources available to those entities to be utilized by the Tribe. Some examples are adoption services and subsidies, foster care payments and the use of State Juvenile Correctional Facilities.

One (1) application was submitted to Wisconsin Dept. of Health and Social Services for supplement funding for the Tribe's Respite Day Care Project. The department prepared an application which resulted in funding in the amount of \$17,000.00. One (1) additional application was submitted to the Federal Dept. of Health and Social Services for Child Care Development funds. These funds are used to assist low income families, who are employed, in training or in an educational program, pay for child care services. An award in the amount of \$263,901.00 was received by the department. A separate category of funds designated as discretionary funds was awarded in the amount of \$2,277.00. These funds are to be used for child care for school age children. An average of 50 children per month received child care assistance provided by the Child Care Development Funds.

Department staff were also involved with staff from the WI Dept. of Health and Family Services in contracting for the administration of the Kinship Care Program. This program replaces the AFDC Program for Non-Legally Responsible Relatives. As of 09/30/97, 72 families representing 120 children were approved for benefits for 10/1/97.

Tribal Social Services also provided enrollment assistance to ten (10) cases. These cases involve individuals who have been adopted in the past and require assistance in accessing information contained in closed adoption files in order to document their Menominee heritage.

Last of all, this department coordinated the activities of the child protection team. This group is comprised of the agencies involved with child protection matters. The team meets approximately once per month to staff cases, to examine issues, to make recommendations for system changes and to provide support for their efforts in the protection of children.

The department also provided, through tribal funding and donations, the Christmas Toy Project and the Emergency/Catastrophic Program.

INDIAN CHILD WELFARE ACT

The Menominee Indian Tribe through its Social Services Department received a block grant for funding for social services and the Indian Child Welfare Act Program. Internally, we designated \$79,108.44 for project activities. Some of these monies were new contract monies and some were carry-over funds. The workplan provided for counseling/intervention services to 45 Menominee families who were involved in Court proceedings as identified under the Indian Child Welfare Act. The second component to the program provided for the operation of a Respite Day Care Program to serve 30 children between the ages of 6 weeks - 4 years. The third objective was to provide a parent education component. This was to be accomplished through providing two (2) training events for Day Care parents. Another program objective called for the department's participation in court hearings in 35 cases generated under the ICWA. The last objective for the program specified that we would provide legal assistance through the Program Attorney's Office to 35 ICWA cases.

During the course of the year, 98 new cases were noticed to the Tribe under the requirements of the ICWA. This was slightly less than the 105 cases referred to the Tribe in FY-96. Counseling services were provided to 45 of the 98 families. In the remaining 53 cases, contact has been with the agencies involved as in some of these cases they were ineligible for services or did not require the Tribe's intervention. We met our objective for the year in this category. Another objective for this program specified that the department would participate in court hearings in 35 cases generated under the ICWA. We participated in court hearings in 69 separate cases. Some of these cases were carried over from the previous fiscal year. It should be noted that on the average one case involves three (3) court appearances before there is a disposition in the case. Therefore one can begin to see the volume of activity involved by staff and attorneys. We provided legal assistance, through the program attorney's office, to 31 cases.

Through ICWA and state funding, Menominee Tribal Day Care Center provided respite day care services to 13 unduplicated cases. This represents 1445 days of day care services for the year. This portion of the program is for children 6 weeks - 4 years of age. Referrals to the program come from Menominee Co. Human Services, Tribal Clinic and Tribal Social Services. We served seventeen cases less than our projections for the year. Various strategies were attempted in order to increase the numbers. However, none created the results intended.

Parenting education services were provided through the publication of monthly newsletters which focused on child development issues.

The Indian Child Welfare Act program funded one (1) full time social worker position and one (1) half-time position, (.50 FTE) teacher aide position, and an Associate Teacher for three (3) months. Other support services were covered with this funding. Since the ICWA funding has changed from a competitive program to an entitlement program, we have experienced a substantial reduction in funding for program activities. We anticipated that this trend will continue as less money needs to be stretched further.

T.S.S. - SPECIAL NEEDS

Menominee Tribal Social Services administers the Special Needs Program. This program has two (2) separate elements, they are: Emergency/Catastrophic Assistance and the Tribe's Annual Christmas Toys for Needy Children.

The Emergency/Catastrophic program assists individuals in extreme situations when no other assistance is available or after all means to secure assistance has been exhausted. Documentation to secure necessary funds from all possible sources is required.

Emergency/Catastrophic element served a total of 68 clients, which consisted of, 12 Elderly, 6 medical 10 subsistence, 4 miscellaneous, 33 fuel/gas, 3 electricity. This was down from last year by 23 clients. By February, 1997, the program's money was severely depleted. During the following months, March, April, we were only able to assist two (2) other clients. Contributing factors were the severe cold weather, high costs of fuel/gas and the fact that our Menominee people who live in public housing could not access Menominee Co. Human Services "Energy Assistance Program." A total of \$14,982.92 was spent. The original budget was \$15,000.00. \$17.08 was left unused.

The annual Christmas Toy Drive for Needy Children assisted 151 families which broke down consisted of 268 boys and 266 girls. A total of 534 children received new toys and gifts. \$2500.00 was budgeted for FY-96 Christmas Toys for Needy Children. The total \$2,500.00 was spent. This year's donations were down considerably. We have networked with the area schools, churches and agencies for a better assessment of our needy families. Tribal Social Services would like to thank the Tribal Legislature and our regular contributors who always come through in the end for their donations.

SUPERMARKET

Janice Latender, Manager

The Menominee Tribal Supermarket is a Tribal business operating under the authority of Article XIII of the Menominee Tribal Constitution and in accordance with its charter issued pursuant to Menominee Tribal Ordinance No. 87-19. The Menominee Tribal Supermarket is managed by a five-member board of trustees which have been empowered to operate and manage the business consistent with the purposes set forth in its charter. The day-to-day activities of the Menominee Tribal Supermarket are handled by a dedicated two-member team consisting of a financial manager and a grocery manager, and the support necessary to achieve the objectives of the Supermarket is provided by a handful of hardworking employees.

Fiscal Year 1997 marks the ten year anniversary of the Supermarket's operation under its existing charter. However, plans to celebrate were shelved when the Supermarket's debt to the Tribe began to rise from \$26,000 at the end of FY 96, to in excess of \$132,000 towards the end of FY 97's third quarter. In June of 1997 the Legislature decided to intervene and asked the Board of Trustees to consider other options of paying off the debt. Options that were offered included: (1) selling the Supermarket to prospective investors; (2) closing the Supermarket and liquidating its assets; and (3) liquidating the assets and leasing the facility to prospective investors for other purposes. After considerable thought, the

Board of Trustees, management and employees proposed to work harder and find innovative approaches to meet its obligations, rather than accept the alternatives. Three months afterwards the Supermarket managed to pay back \$120,000 and, today, continues to work towards paying off the remaining balance.

Factors that have contributed to the Supermarket's debt include: (1) the loss of cash flow resulting from aged program charge accounts; (2) loss of product due to equipment failures and retail theft; and (3) loss of the Supermarket's customer base due to increased competition. The Board of Trustees have thoroughly analyzed FY 96-97 financial data and have compared that data against data compiled over the past five years. As a result of the lessons learned this past year and of the information that was collected, new controls have been designed which are intended to prevent the type and size of loss experienced this past year from ever occurring again.

We try to remain optimistic about the future of the Supermarket. However, today our average weekly customer count (which is calculated over a 52 week period) is 3,382 per week, down from 5,018 per week this same time last year. This 33 percent drop in our customer base has adversely and significantly impacted our sales. The success of the Supermarket is heavily dependent upon its owners--the customers. In hopes of regaining the customers we have lost and strengthening the confidence of our existing customers, we are trying to stock new and popular products, and lower prices when feasible. It is the sincere hope of everyone at the Supermarket that with the support of the community and of the Legislature, the Supermarket will one day be able to commit to long-range plans involving a larger, more competitive supermarket capable of providing for all of its customers' needs.

The following table shows information concerning sales through the 3rd quarter of FY 97. Once the fourth quarter financial data becomes available, this report will be modified accordingly and published in the Menominee Nation News.

Description/Department	Supermarket Financial Information		Percent Increase Decrease
	6/30/96	6/30/97	
Grocery	858,401.00	673,896.00	(27.38)
Meat	284,213.00	224,044.00	(26.86)
Produce	55,933.00	41,921.00	(33.42)
Dairy	118,335.00	103,369.00	(14.48)
Beer/Liquor	95,485.00	79,756.00	(19.72)
WHSE - Groc. Sales	0.00	62,294.00	100.00 +
WHSE - Meat Sales	0.00	39,315.00	100.00
WHSE - Prod. Sales	0.00	6,268.0	100.00
WHSE - Dairy Sales	0.00	4,085.00	100.00
Tobacco	340,703.00	257,636.00	(32.24)
TOTAL SALES	1,753,070.00	1,492,584.00	
DIFFERENCE (260,486)			

TAX COMMISSIONER
Rose Cantrell

The Office of the Tax Commissioner monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes. It is responsible for the State of Wisconsin Cigarette Tax Refund, the Gasoline Tax Refund for fleet vehicles and works with the procurement office to insure that companies bidding on projects for the Tribe have no past due taxes. Threshold criteria requires companies to pay past due taxes or bid submitted for evaluation remains unopened.

Eight (8) Ordinances are enforced throughout the office:

- NO. 79-04 Cigarettes
- NO. 80-13 Rafting
- NO. 82-10 Tribal Preference (applied to bid process)
- NO. 82-12 Vegas Pull Tabs
- NO. 82-19 Use Tax on Construction Materials

- NO. 82-22 Construction Materials Purchased from MTE
- NO. 83-03 Fireworks
- NO. 94-15 Hotel Room Tax

The office is staffed full time with the Tax Commissioner, and Administrative Assistant to process routine tax matters, permit applications, inspect for violations, and conduct site visits to construction projects and to tribal licensed cigarette vendors.

Three (3) "Invitations to Bid" were posted for the past fiscal year.

Bids were awarded for the following:

- Indian Health Service Wells and Drainfields
- Road Construction on WW
- Lack of funding prevented the Senior Citizen Bus Purchase

Last year twelve (12) projects were awarded and revenue generated from them was collected during this fiscal year.

The Tax Revenue projection for the 1997 Fiscal Year was estimated at \$306,048.00.

Actual revenue received by the tax office was as follows:

Cigarette Income	222,120.80
Lodging Tax	60,590.84
Construction Use Tax	38,575.01
Fireworks	720.00
Vegas Sales	<u>14,188.04</u>
TOTAL REVENUE	336,194.69

The amount budgeted for office operations was \$74,200.00. Total expenditures were \$70,219.72; a total of \$3,980.28 was returned to the Tribal treasury.

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

In Fiscal Year-1997, the Menominee Tribal Court processed a total of **5,694** cases. In addition, the Court heard **520** separate pre-trial, post-trial, and review hearings for a total case load of **6,214**. Last year, the Court processed **6,702** cases and **981** other matters for a total of **7,683**. The reason for the decline in case load in FY-97 is that a large number of cases (primarily traffic matters) had to be continued due to the deaths of two of our judges.

Revenues generated by the Court totaled **\$100,000.00**.

The number of cases coming into the Tribal Court has steadily increased over the last ten years in all areas. Reasons for this increase are that the population of the Reservation has steadily increased due to the in-flow of Tribal members returning to the Reservation for employment reasons and the increase in housing availability. Other reasons can be traced to the increase in drug/alcohol use and gang activity.

The complexity of cases has also increased over the years which requires highly trained judges who are able to try diverse issues such as personal injury, products liability, and contracts. This requires advanced training for judges and staff which has been difficult to obtain because of budgetary constraints and inability to get away for training due to lack of support staff.

The largest case increase is in the **juvenile** category which includes delinquency and ordinance violations. **Delinquency** violations involve crimes that if committed by an adult, would result in a jail sentence. **Ordinance** violations are truancy, curfew, and underage drinking of which there were **1,542** cases processed. As can be seen from the above, the vast majority of children's cases are the result of children not attending school, staying out after curfew, and drinking.

With the steady increase in cases in all categories, the Court has had difficulty meeting the demand for increased services. The primary reasons for this are the lack of adequate funding, operating space and support staff. The Court, Prosecutor's office, and the Election Commission's office are critically overcrowded and understaffed which places a tremendous burden on all personnel in terms of work load and ability to function in such close quarters. Expansion of the court complex or the construction of a new courthouse to accommodate the increased need of the Court, Prosecutor, Elections and other related offices should be given the highest priority

IN MEMORIAM

ASSOCIATE JUSTICE JAMES WASHINAWATOK - JULY 8, 1997.

JUDGE LOUIS HAWPETOSS - AUGUST 27, 1997.

RESERVE JUDGE JOHN WILEY AUGUST 26, 1997.

TREATY RIGHTS

Kenneth A. Fish, Director

TREATY RIGHTS

The Tribe on January 13, 1995, filed a lawsuit in federal court against the State of Wisconsin, and its top officials for its hunting, fishing, and gathering usufructuary rights under the treaties.

The case currently is under advisement in the Seventh (7th) Circuit Court of Appeals. The Seventh Circuit Appeals Court and the three (3) judge panel in Chicago, Illinois on October 21, 1997, heard the oral arguments presented by attorney's on the tribe's behalf, and argued by the State. The court has taken the decisions on the appeal under advisement, and we expect a decision of the court to be rendered within the near future.

Tribal members were bused down to Chicago, Illinois on October 21 to the appeal hearing to observe this historic event.

MINING IMPACTS

The Mining Impacts office was established in 1995, for the purpose of following through with Tribal Resolution # 94-15, which states the tribe's opposition to Crandon Mining Company's proposed Wolf River mine, located at the headwaters of the Wolf River.

Crandon Mining Company (CMC) was created as a partnership between subsidiaries of Exxon Coal and Minerals Company of Houston, Texas, and Rio Algom. CMC's proposed mine is often referred to as the Exxon Wolf River mine.

In 1993, Exxon and Rio Algom submitted their notice of intent with the Wisconsin Department of Natural Resources (WDNR) to mine the Crandon project. Since 1993, CMC has been collecting data for the proposed project and subsequently filed an environmental impact report with the Department of Natural Resources (DNR). Currently the DNR is reviewing the environmental impact report submitted by CMC and is developing an environmental impact statement. The DNR's statement will be used to determine whether or not the mine should be permitted. The Army Corps of Engineers is also preparing an environmental impact statement in order to grant a permit on a federal level.

The permitting process has been going on for four (4) years, and the time frame has been extended well into 1998. The Menominee Treaty Rights & Mining Impacts Office is charged--by the tribal legislature—to: monitor, analyze, and identify discrepancies and/or omissions in the data submitted by CMC; review and provide input for the DNR's and Army Corps' environmental impact statements, including the submission of comments on the potential impacts to public health, safety, culture and resources; and to coordinate public education activities regarding the proposed mine.

Another objective, this office has been in a supporting roll with other tribes, Citizen's Action Groups, Conservation, and environmental groups beginning in 1995 to have the State Legislature pass a Mining Moratorium Bill SB 3/ AB 70.

The State Senate this past spring passed the Moratorium Bill SB 3/AB 70 by a vote of 29-3. In the assembly, the Mining Moratorium Bill SB 3/ AB 70 needs to go through the committee process and environmental committee chaired by Representative Marc Duff. After clear partisan politics by committee members of the Environmental Committee of the State Assembly, attempts were made to derail the Mining Moratorium Bill. Representative duff submitted a substitute amendment which moved away from proof by example—basically accepting mining companies' unproven technology and assuming that mining can be done safely.

The Environmental Committee voted 6-4 to move the bill forward to a full assembly debate and vote. The coalition of grassroots citizens, organizations, and this office have worked on the Moratorium bill for better than two (2) years. The Mining Moratorium Bill needs only to receive the majority vote of the state assembly to become law. The Governor can still veto the Mining Moratorium Bill.

The Mining Moratorium Bill, requires proof by example, that a mine has been operated for 10 years and closed for 10 years without polluting ground or surface water. Work on passage of the Bill has been taking place for over two years, in response to Exxon's application to mine an ore body in Crandon, Wisconsin. The ore deposit was first discovered in 1973. Exxon applied for a permit to mine the ore body in the 1980's and then withdrew its application, when as Exxon stated, mineral prices fell. Others believe it was due to political pressure. In 1993, Exxon resubmitted their application. The mine permitting process was expected to take only a few years. However, numerous challenges to the environmental impact statement being prepared by the DNR, have forced the DNR to address public concerns regarding the technology to be used at the mine. Exxon has not been able to come up with proven technology that ensures they can mine this ore body safely. Because of the DNR's pro-mining position, the people of Wisconsin are stepping forward and will continue to step forward, to force their politicians to protect our most valuable resources, and vote to pass the Moratorium Bill SB 3/ AB 70.

This office continues to support this effort to protect the Wolf River for future generations.

TRIBAL ADMINISTRATOR

Betty Jo Wozniak, Tribal Administrator

INTERNAL CHANGES

Fiscal year 1997 see continuing changes in our organizational structure and program development. In April, I was able to hire an Assistant Administrator which has helped with the supervision of 32 personnel. The major changes in our tribal structure occurred with the dissolution of the Education Division which transferred supervision of 5 personnel to my supervision. The Utility Commission marked its first year under the tribe; the Property Management Acquisition Department was created; the Housing Authority was moved under the tribe, a change which was driven by changes in the law; consolidation of the Logging Museum with Historic Preservation caused by Mr. Martin's retirement. Under our grant writing efforts we were able to secure an additional \$428,811 from various sources.

Early in FY 97 we worked with the Human Resource Department to provide a comprehensive salary study which will identify appropriate salary ranges for most tribal jobs, the only exceptions was being the law enforcement positions and teachers. These are paid under different, job specific salary schedules. Our goal is to implement this new schedule on April 1, 1998, and provide for fair compensation for our employees.

EXTERNAL

Welfare reform continues to cause changes throughout the system. As a result we are monitoring the impact these changes are having on our tribal members and continue to research the possibility of securing funding under TANF to run the new Welfare to Work.

We continue to work towards coordinated service delivery systems in an effort to prevent duplication and increase the efficiency of our services targeted at children and their families. To that end we have continued our work on the Family Services Program expanding the planning to span a three (3) year period. Departments involved in this effort are Tribal Social Services, Tribal Clinic, Tribal Aging Unit and Meahnowesekiyah. The programs being coordinated are Day Care, Child Welfare (TSS), Adolescent Health, Adolescent Pregnancy Prevention, Adolescent Parent Self- Sufficiency, Choices (Clinic), AODA,

AODA Adolescent Prevention, Domestic Violence (Maeh.), Tribal Aging Unit and Family Preservation and Support.

Resignations from key administrative personnel at Meahnwesekeiyah has required the Tribal Clinic and this department to designate staff to carry out the clinical and administrative functions at the facility on a temporary basis. This assignment has caused some constraints on my department, but it is imperative that we find the right people for the program.

Finally, as in previous years, I wish to publicly thank my personal staff as well as the department heads I supervise for their fine efforts. An organization this large cannot function effectively or efficiently without their dedication and hard work. I also must thank my co-workers; the department heads and their staff who contribute to the success of this Tribe as a government.

TRIBAL UTILITY

Dave Corn, Director

Electrical

The Menominee Tribal Utility now provides electrical retail services to Middle Village. The electrical system consists of a substation, primary, and secondary electrical distribution to 85 lots.

Customers:

Low rental homes	14
Mutual help homes	8
Trailer homes	12
Commercial users	8

Sewer and Water

The Menominee Tribal Utility provides sewer and water services to Keshena, Neopit, and Middle Village. Water service only is provided to Zoar, Trailer Court and Redwing areas.

Customers

Residential:

Sewer and Water	578
Water only	77
Sewer only	8

Commercial:

Sewer and Water	78
Sewer only	3

Administration:

The Menominee Tribal Utility consists of a Manager, Office Administrator, and (3) Utility Operators.

Indian Health Services:

Indian Health Service has provided a new lift station to replace the old unit that was beyond repair. This was in the Sewer Circle area in Neopit.

Indian Health Service also replaced 275 feet of water main lines in Neopit on North 1st Ave, between Second and Third streets. Three new valves, one fire hydrant, and 275 feet of 8" PVC main was installed. Also installed was four new laterals to homes on this street, this replaced the old 4" water main.

Indian Health Service installed a sewer main extension in the Lake View area in Keshena. Added to the right of way on the Old South Branch Road was 648 feet of 8" PVC sewer main. This provides service to four homes in this area and for future homes.

Utility Upgrades:

1) Zoar Well:

- a) New pump and motor #1.
- b) New casing and seals.

2) Neopit Well:

- a) New meter, pump and overhauled motor.

3) Keshena Well:

- a) New valves, starters and heating units.
- 4) Redwing Well:
 - a) Phosphate addition for iron problem.
 - b) New pump, meters and pressure controller.
- 5) Lift Stations:
 - a) Co-op was upgraded to a new float system.
 - b) Pine Meadows and Warrington were sand blasted and re-coated.
- 6) Six (6) Manholes in the Neopit system were re-built.

The Menominee Tribal Utility also provides Septic Service to all people within the reservation boundaries.

WOODLAND YOUTH SERVICES

Joan Webster, Director

Woodland Youth Services is a youth guidance and youth development agency. Woodland serves the youth population of Neopit and Zoar. An average of 50 youth use the facility on a day to day basis. The primary goal for the fiscal year 1996-97 was to fully implement the Youth Empowerment Plan. The Youth Empowerment plan consists of the following objectives. To provide a training center where youth can learn small business principals, to provide a drop in center where youth can spend constructive leisure time, and to involve youth in all aspects of the decision making process.

The goals and objectives outlined for the fiscal year 1996-97 were accomplished through the use of the youth council. The youth council held monthly meetings. The monthly meetings produced activities and programs for the month. Some activities held were a Halloween Dance which including costume judging for grades 12 and under. A Christmas Cookie Social with a special visit from Santa brought holiday spirit to the kids of all ages. The members of the youth council frosted all the cookies and distributed them at the social. The Baby-sitter's Club took pictures with Santa for a one dollar donation. The Santa giveaway was three stocking filled with great prizes and gift certificates worth \$100 each.

Other holiday activities held were a New Years Lock-In Dance. The Easter activities included picture with the Easter Bunny for kids age 10 and under. The Easter giveaway that included 3 baskets worth \$100.00 each. The Easter Bunny also visited the students at Neopit Headstart and grades 3 and under at the Menominee Tribal School. The Easter bunny gave each of the kids a bag of jelly beans.

Earth Day was honored by cleaning the highway just north of Neopit. A cookout was held afterward. An April Fools Lock-In was held. Woodland again decorated a truck and tossed candy at the Neopit Memorial Day Parade.

Programs offered though out the year include: Native American Dress Making Class, Monday Swim Night for the months of April and May. JOM Craft night is offered year round on Tuesday evenings. Through out the year Woodland employed youth from the JTPA Program, the JOM Summer Youth Job Program, and the CESA 7 job placement agency. The youth worked as gameroom aids, office aids, and maintenance helpers.

The summer program included some kind of activity each day of the week. Monday was movie day and golf lessons at the Shawano Lake Golf Course, Tuesdays, the JOM Native American Arts and Crafts were held. Wednesday, the JOM's very successful Summer Music Lessons and the Pine Hills Junior Golf lessons were offered. Thursday afternoon and evenings Woodland hosted general crafts for kids of all ages. Some days were substituted with Keshena Recreation's Pom Pom program and Coloring and Drawing. The JOM program donated a large number of books and shelves to Woodland. Although the book are old, the kids enjoy spending time looking through the selection of books.

Woodland sponsored other activities such as the 2nd Annual Youth Fishing Derby on the Neopit Mill Pond. The annual youth derby is held the first Saturday in March. The fishing derby was very successful. The 3rd Annual 3 on 3 Basketball Tournament was held in May. Woodland co-sponsored the Neopit Veterans Memorial Park naming ceremony in June. Woodland was able to sponsor the extended Summer Golf program by paying green fees for the junior golfers to golf at surrounding golf courses. Woodland also planned and co-sponsored the Annual Night Out Against Crime. The event had

a spectacular turnout. Throughout the year Woodland sponsored a few of the Menominee Tribal School special events such as the trip to Ski Brule.

Other trips and events that took place throughout out the year were: Donations to the Keshena Primary's Halloween Party, the end of summer trip to Six Flags Great America and a few trips to the Shawano Cinema. Woodland also held two trips to the Shawano County Roller Rink.

One of the major accomplishment of Woodland Youth Services was the completion of the application to the National Boys & Girls Clubs of America. Woodland has worked for several months to gather the required information needed to complete the application. The procedure of changing Woodland's name legally was the lengthy part of the whole application process. Woodland has successfully turned in the application for affiliation in September, 1997. Woodland was given permission to use the name and service mark of the Boys & Girls Clubs of America in July of 1997. Woodland anticipates receiving the actual Boys & Girls Club Charter in late November or early weeks of December, 1997.

Woodland Youth Services' new name will be Woodland Boys & Girls Club Incorporated. As an affiliated Boys & Girls Club, our mission is to provide youth guidance and development programs that promote health, social, educational, vocational, cultural, character and leadership development. To successfully carry out this mission, we will need to rely on dedicated staff, caring volunteers, and devoted Board Members.

Boys & Girls Clubs are for boys and girls (age 18 & under) of all races, religions, and ethnic backgrounds. The Club is open to all members at any time during hours of operation. Woodland Boys & Girls Club will implement a varied and diversified program that recognizes and responds to the needs of girls and boys of the Menominee Indian Reservation.

ZOAR CEREMONIAL BUILDING

Sue Beauprey

The Menominee people have for centuries maintained and practiced their culture and traditions. the spirituality of the Menominee was expressed in the nature world and universe. These expressions are now the focal point of the recognized Menominee traditional religion called the "Big Drum" is the median between its member and the creator. Offerings of tobacco to the "drum" along with songs and dance keep the "drums" active and ceremonies alive.

The Menominee Big Drum religion is the recognized traditional religion of the Menominee Reservation, and should be preserved for future generations of the tribe. Only with the continued attendance and commitment to the ceremonies of the "Big Drum" will the culture and traditions of the Menominee survive.

We have visiting members from Tama Iowa, (Sac & Fox) Mayetta, Kansas (Potwatomi) Crandon (Forest County Potawatomi), Lac Du Flambeau (Chippewa), Michigan (Chippewa), Wisconsin Rapids (Potawatomi/Ho-Chunk) that attend these ceremonies.

The Zoar Ceremonial building has been budgeted for	\$9,176.00
The total expense to maintain the building	<u>8,450.23</u>
Budget Balance	\$ 725.77

The Building is not only used for traditional religion but also for AODA Awareness (Maehnowesekiyah), Community meetings, annual sobriety walk and funeral dinners.