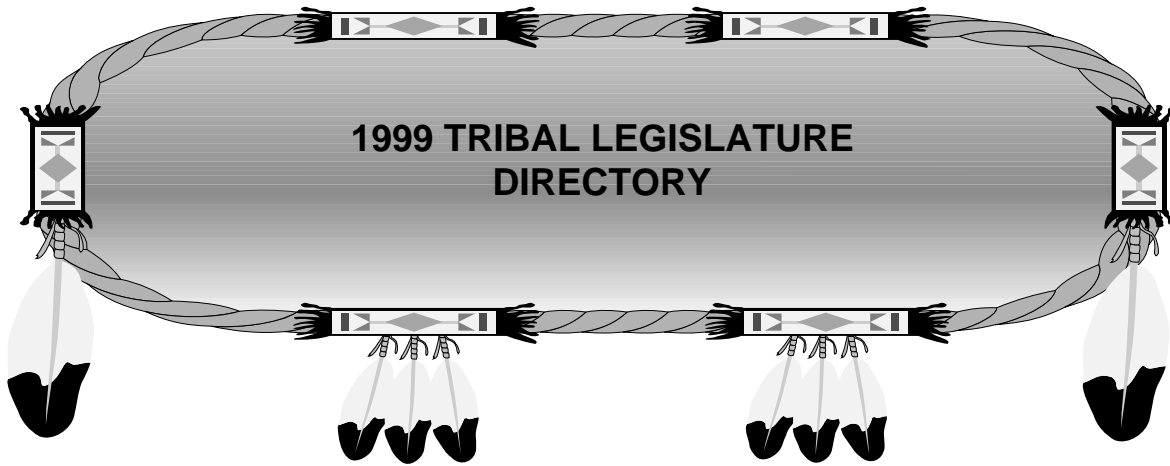


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**1999 TRIBAL LEGISLATURE
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**1999
LEGISLATIVE COMMITTEES**

ADMINISTRATIVE REVIEW BOARD

CHAIRPERSON: Lisa Waukau

Laurie Boivin
Judy Duquain
William Miller
Corrine Menore

EDUCATION COMMITTEE

CHAIRPERSON: Lisa Waukau

Karen Washinawatok
Rebecca Alegria
Paula Waukau-Miller
Alan Caldwell

HEALTH COMMITTEE

CHAIRPERSON: James Wayka

Rudy Reiter
Dr. Jerilyn Grignon
Debra McPherson
Becky Brunette

LAW & ORDER COMMITTEE

CHAIRPERSON: Wendell N. Askenette

Sarah Skubitz
Mitchell Waukau, Sr.
Rose Hoffman
Frank Teller

TRIBAL UTILITIES COMMITTEE

CHAIRPERSON: Wilmer Peters, Jr.

Pam Grignon
Jill Johnson
David "Jonsey" Miller
Roger McPherson

LANGUAGE & CULTURE CODE COMMISSION

Chairman: John H. Teller

Karen Washinawatok
Wausejeun Lillian Nelson
Lavina Shawano
Tillie Zhuckkahosee
Steve Askenette
William Penass, Jr.
Rose Wayka - Director

CULTURE COMMITTEE

CHAIRPERSON: Margaret R. Snow

Co-Chair - Eugene Caldwell
Menomin Hawpetoss
Stephanie Awonohopay
Gregory Askenette

ELDER/YOUTH COUNCIL

CHAIRPERSON: Eugene Caldwell

Roberta Robinson
Melissa Lyons
Amber Kaquatosh
Gloria Miller

HOUSING COMMITTEE

CHAIRPERSON: Barbara Kelley

D. Jeannine Keshena
Jamie Loudbear
Deanna Gengler
Linda Peters

MINING IMPACTS

CHAIRPERSON: Lew Boyd

Ralph Lyons
Rosalind Waupoose
Dave Corn
Earl Wescott, Sr.

GANG ADVISORY COMMITTEE

CHAIRPERSON: Wendell Askenette

Margaret Snow
Lew Boyd
Eugene J. Caldwell
Lisa Waukau
Angelita Rosas
Earl Wescott
Jerry King
Tom Kenote
Myrna Warrington
Mike Skenadore

ECONOMIC DEVELOPMENT AD HOC TASK FORCE

Chairman – Apesanahkwat

Wendell Askenette
Llewellyn F. Boyd

Wilmer Peters, Jr.

Barbara Frechette-Kelley

AGING DIVISION

Leonard Kary, Director

During the past year, the CBRF has maintained an occupancy of around 13-14 residents, which is nearly full. The misconception is still out there that we are a nursing home and as such, should be able to provide the same type of services available in the surrounding nursing homes. We do try to provide as many services as possible with the budget available, however the more skilled services which would need to be provided by a licensed nurse would not be able to be provided, since we do not have the necessary professional staff available. With the entire State of Wisconsin moving toward Long Term Redesign, or "Family Care," which will begin to coordinate all services and also begin to pay for additional services such as CBRF care, we will have to address the need for licensing the facility with the State. This will make funds available to us that are not available now.

Several meetings were held in Madison during the early part of 1998 to discuss County/Tribal issues as it relates to the new Long Term Redesign. During the discussions, many different issues were discussed, such as services currently available, contracting with outside sources for "core" services, and making choices available to consumers. It was determined that Tribes would be given the first right of refusal to be either the Elderly and Disabilities Resources Center, which does the assessments to determine the needs of the individual, or the Care Management Organization [CMO] which would be responsible to provide for the services determined to be necessary for the individual. In addition, the funds that have come from many different sources to pay for services, will now be "pooled" and used to follow the individual, wherever the services are required. At this point, there are still questions that need to be answered with regard to if a Tribe or County wants to be both the Resources Center and the Care Management Organization. The feeling is that there would need to be an "arms length" situation between the two, to avoid the suggestion of impropriety.

As of October 1st of 1998, combining the Wolf River CBRF and the Commission on Aging created an Aging Division. This was done to begin the process of combining services under one head so that we could provide a more streamlined system for the Elders and identify some of the problem areas and where some of the needs may lie, and where additional services need to be provided. As time goes on, one of our goals will be to be our own Resources Center, and be able to give the Elders "one stop shopping" for all of their needs.

ATTORNEY, PROGRAM

William Kussel

The Program Attorney Office ("PAO") 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 1999 was the eighth 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 and Wisconsin Circuit Courts.

During Fiscal Year 1999, the PAO was required to enter into contracts for legal services with the Menominee Tribal Gaming Commission, Menominee Tribal Social Service and Menominee Tribal Housing. This was done to comply with certain indirect cost funding requirements placed on the Menominee Tribe by the federal government. Pursuant to their contracts, the above departments were required to pay an hourly rate for the legal services provided by the Program Attorney's Office. The PAO budget was split 75% Indirect Cost and 25% Project Income. All collected fees were put into the project income budget, in reimbursement for services rendered. Legal services to the Gaming Commission included, representation of the Commission at licensing hearings, barring hearings, representation in civil complaints, appeals filed in Tribal Court, regulation matters related to the Kenosha Casino project and general legal services. Legal services provided to the Housing Department included, representation in small claims actions for evictions, personnel issues and other legal matters. Legal Services to Tribal Social Services, as discussed above, included representation in Tribal and state courts for ICWA matters.

The PAO spent significant time representing Menominee Tribal Social Services in several Indian Child Welfare Act (hereinafter ICWA) cases throughout Fiscal Year 1999. The exact nature of this representation, while confidential in nature, included the protection of the rights of Indian children and the 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 and Wisconsin Circuit Courts.

During Fiscal Year 1999, the PAO has provided legal representation to Tribal Social Services and other Departments of the Menominee Indian Tribe of Wisconsin regarding the establishment of a Menominee Tribal Child

Support Agency. The combined efforts of the Tribal Administration, several Tribal Departments, the Tribal Legislature and the Tribal Courts worked together to establish a Tribal Child Support Agency operated by the Menominee Indian Tribe of Wisconsin, through and agreement with, the State of Wisconsin. This agency is currently in operation and provides services relating to the establishment, modification and collection of child support payments, as well as the establishment of paternity. A staff attorney, under the supervision of the PAO, provides legal services to the child support agency as well as ICWA legal services to Tribal Social Services

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

This office represented other tribal programs 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.

Over the past seven years, the PAO has developed and matured from a single attorney office with little or no legal research materials to an office containing one Program Attorney, one Assistant Program Attorney, one Research Attorney, one Legal Secretary and one Child Support Attorney who is supervised by the PAO but paid for through the Tribal Social Service Department for ICWA and Child Support Duties.

The Program Attorney's office has continued to meet the increased technological demands on the practice of law by continuing to take advantage of computerized legal research and document production. The office is tied into the Menominee Tribal Office computer network and is Internet and E-mail capable. 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 and Code of Federal Regulations (CFR) on CD-ROM. The attorneys have CD-ROM readers at their workstations for access of these legal materials. All software used by the PAO is Y2K compatible and all computers used by the PAO will be Y2K compatible before January 1, 2000.

ATTORNEY, TRIBAL

Rita Keshena

1999 has been a year dominated by three major concerns: Kenosha Gaming Project, Settlement of the Termination Case/Judgment Funds, and Restructuring of MTE under the Menominee Constitution and Bylaws. In addition, regular and special meetings of the Tribal Legislature at least twice a month or more always bring new areas of tribal concern.

Kenosha Gaming Project. Numerous documents and meetings have required the most time and effort outlay of this office. The Legislature was confronted with the absolute necessity of amending the Tribe's Constitution and Bylaws in order to allow for a limited waiver of immunity for the chartered gaming business. A secretarial election for approval by tribal members was scheduled for January, 1999, which resulted in disapproval. Because of the necessity for the amendment to be approved if the Kenosha Project were to advance, the draft was revised with the input of concerned tribal members and another election was scheduled which was successful. Changes were also necessary in the proposed Management Agreement and the establishment of a Charter for the Kenosha Gaming Authority. Following these steps, the Legislature had many meetings with the City and County of Kenosha. Although Kenosha was willing to approve a Menominee Gaming Operations in that area, many areas of concern were raised by that municipality which required the constant attention of the Legislature. Because of the importance of the requirement for Kenosha to give its approval to the Project, the Tribal Chairman and members of the Legislature devoted much time and energy to this endeavor. After many months, both the City and County of Kenosha gave their approval of the Intergovernmental Agreement thanks to the successful negotiations of tribal leaders. Although approval of this Agreement was a monumental step in the process of ultimate approval of the Tribe's Project, many more documents remain to be finalized. The next major obstacle is obtaining the approval of Governor Thompson; however, the Tribal Chairman and the Legislature are pursuing this goal with dedicated fervor. Tribal members are advised that the Legislature is moving as fast as it can to finalize the Kenosha Project; however, this is a monumental task and many steps have to be taken before the Tribe gains federal approval, which is always governed by many bureaucratic requirements. Overall, the Tribe remains cautiously optimistic that the Kenosha Project will become a reality in the not too distant future.

Settlement of Termination Case/Judgment Funds. Much correspondence and visits to Washington were required to get this case resolved. Congress was required to approve the settlement and the award of Judgment Funds. At first, members of our congressional representatives were hesitant in supporting our case. Personal visits by the Tribal Chairman and other Legislators finally persuaded House members to support the Tribe's case. The Tribe has to fulfill requirements under federal regulations by submitting a Plan for use of the funds before we receive any actual money. Final resolution is now forecast as March 2000 before we see the money.

Restructuring MTE under the Constitution. The Legislature determined that bringing MTE under the Constitution was long past due and, therefore it acted on passing Tribal Ordinance No. 99-21, which established the Charter for MTE. MTE brought suit against the Legislature and the matter is in litigation to determine the constitutionality of the Charter. Tribal Court through Chief Justice Martin has advised the parties that this matter will be addressed in a timely manner and that a decision will be rendered before January 2000.

This office regularly drafts numerous letters to Congress on issues that pertain to Tribes. The Menominee Tribe has been an effective voice in influencing congressional action and in stopping unfavorable congressional actions. This office offers notary services without charge to any requests. Regular contact is maintained with EPA on a weekly basis about environmental issues, primarily the Fox River Cleanup. As an attorney, I consider it an honor and privilege to be Tribal Attorney for my own Tribe.

OPERATION OF TRIBAL GOVERNMENT

Apesanahkwat, Chairman

The Menominee Tribal Legislature approved 1,006 motions, a total of 88 resolutions, 33 ordinances including 1 emergency, 11 ordinance amendments, and 10 lease amendments. There was a total of 70 meetings held this year, including the Organizational, 8 emergency, 16 specials, 16 public hearings, 25 regular, and 4 general councils – 2 regarding the Kenosha Project, and 1 regarding MTE.

This has been a year wherein activity on the Kenosha Project has really speeded up, and a great deal of time and energy has been expended working to achieve success. There have been, and there still are, many hoops to jump through to get everything in order. The referendum in Kenosha had to be accomplished as one of the first moves. The people in Kenosha voiced their vote that gaming was wanted. The Tribal Legislature then had to amend the Constitution to allow a limited waiver of sovereignty, which only applies, to the Kenosha Project. Then the process of having to go to the Minneapolis BIA to request a Secretarial Election was personally lobbied for and met by the Chairman and Vice-Chairman. The 1st Secretarial Election was held on January 6th and was not approved by the Menominee People. A 2-day Special General Council was held in February to explain the Kenosha Project. So, when the 2nd Secretarial Election was held on May 11th, the Amendment was approved. All the while, meetings and negotiations were being held to get all principals (Kenosha – city and county, the State of WI – Governor and his people, the BIA, NIGC, and IGRA) satisfied that their interests, as well as ours, are being protected. This is really a massive undertaking. We hope that everyone can see the effort it takes to get what you would think would be a simple business venture off the ground.

Another massive venture seems to be regarding the Settlement Funds. This was the Mills Claims Case begun back in 1967 – 32 years ago. Even though the Tribe had won some of its Claims under Judge Spector, with damage amounts awarded, most of the Claims were reversed by the Court of Appeals and the Supreme Court denied review. Finally, in 1986, our attorneys recommended a Congressional Reference option from the Congress of the United States, which would give us some satisfaction that our voice is heard. Finally successful in 1994, the attorneys filed the Claims. In 1997, the trial judge issues a major opinion, holding that the Tribe has a good claim, but only 1 out of the 12, which still meets the statute of limitations issue raised by the government. And we are where we are now, in 1999, August 17th Congressional approval is obtained via Public Law 106-54. As you know, informational meetings were held in the various communities explaining the steps that still need to be taken to get the \$32 Million. The Disbursement Plan still has to be approved by Congress, which by law, they have 180 days to act – from the date the Bill was signed into law (August 17, 1999).

The White Buffalo power continues for us. In March, the Governor renewed our Gaming Compact. We still depend greatly on this income to operate many of the tribal programs. The federal government continues to cut back on many of our programs so that the Tribe has to subsidize those programs. We continue to grow at a great rate, like the Casino, Clinic and Tribal School expansion projects, but we still have not been able to totally meet all tribal needs. Housing continues to be a pressing need. An apartment complex is to be built in Middle Village, which should help out some of our younger people. Housing starts continue, and there are now a few more options to help those who have an adequate income to purchase a new home. We still need the infrastructure to support all new housing. As many of you may be becoming aware of, the Keshena Lagoon system for sewage is severely overtaxed and is getting very close to maximum capacity. Plans are being developed to help correct this problem but it will be expensive. The Neopit Lagoon is hopefully closer to being worked on, meaning that an application has been made for this. The "Eagles Nest" homeless shelter is to be built in Neopit and there are other services available through the Housing Department. The Tribal Courts are also being crunched for space. Now that the Tribe is gearing up to assume the child support agency from the County, there will be an even greater burden on the Courts. And speaking of the Courts, everyone must know that as of October 4th, we have a new Chief Justice.

His name is Joseph H. Martin. He is the son of Pet and the late Wayne Martin. We know his dad would have been proud of his success.

Health issues remain a big concern also. Health costs continue to rise and the Tribe is scrambling to try to keep up. One of the changes most people will notice is at the Clinic, "over-the-counter" drugs such as aspirin, cough syrup you can now buy. Insurance costs have increased for us all around and there continues to be a lack of dollars to send people to outside doctors for care. Only the more acute cases are allowed to go outside. The Burial Assistance rate is at \$3,000.00 and some have expressed special needs over that amount. So you can see we are growing and growing takes money.

We will continue to work to meet the needs of the Menominee People, and with the help of the Great Spirit and the help of the Menominee People, we will succeed.

CLINIC

Jerry Waukau, Administrator

The Menominee Tribal Clinic has continued to provide primary health care services to its eligible members. A number of changes continue to strain the system including the State of Wisconsin Medicaid Managed Care Initiative, the closing of many Bemidji Area Office services, IHS funding trends, and new programs such as Badgercare. Federal funding is becoming increasingly insufficient to support existing programs and services. Tribes are having to assume more of the healthcare costs that had previously been paid by the Indian Health Service (IHS). According to Dr. Trujillo, IHS Director, the per capita expenditure of IHS for Indian Health care in 1996 was \$1,578 as compared to the U.S. Civilian per capita expenditure of \$3,920.

The Clinic has been aggressive in our Third Party collection efforts. The billing staff has done an excellent job in getting claims processed in a timely manner. Fee increases went into effect in March 1999 which has allowed us to maximize our revenue potential. We budget approximately \$3,273,815.00 from third party income to cover a variety of positions and services not funded by the IHS.

As part of a Self-Governance Planning Grant we are working on the development of a Business Plan for the Clinic. With a budget of over \$3 million dollars it is imperative that we have a plan in place to ensure the financial stability of the clinic. We are looking at a number of components with the plan including flow chart for third party billing efficiencies, equipment replacement fund, financial report (compiled), and projections of revenue and expenses for the next two to three years. The Clinic is different than any other Tribal program in that we are responsible for the health of our people no matter how healthy or unhealthy they are and whether they have insurance or not. In the past we have not given priority to revenue projections, but this has changed recently. We now have to worry about cash flow, write-offs, and account receivable balances which all tie into the business plan. With the development of a business plan, we can ensure the financial stability of the clinic to continue to offer comprehensive health care services to our community for the future.

The clinic was approved to undertake a renovation project in the amount of \$125,000 to improve patient flow and increase workspace in Pharmacy and Medical Records. With the increased number of prescriptions filled we need more counter and workspace for the Pharmacists. Medical Records currently operates in an open office environment. A need exists to have a private area when addressing confidential issues. Greater privacy is needed for patients when registering as well. We are working on bid documents and plans are to have project started by March 2000.

1999 HEALTH SERVICES

<u>Contract Number</u>	<u>Contract Title</u>	<u>Total Expenditures</u>
141	Tribal Contract Health – Deferred Care Services	\$ 464,978
156	1999 Third Party Budget	\$ 3,273,815
157	1999 Clinic Renovation	\$ 125,000
159	Third Party Equipment Replacement	\$ 200,000
308	1999 Indian Health Service Contract	\$ 4,319,139
315	1998 Special Diabetes Program for Indians	\$ 36,474
316	IHS Tribal Self Governance Planning Grant	\$ 50,000
317	1999 Special Diabetes Program for Indians	\$ 80,000
701	Women, Infant, & Children (WIC)	\$ 65,493
702	Women's Personal Health	\$ 37,098
703	Adolescent Parent Self Sufficiency	\$ 36,500
708	Adolescent Pregnancy Prevention	\$ 31,500
709	CHOICES	\$ 2,727
715	IAP LHD Immunization	\$ 3,497
717	Cooperative American Indian Health Grant	\$ 10,000

720	CDC Breast & Cervical Cancer	\$	14,260
732	Medicaid Eligibility Outreach Program	\$	41,696
733	Immunization	\$	3,439
Contract Number	Contract Title		Total Expenditures
735	EMS Funding Assistant Program (Wis.)	\$	5,000
911	Rural Infant Health Program	\$	10,000
915	Honoring Our Children Project	\$	132,826
931	STOMP – Stop Tobacco Opportunity for Minors	\$	6,000
963	Menominee Commercial Tobacco Abuse	\$	5,000
969	Women's Cancer Control Program	\$	1,500
TOTAL		\$	8,955,942

MEDICAL SERVICES

The Medical Department provides medical care to the Menominee Community. The department consists of five physicians, a nurse practitioner, and a physician assistant. Each provider has an R.N. or L.P.N. to assist him/her. The department also provides an acute care Triage system. The department provides services Monday through Friday from 8:00 AM to 12:00 PM and 1:00 PM to 4:30 PM. Acute care patients are served between 8:00 & 11:00 AM and 1:00 and 3:00 PM.

Patient Encounters	25,992
Hospital Patient Admissions	860

One physician left the staff in August but returned to provide services from 9/27/99 to 10/20/99 and then returned to England. A replacement for this provider has not been found as of this date. The statistics show a continuing yearly increase in the number of patients served. Estimated number of patients for 1999 is 25,992, compared to 25,000 the previous year.

The Physical Therapy Department was closed from April 14, 1999 through June 2, 1999 while a contract was negotiated with Shawano Medical Center. The services were extended from two 3-hour days per week to three 3-hour days per week. This was due to difficulty accessing the full schedule for new patients. This difficulty is the direct result of the high no-show rate. The no-show rate for this service is at 26%.

Due to the high numbers of no-show patients in the Medical Department and Physical Therapy Department and comments from patients on the patient surveys that the reason for no-shows was they would forget their appointment, a call reminder system was installed in July of 1998. This was done in an attempt to decrease lost revenue due to no-shows and provide a service to our customers. The no-show numbers were monitored to evaluate if the system is significantly decreasing these numbers. The system has had no effect in decreasing the no-show rate. We will continue to use the telephone reminder system and will be working on other strategies to deal with no-shows and affect it has on access to services.

The Medical Department continues to schedule Dr. Fletcher, Cardiologist, two half days per month. This saves the patients from having to travel to Appleton.

The five physician's rotate on-call and hospital rounds. They also travel to surrounding Nursing Homes to check on their patients who reside there.

Dr. Exner remains active on the Child Protection Committee and is Medical Director of the CBRF. Dr. Keenan is the Medical Advisor for the Infection Control Committee and the Emergency Medical Services Department. Dr. Clinton-McCausland is the Medical Advisor for the Women's Personal Health Program. Dr. Hiltgen is Medical Advisor for the Diabetic Program. Dr. Culhane is the Clinical Director who oversees the Medical Staff and also serves as the Medical Advisor for the Laboratory.

Three medical students and two residents completed rotations with the Medical Department this past year. One nursing student from NCTC will be doing a rotation for three weeks in December.

The Medical Department has been working on establishing a Competency Program as part of the JCAHO accreditation process. Thus far, the Nursing Staff has completed twelve educational/skills Competency Units.

The following equipment had to be replaced this year: Six exam tables needed replacing, the electrocardiogram machine and defibrillator were both obsolete. We were very fortunate to have these two machines replaced by Indian Health Services at no cost to us. The casting sink and the sterilizer will need to be replaced next year.

DENTAL CLINIC

COMMUNITY PREVENTIVE PROGRAMS: (1) The communities of Keshena, Zoar, Middle Village, Redwing and Neopit have fluoridated water systems that are maintained as close as possible to the optimum level. (2) A weekly fluoride rinse program is performed for children in grades K-5. The program covers about 500 students. (3) A school sealant program was done for grades 1-6 at Keshena Primary, Neopit Intermediate and Neopit Tribal School. A total of 153 students were seen. (4) Information and counseling is provided to people concerning the dangers of smokeless tobacco. Referrals to the Tobacco Cessation Program are made when appropriate. (5) 132 children were seen through the Head Start program. (6) We have participated with a game booth in two family fun days.

CLINICAL PREVENTIVE PROGRAMS: (1) Pit and fissure sealants are placed on permanent posterior teeth when indicated. They are sometimes also placed on primary teeth. (2) Oral hygiene instructions are provided to the patients by the hygienist primarily. (3) Topical fluorides are used when needed; the patients are usually between ages 4-12. (4) Systemic fluoride supplementation is used when needed. This is dependent upon clinical examination and water analysis. (5) Patients with periodontal disease are counseled on the causes and prevention of the disease. They are offered more extensive therapy by the hygienist; more frequent recall visits and home care instruction. The dentist monitors the progress and more aggressive therapies may be used. If necessary, the patient may be referred to the specialist at his or her own expense. (6) Children 12 years old and under that are cavity free are inducted into the No Cavity Club. The names of the members are printed in the Tribal News monthly. Children who have two cavity free check-ups in a row receive a T-shirt. (7) The dental assistants went to Keshena Primary (K-3) and Neopit Tribal School to give presentations on dental health.

OTHER CLINIC NEWS: More services are available through the dental lab and production has increased 98%. In an August 1999 survey 97% of our patients expressed satisfaction with their dental care. Dr. Gonzalo Hernandez, Pediatric Dentist, has been coming to our clinic to help us take care of many of our more complicated pediatric patients. Dr. Hernandez is usually scheduled to be here twice a month. We have increased the number of same day appointments by 10%.

PATIENT ENCOUNTERS	1999	1998
Dentist Visits	5,472	5,345
Hygienist Visits	1,656	1,470
Dentist No-shows	613	680
Hygienist No-shows	224	279
Walk-in Visits	1,692	1,536

CONTRACT HEALTH SERVICES

There are two major components of the IHS health care delivery system, (1) DIRECT CARE, which are services provided at Tribal Health facilities, and (2) CONTRACT HEALTH SERVICES (CHS), services provided outside of the Tribal Health facility. CHS funds are used to complement and supplement other health care resources available to eligible persons. These funds are utilized when the direct care facility is unable to provide necessary emergent/diagnostic/specialty care. Services are purchased in accordance with appropriate medical/dental priorities determined on the basis of medical need and availability of funds.

To be eligible for CHS, an individual must meet established eligibility guidelines that are based on the requirements of 42 CFR 36.23. CHS is a payer of last resort as defined under 42 CFR 36.61. CHS funds will only be used when there are no other resources available for an eligible person.

The Medical Benefit Specialists within the CHS Department are responsible for screening/referring patients for available resources. Follow up of these referrals along with an offer of assistance in the application process is provided. As an FQHC facility, we are able to complete applications onsite for BadgerCare and Healthy Start Medical Assistance Programs and forward to County Economic Support Services. The Economic Support Service Unit processes the applications and issues approvals/denials. In most circumstances, this application process eliminates the need for face to face interviews with the ESS worker.

The new state BadgerCare Program was implemented July 1, 1999. This program provides health insurance for uninsured working families. To be eligible, a family must have children under the age of 19 and income within guideline limits.

A total of 225 referrals were made to alternate resources in 1999. One hundred and forty three (143) were approved for alternate resources of payment, mainly Medical Assistance.

Contract Health Services continues to operate "Priority I" services as in the previous year. Priority I services are defined as "Immediate medical emergencies; immediate life-threatening situations, threat to limb or senses, unstable conditions requiring treatment for stabilization."

A Provider Review Process is in place for referrals that are not considered Priority I, but have a potential risk for serious complications if the patient does not receive care in time. The Medical Director, Medical Providers, and CHS Coordinator meet monthly to review referrals in this high-risk category. A total of 94 referrals were reviewed in 1999. Of these, five were approved for CHS, six were referred back to the primary provider for recommended follow-up, and 47 referrals were placed on the Deferred Care waiting list.

Persons with Deferred Care Referrals, Priority II, III, and IV are given the option that they can go through with the referral, but they will be responsible for payment of any expenses related to referral. The Deferred Care waiting list continues to build since there are no funds available to provide this care. There are approximately 155 cases on the waiting list with an estimated cost of \$307,600.

Contract Health Services utilizes various methods to stretch the Contract Health dollar. We receive a discount from our largest outside provider (Shawano Medical Center), which amounted to \$57,725. We also maintain an agreement with WPPN/Multiplan, a Preferred Provider Network, in which savings amounted to \$43,530. CHS continues to use a process similar to the Medicare payment process, the Relative Value Based Resource System (RBRVS) is used to pay claims per CPT code. Savings amount to \$46,990. With these discounting efforts Contract Health was able to provide \$148,245 more in services.

Three hundred and ten (310) new Contract Health applications were approved this year. January 3, 1999, Contract Health Services staff began scheduling appointments for all referrals. One thousand seven hundred eighty-eight (1,788) referrals were made to outside providers.

The 1999 Contract Health Expenditures amounted to \$1,228,478. CHS issued 2,529 purchase orders for 744 patients. Hospitalizations were the largest expense in the amount of \$449,354. One hundred forty-three (143) patients were hospitalized for 568 days. Expenses also included 1998 GAP medical expenses shortfall.

<u>CATEGORY</u>	<u>AMOUNT</u>	<u># VISITS</u>
1998 GAP Shortfall	\$ 85,255	
Ambulance	19,898	51
Dental	58,160	82
ER Care	117,830	387
Inpatient Care/Hospital	449,354	568
Inpatient Doctor	68,943	548
Med/Surg Supplies	19,140	112
Mental Health Agreement	30,000	
Outpatient Hospital	135,203	661
Outpatient Doctor	212,782	1679
Prescription	31,913	616

PATIENT REGISTRATION

The Patient Registration Department registered 668 new patients. Yearly total patient contacts were 66,806 in 1999, averaging 266 per day.

PHARMACY

This year, 1999, the Pharmacy transferred about 15 Over the Counter items to the Billing Department for Tribal Clinic Patients to purchase without prescriptions. This is about 12% of all the prescriptions filled by the Pharmacy and they account for less than 1% of the total cost of supplies.

The Pharmacy continues to fill record numbers of prescriptions in 1999. This year we will dispense approximately 81,000 prescriptions. This compares to 79,268 prescriptions filled in 1998. The busiest month was March when we filled 7,381 prescriptions. The busiest day was January 4, 1999 when we filled 588 prescriptions. For 2000, I estimate we will dispense 82,600 prescriptions. Due to the elimination of the OTC products, the prescription volume has not risen as much as estimated.

The Pharmacy was allocated \$746,870 for materials and supplies (e.g. drugs) in 1999. This will be approximately \$100,000 short of our needed amount for this year. The total Pharmacy Budget will be approximately \$1,202,000 for 1999.

Based upon 1999 estimates, \$931,000 may be required for Materials and Supplies in 2000, due to the increasing prescription volume and increasing drug costs. The total estimated Pharmacy budget would be \$1,386,000 for 2000.

Prescription volume for 1999 has increased and drug cost per prescription increased over 24% for this year. This is the highest I have recorded in the past 11 years. The increase in cost per prescription is due to a number of things. First, OTC products, which are very low cost, have been eliminated from the estimate. Second, there was a big carry over of last year's bills to this year. Third, the drug prices continue to be increased by our suppliers/manufacturers. Fourth, the higher use of newer, more costly medications at our Clinic. With the increased drug costs, more money is needed.

The Pharmacy needs to physically expand our work area. We need more counter space and counseling space due to the increasing workload, which has occurred over the years. This has now been approved and we are in the early stages of remodeling. Remodeling will cause disruptions in the patient/prescription flow through the Pharmacy.

<u>YEAR</u>	<u>AVERAGE # OF Rx FILLED/DAY</u>	<u>TOTAL Rx FILLED/YEAR</u>
1985	147	36,741
1986	129	32,214
1987	137	34,100
1988	147	35,356
1989	155	40,811
1990	164	40,503
1991	166	44,203
1992	185	45,945
1993	209	52,251
1994	223	55,772
1995	238	58,831
1996	268	66,549
1997	290	71,528
1998	321	79,268
1999	327 projected	81,000 projected

<u>YEAR</u>	<u>TOTAL \$ SPENT # Rx FILLED/YEAR</u>	<u>AVG. COST/Rx</u>
1998	\$221,328 35,356	\$6.26
1989	\$260,295 40,811	6.38
1990	\$274,212 44,203	6.77
1991	\$307,646 45,666	6.97
1992	\$332,185 45,945	7.23
1993	\$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	\$533,000 71,258	7.45
1998	\$672,000 79,268	8.48
1999	\$854,000 PROJECTED 81,000 PROJECTED	10.54

RADIOLOGY

There were a total of 2,681 patient encounters in the department. Total films used were 6,746. Radiology received a new EKG machine from IHS. All EKG's are now recorded on disc. Q.I. projects included: Competency evaluation by radiologists on adult chest x-rays and worked on recall system for mammograms. This is ongoing.

LABORATORY

	<u>1998 ACTUAL</u>	<u>1999 ESTIMATED</u>
PATIENT ENCOUNTERS	12,373	12,413
TESTS PERFORMED IN-HOUSE	21,871	21,499
TESTS REFERRED	5,637	5,826
DRUG SCREEN CLIENTS	811	973

Predicted 1999 year-end totals, which are based on the activity of the first 9 months of 1999, will vary only slightly from 1998 totals. The two largest anticipated changes will occur in tests referred out and the number of drug screen client encounters. Tests referred are expected to be up by approximately 3% over 1998 totals, this may be due in part to the change in the number of urine cultures referred due to JCAHO standards for microbiology for weekends. The number of drug screen clients is expected to be up by about 20% over the previous year.

In 1999, the Laboratory had an operating budget of \$299,832. As in previous years, additional funding has been requested to cover expenses incurred for outside laboratory service. As stated above usage is up slightly, but more significantly the discounting system used by one of the reference laboratories changed which led to price increases. In an effort to control these costs, the clinic in cooperation with GLITC negotiated a contract with Marshfield Clinic to reduce the costs for reference laboratory services for the Menominee Tribe as well as other participating tribes. The contract became effective in late September or early October so its impact will be negligible for 1999.

Staffing for the laboratory remains at three full time employees. An on-call Medical Technologist was again used minimally in 1999 to cover for a maternity leave.

Several pieces of equipment were replaced in 1999. The Roche Hematology system was traded in and replaced with a Bechman-Coulter MD II Hematology Analyzer. Funding for the replacement of the hematology analyzer was obtained from the IHS to upgrade equipment that was not Year 2000 compliant. The centrifuge in the laboratory failed and was replaced due to the age of instrument. A new Compaq computer was also installed in the laboratory. Also a new blood drawing chair was added and the task chairs were replaced.

All instruments and software was checked for year 2000 compliance. The necessary upgrades have been installed; therefore, no problems are anticipated when the New Year arrives.

In 1999, the Laboratory began performing venipunctures for the Ten Tribes Study. The study is examining if a genetic link is present for chemical dependency. Laboratory staff also assisted in collecting specimens for a study of Mercury contamination of fish consumed by tribal members.

With the departure of Rebecca Watt, M.D. the Laboratory Director duties have been assigned to J. Kevin Culhane, M.D.

OPTOMETRY

The Optometry Department provides comprehensive non-surgical eye care within the Tribal Clinic. These services include eyeglass fitting and repair, contact lens fitting, non-surgical treatment of eye disease, foreign body removal, treatment of eye injury, diabetic eye evaluation, glaucoma treatment, comprehensive eye health evaluation, and post-eye surgery patient management. The department works closely with the Pharmacy and Medical departments to provide comprehensive medical care to our patients.

Over the past several years Contract Health referrals have been reduced for non-surgical consults due to expansion of licensure and the addition of therapeutic services. Most referrals from the department are for surgical evaluation and treatment.

Our first goal is to continue to provide eye care services and examinations four and one-half days per week less vacation and education days. This provides coverage nearly full-time for eye injury and treatment as well as for basic eye care.

Our second goal is to provide new and replacement eyewear to Tribal members at wholesale cost. These needs occur due to prescription change, loss or breakage. Due to increasing utilization, slight increases in material costs, and budgetary limitations this is becoming increasingly difficult. There is still an unmet need to provide eyewear to those with few financial resources.

Estimated increases in eyeglass frame usage over 1998 are 5.2% A 3.4% increase for eyeglass lens usage is expected over 1998. Lens procurement costs vary with options but a 3 to 4% increase in costs was noted on the lenses we used most. These prices previously had not increased for several years. This occurred after Essilor International bought the independent lab we have used for years. Few independent labs exist after recent mergers and acquisitions. This price increases occurred in July 1999.

Total Number of Examinations	1339
Total Number of Other Professional Services	435
Total Number of Workdays	193
Total Number of Patient Contacts	3835
Total Number of Referrals	41
Total Number of Visual Fields	54
Total Number of Children Screened	394
Total Number of No-shows	503

MENTAL HEALTH SERVICES

Mental Health Services continues to offer outpatient 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 present problem or issue. Typically, Mental Health Services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideation's, addictions, anger management, family concerns, elderly/aging issues, to list some examples of the presenting problems.

Mental Health Services continue to be a certified outpatient Mental Health Program with certification being provided by the State of Wisconsin. The present staffing pattern consists of three (3) master-level psychotherapists, a consulting Psychiatrist for evaluations, medications, and clinical supervision, an Ed.D. Psychologist for supervising psychological testing, and a full-time secretary/receptionist. All full-time providers are certified by the Department of Regulation 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 abuse area as a C.A.D.C. III provider. All providers are certified for third party billing purposes.

During this past year there has been an eleven percent (11%) increase of client contacts and the no-show rate remains the same as the previous year (1998) with just a 0.1% increase. The 21% no-show rate is still an unacceptable figure resulting in a loss of services provided and a loss of time for the Tribal Clinic.

Mental Health Services continues to work well with other Tribal Clinic Departments, existing Community agencies, Tribal organizations, and other agencies in the immediate geographical area.

Client Contacts	1896
Consultation	556
Total Contacts	2452
No-shows	514

COMMUNITY HEALTH NURSING SERVICE

The Community Health Department currently has eight staff positions. Four are registered nurses including the Director. The Receptionist is the receptionist for the entire Community Health Services area. We have a Transporter who provides transportation to the clinic and to outside referrals on a first come first serve basis. An Administrative Assistant does all the purchasing for the department as well as for the Health Promotion/Disease Prevention Program and the AIDS Program. The final position is a maternal/child position that is funded one-fourth by the Rural Infant Health Program.

The Community Health Department provides communicable disease surveillance to the community, provides immunizations to both adults and children, does blood pressure screenings, provides skilled nursing care in the home, does hospice care, provides well child screenings, provides tuberculin skin testing, and general follow-up for the physicians.

One of the nurses continues to provide jail health with routine visits to the jail on Tuesdays and Thursdays. She offers tuberculin tests for the prisoners and for the staff. She also offers immunizations to the staff. One nurse is the Diabetes Coordinator. She is in charge of directing the diabetic educational activities as well as the reporting activities for the diabetic program. One of the nurses is the AIDS Coordinator. She is responsible for planning the AIDS activities and events for the clinic.

We continue to be contracted by the county to provide public health services. This has included doing tuberculin tests for the alcohol programs, injections for the chronically ill patients and currently filling medications boxes for the chronically mentally ill patients during the vacancy of the county public health nurse.

COUNTY PUBLIC HEALTH

76 cases of chlamydia were reported compared to 58 cases in 1998. Two (2) cases of gonorrhea were reported compared to three (3) in 1998. Seven (7) cases of herpes type II were reported compared to six (6) cases in 1998. One (1) case of Legionella was reported. Three (3) cases of blastomycosis were reported.

Thirty (30) cases of shigella sonni were reported. Two (2) cases of camphyobacter and one (1) case of salmonella Group B were also reported. All of these are diarrheal diseases. It has been unusual to have this many cases of shigella sonni. The state was consulted when the outbreak began. They said there were other outbreaks throughout the state. The physicians treated all cases with antibiotics to decrease the period of communicability and slow the spread of the disease. We are still having some cases reported.

No active cases of tuberculosis were reported. We continue to provide tuberculin skin tests for the Human Service AODA Program. Influenza vaccine was made available for all county residents with approximately 1200 people

anticipated to receive the vaccine. Walk-in blood pressures are available to all county residents. We also coordinate skilled nursing care with the Human Service Personal Care to provide a comprehensive home nursing service to county residents.

DM Clinic			<u>Community Health</u>	
Patients Seen	341		Home Visits	4180
No-shows	76		Blood Pressures	2081
<u>Audiology</u>			Maternal Child Health	1560
Patients Seen	253		Immunizations	1498
No-shows	112		PPDs	308
School Screenings	678		Patient Transport Miles	34439
			Patients Transported	647
			Flu Shots	950
<u>HealthCheck</u>				
Patients Seen	452			
No-shows	180			

WOMENS PERSONAL HEALTH

The Women’s Personal Health (WPH) Department at the Menominee Tribal Clinic provides a multitude of services for women and men of all ages. Among these services are contraceptive, mammogram referrals, prenatal visits, transportation to appointments, prenatal classes.

The WPH program provided 1,237 client visits this grant year. These visits provided contraceptive services, pregnancy testing and OB preliminary visits. Prepared childbirth classes are held every 3 months/ 1 night per week for 4 weeks. The attendance at these classes has increased over the last few years. We average 5-7 moms with their partners at these classes. We also have quarterly infant celebrations. All women who have had babies in the past three months and their partners are invited for supper and an educational program. In March a Healthy Habits/Healthy Babies program was held at the clinic for all pregnant women. Information was given to them regarding alcohol and drug use during pregnancy. We also work closely with students at the Menominee High School. The school has been very cooperative in allowing us to meet the health/contraceptive needs of the students while they are there. We have contraceptive supplies available at all times and this is on a walk in basis. We do provide services to males as needed.

We have applied for and received \$4,000 grant from the CDC to be used in the following year for male chlamydia testing. We are going to target male students at the high school because of the increase of students last year that had positive chlamydia tests.

The Honoring Our Children project has made 654 client visits this year. This program is funded through a grant that we contract with through GLITC. The main focus of this grant is to decrease infant mortality rates. The on-site coordinator screens each pregnant woman and a care plan is developed for this client. Risk factors are looked at as far as factors that may make her high risk for a low birth weight or premature infant. These risk factors are then dealt with through education and home visits throughout the pregnancy. One of the main goals of this project is to get women in for early and adequate prenatal care. This project attempts to make monthly home visits to all pregnant women and provide information of value to them regarding their pregnancy. They also provide transportation to women for WIC and pre and postnatal visits. The project also holds quarterly childcare classes in conjunction with Rural Infant Health. These classes are one evening for 2 hours.

Another aspect of our program is the Wisconsin Women’s Wellness Program. This is a referral program for women with no insurance or other means of payment for health care to be referred for mammograms and health screenings free of charge. This year 29 women were referred for mammogram screenings through this program. October is Breast Cancer awareness month and on October 21 a Women’s Health Fair was held at the Casino for women over 40 with information given on breast/cervical cancer, menopause, diabetes, osteoporosis and other health care concerns.

WPH serves all clients of Menominee County/Reservation and those residing in other areas but using Menominee Clinic. The people that are served outside of the county are on a referral or very important need basis.

The total client visits through the entire WPH for 1999 was 1,920.

NUTRITION DEPARTMENT

As the clinic continues to implement a preventive approach to health care, the Nutrition Department strives to be a vital aspect for this vision. 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. Diabetes continues to increase in prevalence within the community, with Type II diabetes showing up at an increasingly earlier age. As a result, the Diabetes Advisory Committee has implemented diabetes awareness programs at various tribal worksites. The dietitian has passed the National Certification Board for Diabetes Educators Examination, and is therefore nationally certified as a Diabetes Educator. A community-wide Diabetes Conference was scheduled in November at the Casino.

The overall health and eating habits of the community are continuously being addressed during monthly meetings with the cooks from all the tribal agencies that serve meals to the community. We have implemented the "Food Service Fundamentals" curriculum that was prepared with the assistance of GLITC. The majority of the tribal cooks will complete this curriculum by spring of 2000. 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 newsletters, newspaper articles, diabetic outreach efforts, and speaking engagements in the schools and other community programs. The dietitian is increasing his role of educating the community's children by speaking in school classrooms and by providing technical assistance with school curriculum.

Individual Client Visits	251
Diabetics	147
Obesity	63
Agency Contacts	225

WOMEN, INFANT, CHILDREN (WIC) DEPARTMENT

The 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 (bimonthly), and smoking cessation referrals, we have made a strong commitment to the future generations of the Menominee Nation. By focusing upon the statistics below, we will undoubtedly improve the health and outcome of the pregnancies. 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. The WIC Departments has been involved with several community events, including the high school health fair, Head Start health screenings, and is a member of the School Readiness Project.

The Tribe continues to be a leader in the state regarding breastfeeding rates. In an effort to improve our client services the Certified Lactation Educator has initiated reimbursement efforts for Breast-pump rentals. This will allow for a mother to return to work and still be able to provide quality nutrition for her infant.

A major change to this year's WIC services has been the upgrading of computers, and the conversion of the state WIC program into the Windows format. This has allowed for faster access to participant information, and an improved quality of care.

Breastfeeding Incidence	58%
Caseload FY 1999	520
Educational Contacts	1891
Smoking During Pregnancy	39%
Drinking During Pregnancy	1%

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetic Program, over the past year, has provided a variety of services to the Menominee Community. It is the goal of the program to increase diabetic education and awareness of this disease and the problems it is creating.

The Diabetic committee consists of the Diabetes Nurse Educator, the DM Coordinator, a registered dietician, an optometrist, a lab technician, an MD and his nurse, a community health nurse, a physician's assistant and a representative from the administration department.

The Diabetic Nurse Educator has been very busy this year; she is available in the clinic most of the time to do one on one diabetic teaching. She has had approximately 30 to 50 contacts per month in this setting.

Community education has been done in a variety of settings. There have been screenings at the various work sites and community events through the year that have reached approximately 442 people. Other education events have been at the pow-wow, family days, on going support groups at the clinic, and walks weekly during the summer.

Over the past year the nurse educator has established a computer registry of all Diabetic patient information. This data management system is used to audit the level of care diabetic patients are receiving and the health status of the present population. The Diabetic registry has increased in number from 375 in July of 1998 to 458 in October of 1999. The nurse educator also has access to Medical Manager to coordinate with diabetic patient appointment times and allow efficient mailing of important information.

COLLEGE OF THE MENOMINEE NATION

S. Verna Fowler, Ph.D, President

The College of Menominee Nation's mission is to provide quality educational opportunities in post-secondary education to Menominee and surrounding residents so that they possess the skills and knowledge to be responsible citizens and excel in their chosen profession. As an institution of higher education chartered by the Menominee people the college also has the responsibility of infusing this education with Menominee values to prepare students for careers and advanced studies in a multi-cultural world, expand information through research, promote, perpetuate and nurture Menominee culture, and provide outreach workshops and community services.

SERVICES provided by the College are educational in scope. In addition to pre-college and two year college courses in technical and liberal arts studies and dual credit programs for upper level high school students, specialized training requested by tribal and off reservation agencies/business is also delivered.

ACCOMPLISHMENTS during the 1998-99 academic year were remarkable. The College of Menominee Nation experienced considerable success and development. Examples in specific areas are:

Students

- Served 916 students – unduplicated count for the entire 1998-99 academic year.
- Offered a 160 courses to students (includes regular coursework, independent study, special projects & internships)
- Conducted 9 workshops/seminars for agencies, such as Forestry Products, GIS, EPA Water Utilities, Computers Training for Tribal School, and Casino Personnel Report Writing
- Received \$50,000 in state support for 130 students enrolled in Computer, Human Relations & Early Childhood classes
- Awarded over \$433,000 in direct financial aid to students from Title IV (Pell)
- Graduated 12 students in May 1999 with Associate Degrees—3 in Business Administration, 2 in Liberal Studies, 1 in Education, 2 in Nursing, 1 in Administrative Assistant, and 3 in Microcomputer Specialist
- Conducted the Third Annual Teachers' American Indian Cultural Workshop in partnership with the Wisconsin Department of Public Instruction.
- Received and awarded \$100,000 in American Indian College Fund scholarships to students
- Awarded Regina Prey as CMN "Student of the Year" a \$1,000 scholarship.
- Facilitated the awarding of scholarships from the Multi-Jurisdictional Law Enforcement Conference to CMN Police Science students
- CMN students through the American Indian College Fund will be eligible for Bill Gates Minority Scholars Scholarships

Facilities

- Planned the construction of a 50'X70' donated log building
- Held Grand Opening celebration for opening of the addition to Glenn Miller Hall
- Campus was landscaped and the parking lot was paved with asphalt
- Distance Education studio completed to receive and transmit classes
- T1 line for faster internet access was installed through the Wisconsin Badgernet Program. Another will be installed in January
- Glenn Miller Hall interior walls repainted
- Old restrooms removed and remodeled into office and storage space
- Notified by American Indian College Fund of \$1.1 million donation to CMN for facilities by Lilly Foundation

Curriculum & Training

- Established classes for the Oneida Nation in Oneida at their request for Head Start Personnel
- Offered Weekend College Classes at the Mohican site
- Started Head State Association Degree programs in Early Childhood Education on site at Menominee, Oneida, Mohican & Potwattomi
- Established an advanced state-of-the-art 12 station computer lab. CMN now possesses two updated computer labs
- Nursing Program articulation agreement with NWTC completed
- Planning with MISD for expanded Youth Options Program in Business & Administrative Assistant
- "Woodlands Wisdom" a nutrition curriculum for Native American foods planned with 5 tribal colleges and the University of Minnesota – all funded by grants.
- Articulation Agreement with UW-Madison in Sustainable Development signed

Administration & Personnel

- CMN & Mohican sites certified to offer Veterans instructional courses and benefits
- Awarded by Dept. of Education a grant in excess of \$800,000 for a 2 year period for vocational education
- Conducted the second annual campaign for CMN Endowment
- Dr. Grignon appointed to the National Mathematics Commission chaired by John Glenn
- Ms. Holly Burr, CPA hired as CMN Financial Manager
- Dr. Malchoirre conducted research in Australia
- Dr. Malchoirre invited to present a lecture in Finland
- Deanna Bisley and Julie Boucher invited to present at the Carl Perkins Conference in Washington
- Sylvia Wilber appointed to the State of Wisconsin Diversity Committee
- Alan Caldwell awarded the State of Wisconsin Human Relations Award
- Khalid Boubenider, Sr. Thea McQuiston, and Sr. Jeanette Trost publish "Concepts in Mathematics" a Math and Algebra textbook, specifically written for non-traditional college students
- Dr. Fowler appointed by President Clinton to the White House Tribal College Initiative
- Dr. Fowler appointed to the National USDA/Tribal College Leadership Group by Secretary Glickman
- CMN 5-year Strategic Plan begun in cooperation with Chancellor Perkins and UWGB Team

Grant Activity

- Awarded Carl Perkins Indian Vocational Education Grant in excess of \$800,000 for a 2 yr. period
- Awarded by the Department of Education, a Veterans' Upward Bound Grant, for two years in the amount of over \$200,000 for 9 county area.
- Awarded the second year of the ANA Menominee Language grant in the amount of \$95,000
- Awarded a \$100,000 Packard Foundation Grant for Science
- Awarded \$150,000/year for 3 years by DHHS to educate Head Start teachers on Potwattomi and Stockbridge Reservations
- Completed the three year FAST research grant program with the University of Wisconsin Madison
- Awarded a \$100,000 DHHS grant to develop curriculum for child care workers
- Submitted and was awarded a Title III grant in the amount of \$2.5 million to cover a 5 year period to make CMN a technology showplace.

Conclusion

In less than 6 years the College of Menominee Nation has developed as the 5th largest employer on the Menominee Reservation---a powerful economic development and driving force that will help its students prepare for jobs and healthy living in the new millennium. More than fifty new jobs have been created as well as the needs of nearly 1,000 students are being met.

The forecast for the College of Menominee Nation is continued growth. It is looked upon as a leader in the tribal college movement that is sweeping the country by other tribes and tribal colleges as well as federal and state agencies. As a new Menominee business venture your support is needed and appreciated.

SUSTAINABLE DEVELOPMENT INSTITUTE, COLLEGE OF MENOMINEE NATION

SDI takes an active role in academic programming for the Associate of Science Degree in Sustainable Development and related technical degree programs in Timber Harvesting. Dr. Erik Melchiorre was hired as the program director for the Sustainable Development academic program and offered "Introduction to Sustainable Development". The Introduction to Sustainable Development Emphasis course (SDE 100) centered upon the introduction of the 6 main components of sustainable development and the intensely interrelated nature of these components. The capstone course "Implementing Sustainable Development" will be offered during a later semester.

SDI faculty and staff are working with University of Wisconsin-Madison faculty to develop an articulation that will enable CMN Sustainable Development students to complete a baccalaureate degree from the University of Wisconsin-Madison. This advanced degree program will have three variations: sustaining the forest; sustaining the nation, sustaining the spirit where by a student may enroll in the humanities, natural sciences, or the social sciences.



SDI is collaborating with 6 other tribal colleges in designing curriculum for an associate degree in nutrition and food science. The Woodlands Confederation which is made up of six Tribal Colleges located in the Great Lakes region and the University of Minnesota. The initiative called “Woodlands Wisdom” is a partnership to provide nutrition education and research projects combining native wisdom and scientific findings. Curriculum is being developed for an associate degree that will transfer to the University of Minnesota. Each tribal college is designing courses to enhance offerings to be implemented via compressed video to each of the campuses.

A weather station has been set up that continuously monitors and records temperature, wind chill, humidity, atmospheric pressure, wind direction, wind speed and rainfall on a dedicated computer station in Keshena, Wisconsin. An SDE student then records that information and broadcasts on WTCH, a local radio station, on a daily basis. SDE Students also engage in fieldwork by measuring the precipitation in rain gauges located in Shawano, Keshena and Bowler. They also take samples and measurements of water from the Wolf River after a rainfall to measure the effect of rain, sleet or snow on the watershed. SDE students also tour Wisconsin’s Wind Energy Research Project.

An advanced computer applications lab is being developed along with a designated workstation. SDI will be acquiring digitized maps that will enhance local capabilities and training opportunities. These activities have been enabled by a grant from the Packard Foundation. The Sustainable Development Institute is publishing a quarterly newsletter enabled by a grant from the U.S. Department of Agriculture Natural Resource Conservation Service.

This is the second year of the 3-year of the HATCH initiative with the University Wisconsin-Madison. While year 1 activities focused on documenting the telecommunications network of the tribe, this year’s activities focused on preparing Menominee County for the Rural Addressing system. Digitized plats were created for each household in Menominee County and a systematic rural addressing system was designed to enable efficiency in law enforcement, emergency and educational transportation needs. The HATCH project also enabled a weekend college course in GIS which was instructed by HATCH project faculty from University Wisconsin-Madison.

SDI has also collaborated with TEACH Wisconsin, WiscNet, and UW-Extension personnel (Joe Eisle, a UW-Ext Communications Specialist has served as the liaison). Telecommunications, distance education room design, long distance costs and connectivity have been key issues of discussion with each of these entities.

SDI was invited to participate in the North Central TOSC (Technical Oversight by the Scientific Community) initiative which includes institutions of higher education having research or remediation expertise in environmentally hazardous areas. Should our region experience environmental contamination, our designation would enable state of the art technology and expertise to bear on the problem.

A “Uses of Uncommon Forest Products” workshop is being hosted by the SDI in cooperation with the Lumberjack RC&D. Presentations include:

- Non-traditional vs Traditional Forest Products
- Sustainable Forest Management, Permits, and Concerns for Public Lands
- Shiitake Mushroom Production
- Birdhouse Building
- Ash Basket Making
- Birch Bark Products
- Medicinal Plants

The President’s Council on Sustainable Development and Global Environment & Technology Foundation is sponsoring a National Town Meeting in Detroit, MI and Points Across America. CMN will be a site for activity. We hosted speakers, an energy workshop, hands-on exhibits, and other activity on May 4th, 1999.

In addition to specific activities outlined in the research and extension mission, grants have been secured from the Packard Foundation, United States Department of Agriculture and the Natural Resource Conservation Service. A GIS ArcView software donation valued at over \$150,000 was received by ESRI. Proposals to the Environmental Protection Agency and the American Foundation for Education are pending. Other private as well as public

sources are being solicited for additional support. In all, a modest contribution from the Menominee Indian Tribe of Wisconsin allowed SDI to secure nearly \$300,000 in extramural grants and software donations in excess of \$200,000 last year.

Other grant proposals have been developed around distance education, telecommunications and understanding green certification and chains of custody within Wisconsin.

COMMUNICATION DIVISION

David Miller, Director

The Communications Department has been in the process of documenting and recording for posterity; various Tribal, Community, Educational and Governmental events and issues since inception in 1995. This past year we have received and fulfilled numerous requests by Tribal Departments for our technical input and expertise. The addition this past fiscal year of the Public Relations staff and responsibilities to the Communications Department has expanded our work parameters. We hope to continue to provide the communicative services necessary for Tribal operations.

The Communication Department capabilities in the digital arena were updated with the acquisition of a digital audio workstation and related equipment that enables us to record and edit in the digital audio realm. We have recorded on location, Menominee speaking individuals in an attempt to preserve and make accessible to all interested parties an introductory Menominee Language Cassette Tape. This, I believe is the first tape that will be available to the community at large for purchase. Working with the Menominee Tribal Historic Preservation Department, the Language and Culture Commission and Language Consultant Carol Dodge, a script was finalized and individuals were contacted to verbalize the script in Menominee with the English translation. The Communications Department completed the entire taping and editing process in house. The tapes will be available for purchase from the Historic Preservation Department. This is the first of what is hoped to be a series of tapes, which will be accessible to all interested Tribal members and others who wish to learn and strengthen our distinctive linguistic heritage.

Working with the Menominee Tribal Human Resources Department, the Communications Department scripted, videotaped and edited an introductory video for new Tribal employees. The videotape covers Personnel Policies and Procedures implemented by the Tribe. The Department cast Tribal Employees as talent and real work settings compiled from various Tribal employment sites. The project was written and taped over the period of a few months as schedules allowed. The final product is now being utilized by the Menominee Tribal Human Resources Department when new Tribal Employees are indoctrinated into the Tribal Workplace.

The Menominee Tribal Clinic has asked for the Departments assistance in addressing the problem of no-shows and missed appointments. This is an area of concern as it is a large contributor to the problem of rising operating costs and increased insurance costs for the Tribal Employees, the Tribal Clinic and Government. To this end we have been working with the clinic staff to write and produce a videotape that will be available for clients to view as a reminder that irresponsibility impacts negatively on the clinic and community. The script for the first production has been finalized and production will begin soon. It is hoped that a series of health issue oriented productions might positively address community health concerns. To this end, the Department will continue to work with the Tribal Clinic in any capacity deemed necessary.

The Menominee Indian School District will collaborate with the Communications Department to produce a series of educational audio and videotapes to be utilized as part of the Menominee Language Curriculum. Working with the advisory oversight of the Menominee Language and Culture Commission and with input from the Historic Preservation Department; the projects will construct a series of audio and videotapes. The tapes will be modified to different grade levels within the K-12 spectrum reflecting the educational parameters appropriate to students. While in the process of taping and editing the materials we anticipate it to become a learning experience for both instructors and students as they will be invited to become active participants in the process.

This past year the Menominee Culture Committee worked with the Communications Department on the Annual Menominee Nation Contest Pow-Wow. The graphics used in the compilation of the printed materials were done in house by the Department. The Department helped design the Pow-Wow Poster, Brochures, Pins and Stickers for use by the Culture Committee. The radio ads were produced in the Communications Department using Culture Committee Chairperson Margaret Snow as the vocal talent.

The Director of the Public Relations Department resigned during the past year and the Communications Department was asked to absorb and supervise the remaining staff, which consisted of the Events Coordinator. It was decided that the Public Relations Director position would not be filled with a new Director and the

Communications Department Director would assume responsibility for the office. A few of the events and activities the Public Relations Department has been actively involved with the past year include:

Sponsorship and Coordination of the Annual Indian Summerfest Activities at the Lakefront Summerfest Grounds in Milwaukee in cooperation with the Menominee Tribe, Menominee Tribal Enterprises and the Menominee Casino-Bingo-Hotel. Free Friday night admission was sponsored by the aforementioned entities this year, along with informational display booths. Represented the Tribe at the Wisconsin Festivals and Events Association Conference at which participants were given the opportunity to network with other associations in the event planning business. Assisted the Culture Committee with the Restoration Day Celebration by coordinating postings, a program booklet, mailing invitations and greeting visitors. Attended and staffed a booth at the 1999 Governors Conference on Tourism. Coordinated the printing of the Summer Youth Booklet listing the recreational and activity opportunities available to Tribal youth on the Reservation. Became a member and attended the National Native American Tourism Conference Committee in Albuquerque N.M., in partnership with other Wisconsin Tribes, submitted a proposal and was successful in bidding to host the Annual National Conference in Wisconsin for the year 2000.

Public Relation continues to be active with the Native Wisconsin Heritage Tourism Advisory Board and is a member of the Wisconsin Heritage Tourism Association. The Director of the State Department of Tourism, Mr. Moose Spearos, toured the Reservation as part of a tour to access tourism in the state. The Public Relations Department sponsored a dinner for the Director and other area tourism representatives to discuss Tribal tourism issues.

The Department is an active member of the Tribal Ad Hoc Committee on Tourism which seeks to enhance the tribal economy by identifying, pursuing and promoting tourism opportunities that would be beneficial to the Tribe and its members while diversifying the local economy.

The Department assists other Tribal Departments and agencies with the coordination of events, brochure design, flyers, postings, information, and tours. We also assist the media with coverage of tribal events and activities. Some of the requests we have helped service include:

Worked with the Menominee Elders at a statewide meeting held at the casino supplying promo items, greeting visitors and working the sign-in table. Coordination of the Day Care groundbreaking Ceremony, mailing invitations, posting and organizing the event. Assisted in helping with the annual Menominee Tribal/County Library Flea Market. Organized a luncheon for the "We see the Forest Foundation" which awarded scholarships to students in natural resource studies. Arranged a tour for Menominee Indian School District Teachers and staff to acquaint new personnel with the area and some history of the Menominee Nation. The District hopes to make the tour a yearly event for their staff. Assisted the Menominee Tribal Housing Department with a tour for representatives from financial institutions interested in financing new home ownership on the Reservation. State Representatives from the American Indian Study Committee toured part of the Reservation while meeting on the Reservation to discuss the annexation issue and other topics.

The Department is an active member of the Collaborative Council, a partnership of agencies which seeks to positively impact quality of life issues concerning the Menominee Nation.

The Communications Department is dedicated to promoting, enhancing and preserving a positive image on behalf of the Menominee Nation and its members. We continue to record contemporary events and issues concerning the Menominee People. The Department welcomes input from both the Community and Tribal Entities and will make ourselves available to any Tribal organization that would benefit from our services.

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:

DRAFT EMERGENCY LOT NUMBERING SYSTEM: this draft system within the exterior boundary will provide fire, EMT and police with a unique addressing system in order to quickly respond and locate an emergency.

DRAFT REVISION TO THE MENOMINEE TRIBAL DEMOGRAPHICS DATA: this draft revision is based on the 1998 pilot census data as a comparison to the 1990 census data. This document will be utilized to assist with analyzing growth on the reservation, housing needs, land needs and economic development.

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.

WHEDA TAX CREDIT PROJECT: this project, prepared with the Housing Department, will provide 19 housing units at Middle Village and will be utilized again to provide future housing needs within the exterior boundary of the Menominee Reservation.

BUSINESS PLAN FOR THE DEVELOPMENT OF AN APARTMENT COMPLEX AT MIDDLE VILLAGE: this plan describes the details with respect to cost and rental recovery of capital for 24 units to be developed at Middle Village and provide affordable living space.

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 description, funding source, amount along with year project was initiated and year completed.

<u>Description</u>	<u>Funding Source/Amount</u>	<u>Dates</u>
Maehnowesekiyah Day Care Center	MITW/HUD @ \$ 533,000	1998-1999
Neopit Water Tower	MITW/IHS @ \$ 530,000	1998-1999
Keshena Day Care Center	DHSS @ \$ 338,000	1998-1999
Cross-Over/Riverview Roads	BIA @ \$ 491,000	1998-1999
WHEDA 19-unit Tax Credit Project	Tribe/R.James@\$1.515 M	1998-1999

Lease Requests for FY'99 :	Residential	44	Recreational	24
	Agricultural	0	Commercial	3
	Seasonal	5		
	Total Lease Requests	76		

Lease Cancellations for FY'99 :	Residential	31	Recreational	12
	Program	2	Commercial	2
	Total Lease Cancellations	40		

Transit Ridership for FY'99 36,044

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

The purpose of this program is to achieve the listed objectives 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 fish and wildlife management methods.

STATISTICS	FY'99	FY'98
Water Resource Inventories.	1	5
Fish Stocked	402,700	47,000
Reportable Incidents	242	289
Warnings Issued	10	13
Citations Issued	67	96
Inservice Hours	284	188
Interagency Assists	30	41
Complaints Received.	47	29

Executive Summary

This was a better year because it was less hampered by financial problems as the past four years, but certain savings and lowered personnel costs resulted in a larger than usual cash carryover which was returned to the Tribe's general account.

This year was not filled with as many problems as in the past, but many challenges continued. To begin, in October '98 recommendations were handed down from upper management in regard to an audit to be implemented by November 6, 1998. The implementation of those recommendations continues to be an on-going effort by both management and staff. Along with those recommendations, we were finally allowed the freedom to administer policy measures which were on hold while the audit was being conducted. We met some minor interference from upper management, which was dealt with quickly to achieve department stability. Also during this same period, we hired a temporary full time warden to fill in for one warden who was ill for most of the year.

Officers were re-certified with their pistols twice during the year as required by the Bureau of Indian Affairs Contract and other training for CPR and First Aid is now handled through the College of the Menominee Nation, but is yet to be held. All enforcement personnel have received their minimum of 25 hours of in-service training for the year. Some personnel have opted for computer training offered by the Tribe's MIS Department and the College of the Menominee Nation.

Our Administrative Secretary, who was on board since 1991 resigned and a new Administrative Secretary was hired in late April.

The Director and Department Biologist attended the Annual Convention of the Native American Fish and Wildlife Society, in May which was held in Mashantucket, Connecticut.

Toward year's end, management and staff worked on a new scheduling procedure, which is intended to even out workloads for field personnel. Also, three wardens attended the regional Native American Fish and Wildlife Society conference in Bois Fort, Minnesota and took in additional law enforcement training.

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 240 reportable incidents and some 67 citations. A large number of the citations issued were for fishing and general trespass.

Warden personnel held a Hunter Safety Education course during the year graduating 29 students. The course was made possible by community volunteers, the Fish and Wildlife manager, tribal wardens and Wisconsin DNR wardens. This course helps to promote public relations along with several presentations put on in the schools and Headstart.

Fish and Wildlife Management

FISHERIES Projects - Pecore Creek Trout Stream Habitat improvement to increase trout stream production within damaged portions of stream was completed with interns from the College of the Menominee Nation. Walleye and lake sturgeon population assessments were completed on Legend Lake, Neopit Mill Pond and LaMotte Lake.

Stocking- Lake Sturgeon fingerlings and larger juveniles were planted in Legend Lake, Neopit Mill Pond and Upper Bass Lake. Walleye Fingerlings were stocked in LaMotte Lake and Burney Lake. Brook Trout were stocked in the Little West Branch of the Wolf River and Brown Trout were stocked in the Wolf River.

WILDLIFE

Deer Management - The department ran 123 random transects in 1999 which tallied the deer population at approximately 6.1 deer per square mile which was down from 7.9 per square mile in 1998. The total deer harvest for 1998 was at 522 deer. Of those deer, 250 were taken by shining while 272 were taken by other combined methods.

Other completed surveys include black bear, black bear radio telemetry, ruffed grouse, wild turkey, furbearer track, timber wolf track, beaver dam, sandhill crane, deer registration and karner blue butterfly.

Projects - This work included Minnow Creek, and Camp 19 Old Railroad Grade Waterfowl Management projects, Deer Tick research with UW-Madison, Wild Rice re-introduction to Pine Lake, SE and Aerial Beaver Dam Assessment.

EDUCATION AND TRAINING

College of Menominee Nation four student natural resource internships. Educational fish and wildlife tours for grade school students and teachers, High School students and teachers, College of Menominee Nation Classroom, and Menominee Culture Camp participants. Osprey and bald eagle nest tours, fishery reports to Legend and Moshawquit lake residents. Native American Fish and Wildlife Society National and Regional meetings, Wisconsin Department of Natural Resources Wolf River Management Team, Timber Wolf Advisory Council, Great Lakes Basin Team, Lake Sturgeon Management Team and Upper/Lower/ Wolf River Basin Team, North American Fish and Wildlife Society Meeting, American Fisheries Society, United States Fish and Wildlife Society Fish Management Class, Microsoft Power Point Class, Wisconsin Aquaculture meeting and Natural Resource Conservation Service training and meetings.

Environmental

There were a total of 23 incidents reported. Of those cases, one clean-up was done by the offender and two by Environmental Services assisted by warden personnel, while 9 citations were issued, two warnings, one DNR referral.

ECONOMIC DEVELOPMENT

Office Of Economic Development - Lew Boyd

LONG-TERM STRATEGIC PLANNING: An economic development plan sought by previous Menominee legislatures was completed in November 1998. Using resources and reference documents of the tribe as guideposts, and a formal planning methodology referred to as "heuristic planning", the Menominee Long-term Economic Development Plan was approved by motion of the Menominee Tribal Legislature on May 6, 1999.

Possessing a legislatively mandated step-by-step strategic planning value the Menominee long-term plan serves well in that capacity today. Utilized also as a social and economic development reference guide, the long-term plan was referenced extensively by Bob Wessels and Mary Beth DeFazio for logistical support of the NiiJii Entertainment Paradise Key written project plan (Refer to: An Application for the Menominee Tribe's Off-Reservation Gaming Proposal to the Bureau of Indian Affairs). For participation in the Kenosha Paradise Key/NiiJii Entertainment socio-economic gaming proceeds plan to the BIA, the Menominee Office of Economic Development was presented a certificate of appreciation by Chairman Apesanahkwat. The long-term plan was used almost in its entirety to assist the Northwoods NiiJii Empowerment Zone-Enterprise Community through its formal application process. The Northwoods NiiJii (EZ/EC) planning committee was successful in its application for Enterprise Community "designation" to the United States Department of Agriculture-Rural Development.

TRIBAL BUSINESS DEVELOPMENT COORDINATION:

Attendance at four (4) State of Wisconsin-Department of Transportation strategy meetings for discussions of development of the Highway 29 interstate highway system were of considerable importance. Interchanges at County HHH and the Red Springs Township area are being considered for land acquisition and future business development. In an attempt to pursue property and business prospects, several meetings have transpired for the purposes of fine-tuning a regional planning effort. Several meetings of interest have happened between the Office of Economic Development, local, and out-of-state business interests. Two dozen business proposals have been seriously considered by the Menominee Economic Development Ad Hoc Committee and Menominee Tribal Legislature for the creation of "linkages" for future business considerations.

In a collaborative attempt to solidify tribal and inter-tribal strategic plans, our department, along with the Menominee Tourism Committee, Logging Museum, Communication and Public Relations Departments, have assisted in a conceptual reprogramming of the Office of Economic Development. With eco-tourism in high strategic planning visibility and because of an annual Wisconsin \$7 billion-dollar tourism industry, a focus and shift toward a Menominee Tourism Department is being considered. The Northwoods NiiJii Enterprise Community will gain access to \$500,000 from the USDA-Rural Development funding pending a second Memorandum of Agreement signing. In the early Menominee EZ/EC developmental stages, an eco-tourism project along with infra-structure improvements will be implemented under FY'99 & FY2000 funding rounds.

USDA-RURAL DEVELOPMENT EZ/EC PROJECT INITIATIVE:

The Menominee Office of Economic Development was in attendance at the initial EZ/EC strategic planning meeting in the city of Wausau on January 16, 1998, and every subsequent meeting thereafter. The early formation of the Northwoods NiiJii Empowerment Zone/Enterprise Community became operational. The Menominee Office of Economic Development became a major role player in all USDA-Rural Development Enterprise Community initiatives from that day forward. An on-going dialogue between the Office of Economic Development and USDA-Rural Development gave rise to formation of a Empowerment Zone/Enterprise Community strategic planning

committee. Only one other Wisconsin Indian tribe and eight Wisconsin counties were represented at that initial meeting. The Northwoods NiiJii EC Inc. was officially conferred Enterprise Community status by USDA-Rural Development on December 24, 1998.

Throughout the USDA-Rural Development application process the USDA-Rural Development EZ/EC program attracted the attention of seven other Wisconsin Indian tribal governments. Those included the Lac du Flambeau and Mole Lake Chippewa, and Menominee tribe as well. The Menominee tribe became the "lead entity" for the Northwoods NiiJii Enterprise Community application and a reservation wide community membership focus group effort. Prioritizing all EZ/EC project descriptions and benchmark requirements (Refer to: Community Focus Group meeting minutes of June and July 1998) became a very important time factor. Community focus group meetings formed the basis of 15 Menominee tribal project descriptions and 15 Northwoods NiiJii "whole zone" benchmarks. The Office of Economic Development EZ/EC application initiative was endorsed by Menominee Tribal Resolution # 98-35 "Designation of Rural Empowerment Zone and Enterprise Communities".

A team-like collaboration effort with three tribal governmental and developable site partners aided in the production of a 3-volume, 264-page, formal application and comprehensive EZ/EC strategic plan. This plan met the Round-II application deadline of October 8, 1998. The Menominee tribe was able to facilitate the data gathering, planning effort and influence the selection of Northwoods NiiJii corporate CEO. A Menominee tribal representative was eventually selected as the Northwoods NiiJii Enterprise Community's first acting-president. While apparent that an Indian representative would better serve the interest of all the tribal governments, Legislator Lew Boyd, a Menominee tribal member was elected as the Northwoods NiiJii EC, Inc.'s first official president.

Vilas, Oneida, Shawano and Forest counties worked hard to sign on to the official EZ/EC planning process. The Office of Economic Development through the facilitation of seasoned consultants succeeded in meeting a 7-month application deadline time period that would have ordinarily taken two years. The office staff assisted in planning and conducting a formal USDA/Inter-tribal governmental Memorandum of Agreement (MOA) signing ceremony on August 12, 1999. Assistant Secretary of Agriculture-Jill Long Thompson was present to sign on behalf of the United States government. Over a 24-month time frame, television and radio media personnel contacts resulted in the production of 21 newspaper articles on the meritorious efforts of the Northwoods NiiJii Enterprise Community, Inc.

NORTHWOODS NiiJii INC:

Upon official confirmation of Enterprise Community designation, a corporate charter with State of Wisconsin by-laws were issued using the services of Great Lakes Intertribal Council (GLITC) attorney Jim Hawkins. The establishment of the Northwoods NiiJii EC as a State of Wisconsin 501 (c) (3) corporate entity and selection of a nine-member board membership became exigent. The NiiJii EC board of directors have instituted many perfunctory board responsibilities, but the major issues concerning board procedures, adoption of accounting procedures, and hiring of a full-time executive director remain ahead.

Adhering to the United States Department of Agriculture bank depository requirements and Generally Accepted Accounting Practices (GAAP), the NiiJii EC board of directors forged ahead with establishment of banking in the cities of Minocqua, Shawano and Rhinelander. A working relationship with the Menominee Mining Impacts Office, Director Ken (Bum-Bum) Fish has enabled the Northwoods NiiJii Enterprise Community, Inc to reserve office space in the Menominee owned and managed NIW INN House in Mole Lake, WI. The NIW INN House space rental will lead to development of the central administrative offices of the Northwoods NiiJii Enterprise Community. The Northwoods NiiJii administrative offices will directly aid in the development of Northwoods NiiJii EC "whole zone" project descriptions and benchmarks.

Final agreement by the NiiJii board of directors including budget, NiiWinn House office space, and approval of accounting principles, will lead to the second USDA-Rural Development, Memorandum of Agreement (MOA) signing. Along with the Northwoods NiiJii Enterprise Community mission statement, the Menominee Office of Economic Development has worked feverishly in the successful fight for US congressional USDA-Rural Development Round II funding. Upon conclusion of the second MOA signing, the Northwoods NiiJii EC will qualify for \$250,000 in annual funding levels, and other grants and loan opportunities via USDA-Rural Development. FY '99 and FY 2000 annual funding levels will amount to \$500,000 to begin the Northwoods NiiJii administrative operations in January 2000.

PRIVATE SECTOR INITIATIVE (PSI) - Renee Mahkimetas

The mission 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 growth of small business development will support endeavors to maximize the Menominee Nation economy"

Personnel - The Private Sector Initiative department consists of an Economic Development Coordinator and an Office Manager. A Secretary Assistant was on staff until September of 1999.

Services - Guide clients through a comprehensive step by step business planning process designed to meet local entrepreneurs' business development goals. By utilizing the very unique philosophy of "WE WORK AS HARD AS YOU DO", PSI utilizes a hand in hand approach. The potential clients range from individuals with an idea to owners of already existing businesses. Clients are provided with a full range of services in developing the best tool available to communicate their idea, raise money and manage their business...THE BUSINESS PLAN.

Business plan development has varied from marketing research, and financing, to on-going financial analysis and consultation. Each prospective entrepreneur is guided through a standard process in order to compile and organize all the types of information required by financial institutions. Confidentiality is strictly adhered to when working with PSI clients and their business ideas and information.

It is the policy of PSI and the Menominee Revolving Loan Fund, that all business plans are also presented to other lending institutions to seek financial assistance other than the Revolving Loan Fund.

Accomplishments - During 1999, the Private Sector Initiative program has worked with 36 clients. Of these potential businesses

- Developed seven business plans
- Approval of three business plans by the Revolving Loan Fund
- Two were not approved
- Two were not approved but the client started his business anyway
- One business plan is pending
- Successfully secured financing in the amount of \$37,913 for the three business plans that were approved.

Menominee Business Center (Incubator) - The mission is to encourage entrepreneurial development and growth through management assistance, cost-effective space utilization and a synergistic environment catering specifically to Tribal members and professional businesses.

Sponsored by the Menominee Indian Tribe, the Menominee Business Center is an integral part of a comprehensive economic development plan for the Reservation/County. Its concept of developing local, homegrown businesses complements the Tribe's efforts to encourage development and location of existing companies and corporations within the area.

Originally funded by a FHA Rural Development grant and matched by the Menominee Indian Tribe of Wisconsin, the 2,400 square feet incubator project building was built in 1996 located next to the Keshena library. Also, in partnership with the Wisconsin Department of Commerce (CBED), the tribe was the recipient of two grants to help underwrite the operational costs incurred by the Menominee Business Center for the beginning two years. This partnership is another example of how community based organizations and state government can work together to meet the needs of our communities.

Personnel - The Business Center is staffed with a full time Secretary and a part time housekeeper. The Menominee Business Center falls under the management of the Tribe's Economic Development Department and is advised by the "The Menominee Partners for Economic Progress Board".

The members of the "Menominee Partners for Economic Progress Board" are:

- Renee Mahkimetas, (Board Director), Economic Development Coordinator
- Nicole Waukau-Wilber (Secretary/Receptionist) Menominee Business Center
- Carrie Grignon, Office Manager for Economic Development
- Tom Litzow, Director Menominee Revolving Loan Fund
- Bernard F. Vigue, Business Administration, College of Menominee Nation
- Terri Fredenberg-Holzman, University of Wisconsin Extension
- Karen Washinawatok, NAES College

Benefits - By leasing space at the Menominee Business Center and using the services, a small business can

- Increase their profits and gain an advantage over their competitors
- Reduce initial startup costs
- Conserve cash for advertising and inventory uses
- Lease only the space needed for business operations
- Improve business efficiency and effectiveness with management assistance services

- Strengthen business skills by working in a supportive environment with other businesses
- Reduce overhead costs

Features - By leasing space at the Menominee Business Center, you have a greater potential for success. This unique incubator is designed to transform and present a business environment into a partnership support system and improves the Menominee Nation economy by creating and retaining jobs. The Center offers:

- Office space to growing businesses at low market rates
- Flexible terms
- Shared business administrative services including receptionist, photocopying/faxing, trash disposal, security, on-site parking, maintenance, mail service, and furniture rental

Accomplishments

- Grant written and approved from Community Based Economic Development for \$10,000 to help off set operational expenses.
- Grant written and approved from Rural Development for \$27,890 for the purchase of a copy machine, office panels and office furniture.
- Composed and adopted "Policies and Procedures" for the Menominee Business Center which included the by-laws for the "Menominee Partners for Economic Progress Board"
- Conducted a Business Incubator Workshop in connection with the American Indian Chamber of Commerce of Wisconsin Business Exposition which was held at the Menominee Casino
- Development of an informational brochure regarding the Menominee Business Center.

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 1998-99 academic year at 9. 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 - 87
- B. Number of active students - 227
- C. Number of graduates - 9

1999 FY Budget \$238,163.94

Expended: 233,057.60
 Difference: 2% 5,106.35

HIGHER EDUCATION SUMMARY: Graduate projections were on target this year. The implementation of the Education Plan is continuing to help students focus on long and short term goals.

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 - 524
- B. Number of new applications - 37
- C. Number of active students - 49
- D. Total number of completions - 4

1999 FY BUDGET: \$202,517.10

Expended: 199,501.77
 Difference: 1% 3,014.33

AVT SUMMARY: Projected AVT completions were below target by 2 students. The number of active students for this academic year has doubled compared to last year.

ADULT EDUCATION

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

1. Full-time GED/HSED instruction Monday - Friday
2. Licensed GED/HSED testing center with testing twice a month
3. Limited assistance for workshops, courses & seminars, priority to Tribal employees
4. GED/HSED instruction for At-risk High School Seniors
5. Literacy Advisory Council Participation

Cumulative Progress:

- A. Total GED/HSED students enrolled/completed - 149/37
- B. Total Adult Education students enrolled/completed 26/16

1999 FY BUDGET: \$41,500.95

Expended: 36,089.99
 Difference: 13% 5,410.96

GED/HSED completions continue to be noteworthy. At-risk Seniors had a 40% successful completion rate. We continue to work cooperatively with other departments and the school district to provide services.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B4)

HIGHER EDUCATION: Through both the Wisconsin Indian Education Association (WIEA) and the Wisconsin Tribal Education Directors Association (WTEDA), efforts to seek more funding for Indian Students in continuing education are being made through scholarships and special projects under the Wisconsin Higher Education Aids Board. Two special project programs were funded for Indian students at College of Menominee Nation and Nicolet College based on the recommendation of WTEDA. Through WIEA 28 scholarships will be awarded to 25 undergraduate and 3 graduate students for the 1999-2000 academic year.

The Education Director was re-elected President of WIEA at the annual conference held in LCO in April. At the same conference the Education Director presented testimony regarding the reduction of the Wisconsin Indian Grant at a hearing of the American Indian Studies Committee, held in conjunction with the conference.

Financial Aid Workshops were held for MISD Seniors in January and again in April. The Education Counselor also met with the students individually to assist them with their continuing education papers.

New Indian Grant/Financial Review Forms were implemented for the fall 1999 semester.

In April the Education Director participated on an informational panel for a UW System Symposium on Race and Ethnicity.

In May the Education Director, along with 3 other Tribal Education Directors, participated in a financial aid panel and workshop at the spring Wisconsin Association of Financial Aid Administrators Conference.

The Education Director and Education Counselor have met with all the MISD high school seniors this fall regarding continuing education.

Major Problem: depletion of grant funds, before the end of the FY. Delay in processing fall grant requests until funds for the next FY become available.

ADULT VOCATIONAL TRAINING: The Education Counselor helped coordinate the fall 1998 MISD Annual Career Day that focussed on vocational/technical occupations.

The MISD Vocational/Education Advisory Committee made recommendations to teachers to incorporate into the curriculum the following issues: dealing with the public, teamwork, training others and report writing.

The Education Director attended an AVT conference in April. The major concern is the decrease in federal appropriations for AVT Programs.

A Menominee student was selected for a special internship program at N.W.T.C. Green Bay that allows the student to be employed at the school while having tuition, books and fees paid for. It was through the Multicultural Participation Planning Committee that this program was recommended and adopted. The Education Director is a member of this committee.

ADULT EDUCATION: We continue to work cooperatively with MISD regarding At-risk students. Of the 7 students in the program 3 completed (40%).

Evening GED and Writing classes were offered to Casino employees for the fall and spring 1998-99 semesters.

Through the Literacy Council individual tutoring was offered to several students.

The GED Instructor gave basic Skills tests to the JTPA Summer Youth participants.

GED/HSED instruction was provided to incarcerated individuals at the Tribal Jail on a regular schedule.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, August 24, 1998. Nomination papers were available to eligible tribal members for the Tribal Legislature Election. The Primary Election was held, November 11 - 12, 1998. The following candidates were certified as "On Reservation" Candidates:

Llewellyn Boyd	Keith Tourtillott
Albert J. Fowler	Orman Waukau
James Horton	Marilyn Warrington
Karen Neconish-Gardner	Myrna Peters Warrington
Beatrice Olson-Brunette	Donald Waukechon
Margaret Rose Snow	Bruce A. Wilber, Sr.
Michael Sturdevant	

The Election Commission certified Robert E. Deer and Wilmer Peters, Jr., as "Off Reservation" candidates. Voting results at the polls and absentee on November 11 - 12, 1998.

Neopit Fire Station	112
Keshena Tribal Offices	380
Absentee Returned	<u>484</u>
TOTAL	976

The top six in the Primary Tribal Legislature Election were:

Margaret Rose Snow	403	Robert E. Deer	341
Llewellyn Boyd	399	Keith Tourtillott	333
Wilmer Peters, Jr.	349	Orman Waukau	330

The remaining candidate's votes went as follows:

Karen Neconish – Gardner	293	James Horton	190
Donald Waukechon	292	Beatrice Brunette	182
Albert J. Fowler	219	Marilynn Warrington	162
Myrna Peters – Warrington	212	Michael Sturdevant	118
Bruce A. Wilber, Sr.	196		

The Final Tribal legislature Election was held, January 13-14, 1999. The three winners were:

Wilmer Peters, Jr.	420	Llewellyn Boyd	381	Margaret Snow	410
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Voting results at polls and absentee on January 13-14, 1999:

Neopit Fire Station	127	Keshena Tribal Offices	366
Absentee Ballots Returned	624	Total Ballots	1,117

ENROLLMENT

Eileen Schultz, Director

Applications Distributed:	552
Applications returned	192
Applications approved	153
Ancillary Roll	35
Relinquished members:	5
Deceased Tribal Members:	58

Accomplishments

July 1, 1999, this department started charging fees for applications and other documents. The minor per capita trust fund accounts have been distributed twice a year with no real problems.

Problems

Always a problem, getting the enrolled members to keep this office informed of their new addresses after they move, and of their marital status. This department has tried to have enrolled members change only their addresses and that of their immediate household. This is important. We did have a problem with checks being lost because someone else changed their address.

Expenditures:	
BIA Budget	47,643.32
Carryover	none
Supplement (Tribal)	52,774.00
Carryover	28.92
Expenditure	52,745.08
Per Capita	850,000.00
Carryover	8,417.45
Expenditure	841,582.55
Revenue:	1,500.00

ENVIRONMENTAL SERVICES

Gary Schuettpeltz

MISSION STATEMENT - To serve the Menominee Nation by defending the environmental integrity of the land, air, and water base which makes up the cultural and earth resources of the Menominee People. The protection of these resources will help to assure they are sustained for future generations of Menominees. To further assure that the health needs of the Menominee people relating to the environment and land base are maintained.

SPECIFIC DUTIES - Perform lake and stream studies for fisheries and other planning, monitor water quality to maintain in optimum condition. Habitat restoration including wild rice and sturgeon. Monitor the progress of the Nicolet Mining Project in opposing the mining effort. Remediate sites that have become contaminated by leaking tanks and other spill sources. Work for the proper disposal and cleanup of hazardous waste. Monitor transportation of hazardous materials and work with facilities in complying with hazardous materials regulations and use. Work to maintain air quality, by participating in partnership and monitoring air quality permits. Work with Menominee County in Emergency Response Planning. Perform surveys of public food service facilities and other public facilities to assure safe and sanitary conditions. Gather data on injury trends and develop and implement strategies to address specific injury problems. Analysis of individual drinking water systems to assure safe water, technical assistance in sewage disposal, indoor air pollution, recreational sites, vector control, epidemiology, industrial hygiene, etc.

COMMUNITY INJURY PREVENTION

- In the 11 months of this fiscal year reported a total of 61 severe injuries occurred with 6 fatal injuries.
- Coordinated fire extinguisher training for tribal employees, 276 people trained over 4 days.
- 113 Child Safety Car Seats given out to parents of newborn children.

OTHER

- Developed a Sanitary Ordinance for the Menominee Nation. Not totally finalized for submittal to the Tribal Legislature.
- Developed an informational package on Blastomycosis in conjunction with Community Health, and Medical Departments. Done in response to increase in number of cases.
- Working with BIA on the Environmental Review of the proposed Kenosha Gaming Site.
- Developed Y2K Standard Operation Procedures for Menominee Nation/County Emergency Government.

- Mercury and PCB study underway. Hair and blood samples collected from first round of 50 persons at the Pow-Wow.

SURFACE WATER

- Continue to monitor Fox River and participate in NRDA as a Trustee
- Nine sturgeons captured below Shawano dam, tagged, and released at Big Eddy Falls.
- Continue water quality analysis of lakes on the Reservation.
- Continue to monitor impacts of downstream hydroelectric dams.
- Menominee Unified Watershed Assessment was completed.
- Developed Emergency Operation Plan for the Neopit Dam. Completed maintenance and working on some construction of safety items on the facility.
- Received notification from FEMA that the Menominee Reservation has been accepted into the National Flood Insurance Program. Approval process took several years. Homeowners in floodplain in Keshena can now purchase flood insurance.
- Corings and cross-sectional surveys completed on the Wolf River for Paleo-Hydrology Study.
- As next step in surface water protection, work begun on sampling and analysis of streams on the Reservation.

GROUND/DRINKING WATER

- Working with USGS, completed wellhead delineation of the Zoar system. Draft final report being reviewed by USGS prior to sending to EPA.
- Expanded our laboratory service to perform private well sampling for bacterial contamination. Greatly increases turn-around time and substantial reduction in costs.

MINING

- Continue to monitor applications, attend meetings, etc. concerned with this project.
- Monitor Governors Mining Council review of DNR and Nicolet Mine.

UNDERGROUND STORAGE TANKS (UST's)

- Two 10,000 gallon, one 8,000 gallon, one 1,000 gallon and one 500 gallon UST removed from the former Amoco Station in Keshena. No leakage or contamination, site will be closed.
- Basically all UST's on the Menominee Reservation have been removed. May be several small private fuel oil tanks around the lakes area, and we will address those as they are found. Over the past years approximately 58 UST's have been removed. Clean-ups have been completed or are underway for any of the sites that leaked.

HAZARDOUS WASTE

- Because of a problem with vandalism at the Transfer Station, we decided to ship stored waste before containers were damaged. Shipped in excess of 6500 pounds of waste to hazardous waste site off the Reservation.

GRANTS

• BIA Neopit Dam	\$22,000
• BIA Water	\$11,679
• GAP	\$90,349
• EPA 106 Water	\$133,000
• Wellhead Protection	\$126,109
• FEMA Training	\$4,500
• EPA "Clean-sweep"	\$8,000
• DOT-Emergency Training	\$12,000
• IHS – Injury Prevention	\$3,000
• CDC Mercury Study	\$20,000
• EPA Keshena Well	\$40,000 Funds transferred directly to IHS

A grant for \$400,000 was submitted to HUD CDBG for the construction of a Natural Resources Center. Funding not received.

FAMILY PRESERVATION

Tom Kenote, Director

The fiscal year of 1999 was a productive year for the office of Family Preservation & Support. It was also a year that brought changes to the staff at FP&S as one staff member left and had to be replaced. The year also saw the establishment of an effort toward family reunification, more importantly, an effort of preventing family disintegration. It was a year that the second draft of the Menominee Parenting Manual – pre-birth to 4 years old was completed. It was also a year that mini-grants were not offered from the FP&S office due to the lack of budgetary constraints. Finally it was a year of struggle for the Menominee Mentors Program.

The second draft of the Menominee Parenting Manual has been completed. Again as in the past the manual has been shared with various committees and individuals within the Menominee Community. This sharing has been helpful to assist the parenting workgroup complete the necessary changes, which improves the manual. In this past year there have been a number of pilot tests, which have been completed. A total of five pilot tests have been completed. A total of 89 parents have attended these pilot tests and 10 students at the Menominee Indian High School. Some of the parents concerns regarding the information have been positive and negative. One concern regarding the child development area is that it seems to be too long. The facilitators will have to modify the length of this particular chapter, which will enable them to complete the manual within the ten-week period. On a more positive note some students write:

“I learned about development and social interaction with other children in their age groups. I have also learned that play in all age groups is very important for all children. This class has taught me to look at children in a different view, that I would have never noticed before I took this class.”

Another student writes:

“I liked it (class) very much because of all the stories told about family, and bringing in the little ones, seeing how they reacted towards one another for seeing them for the first time not knowing what they would do.”

A third student writes:

“In the parenting class you learn about how you are going to care and support your kids. “Indian stories too, the Indian stories mostly told about learning the ways to grow up right! It’s not easy when the kids start to grow up either. You still have a lot of taking care of to do. Not just their health but financially too, you have to support them with clothes, food a place to live. I have learned a lot more but I just wrote the important stuff.”

The Menominee Parenting Manual begins with the Introduction, which explains how this effort began. Unit one is entitled; OMAEQNOMENEW MAMACEQTAW (Menominee Indian), the second unit is; PICEKEHTAW NICIAN (He or She Grows Children), the third unit is; PAEH-TA-WAEW KE KE TOW OMAEQNOWMENEW (He or She Listens to Him or Her talk Menominee), the fourth unit is; TAH-NA-NO MONIQAH (Relationships), the fifth and final unit is; NAKWAT (It is visible). Each unit begins with a Menominee Story, which attempts to capture the theme of the unit.

The Family Preservation & Support Office will attempt to organize and implement in FY2000 a Training of Trainers Program that will allow other entities within the community to deliver the Parenting Manual.

The Menominee Mentoring Program on the other hand has not been as successful. During FY99 there were three mentors on board. These three mentors were female and one of the three was matched with a youth in the community. Unfortunately this match did not work out. During this year we continued to carry 9 youth that were interested in gaining a mentor. In FY2000 we will continue to recruit mentors for these youth.

In FY99 the State of Wisconsin and the Office of Administration for Children and Families requested that all recipients of Family Preservation & Support grants include in their action plan, a plan for family reunification. This directive was presented to the FP&S steering committee that then decided to go ahead and absorb the Youth At Risk Program on a slightly reduced budget and refocus the position. This attempt grew into a collaborative effort with the Menominee Tribal Court System and the results were that the Youth At Risk Position became the Youth Advocate position. In FY2000 we will attempt to post hire and welcome on board a person who will fill the role of the Youth Advocate Position.

Lastly, a list of collaborative efforts with agencies or programs within and outside the community; Menominee Tribal Housing, Menominee Language and Culture Commission, Menominee Enrollment Committee, Menominee Tribal Social Services, Oneida Mentors Program, Menominee Youth At Risk Program, State Of Wisconsin Division of Work Development, Menominee Casino, Great Lakes Inter-Tribal Council, Menominee Tribal School, Menominee Tribal Police Department, Law Enforcement Community Organization, Maehnowesekiyah, Menominee Tribal Clinic, Menominee Nation College, Menominee Headstart, Menominee Tribal Day Care, Four Winds Coalition, Menominee Tribal Clinic, Menominee Elders & Youth Council, Menominee Historic Preservation, Wisconsin

Parenting Educators Network, Menominee Aging Division, Wolf River Community Based Facility, Menominee Health and Human Services, Menominee Indian School District, Menominee Tribal Courts.

FINANCE

Kathy Kaquatosh, Director

The Finance Department provides services to Tribal programs which are under the guidelines of Office of Management and Budget (OMB) and standards issued by the American Institute of Certified Public Accounts, Generally Accepted Accounting Principles (GAAP).

OMB Circular A-102, Grants and Cooperative Agreements with State and Local Governments, establishes consistency and uniformity among Federal agencies in the management of grants and cooperative agreements with State, local and federally-recognized Indian Tribal Governments.

Procedures include cash management, program income, financial status reports, procurement of goods and services, closeout, and annual reconciliation.

OMB Circular a-87, Cost Principles for State, Local, and Indian Tribal Governments, identifies allowable and unallowable costs.

OMB Circular A-133, Audits of States, Local Governments and Non-Profit Organizations, identifies, under the Single audit Act, uniformity among Federal agencies for the audit of States, local governments, and non profit organizations expending Federal awards. This circular identifies audit requirements.

GAAP, General Accepted Accounting Principles. Responsibility of Finance is to present fairly the Tribes financial information and/or internal controls, i.e. statement of revenue and expenses, statement of cash receipts and disbursements, budgets, financial reporting, and all government funds are in compliance with laws and regulations relating to fiscal responsibility.

The above regulations are outlined in our accounting manual that is updated to keep program directors informed of new procedures and changes by the Federal Government.

We are now able to produce budget reports by service provided, i.e. education, health, social services. This will enable management and Tribal legislature to know how many funds are being spent for a particular service.

This past year Finance worked with Tribal Housing to make sure they had their project for construction of nineteen houses set-up properly and funds would be received in a timely manner. In the future we will be working with other Tribal programs to put their information on computer and link them to the finance department's computer.

There are seventeen employees in finance to account for approximately forty million dollars. Our objective each year is to assist the program directors with their fiscal responsibilities and account for all funds received and disbursed.

FOOD DISTRIBUTION

Pat Roberts, Director

This past year was the first time participants were able to receive some of the new items made possible by the food package review done in 1998. Items received for the first time were bonus frozen bison, tomato soup, crackers, egg noodles and bonus frozen ham. Bonus Items are not part of the regular food package, they are purchased by USDA when there are more of these items available than the commercial market will buy.

Participation did drop some this past year. Out of 3,720 households certified 3,590 received food.

Director was elected by the National Association Of Food Distribution Programs On Indian Reservations to represent them on one of the Business Process Reengineering Committees (BPR) with USDA. Our primary duties were to develop recommendations for significantly improving administration and operations of the Food Distribution Program on Indian Reservations (FDPIR). The Team established the following reinvention goals:

- Timely delivery, defined as providing recipient agencies any product included in the FDPIR food packages in the quantities they want when they want it.
- Greater product variety within the established food packages.
- Greater flexibility in ordering and delivery options.
- Improved product acceptability.

- Reduced inventory levels and reduced cost of inventory management through movement toward just -in-time inventory.
- Reduction in Federal staff resources devoted to procurement and delivery.
- Quicker introduction of new products.

If you are interested in additional information, please contact Food Distribution. The final report is also, available on the internet at <http://www.fns.usda.gov/fdd/menu/fd2000/tntprt10.PDF>.

We 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.

FOOD DISTRIBUTION NUTRITION EDUCATION

Director was involved with the Midwest Region Nutrition Education Task Force; which included Lac Du Flambeau Food Distribution Director, Lac du Flambeau and Menominee UWEX Family/Nutrition educators, and Midwest USDA staff. Our task force members gathered information and produced the various sections needed for a Nutrition Education Cookbook, which is currently being printed and will be given to all Midwest Region clientele in the year 2000.

TEFAP PROGRAM

We distributed 718 cases of Surplus (TEFAP) Food to 463 households. TEFAP food item amounts are still limited. We are allowed to use TEFAP funds to purchase Second Harvest food items but we must be 501 © (3) certified. We will be working with Woodland Youth Program on this issue.

GAMING COMMISSION

Lynette Miller, Director

The National Indian Gaming Commission bulletin 99-3 states: " A tribal gaming commission is an arm of the tribal government established for the exclusive purpose of regulating and monitoring gaming on behalf of the tribe. The charter document for the tribal gaming commission should ensure that the commission is an independent body, separated completely from the tribe's role as owner and operator of the tribe's gaming activities. Responsibilities such as the adoption and establishment of rules and standards for the operation of gaming activity should be delegated to the tribal gaming commission. The exercise of such authority is strong evidence that the gaming commission functions in an independent capacity distinct from the tribal council.

The purpose of a tribal gaming commission is regulatory not managerial. The commission conducts oversight to ensure compliance with federal, tribal, and, if applicable, state laws and regulations. The commission serves as the licensing authority for individuals employed in the gaming operations, administering an effective program for background investigations as part of the licensing process. The commission also has a role in monitoring compliance with the internal control standards for the gaming operation and in tracking revenues. In order to carry out its regulatory duties, the commission should have unrestricted access to all areas of the gaming operation and to all records. The commission should have clear authority to take enforcement actions, including suspension or revocation of an individuals gaming license when appropriate.

A tribal government helps ensure the independence of a tribal gaming commission by creating for it a permanent and stable source of funding. This funding may originate in the tribal budget, which is recommended, or from license fees or assessments on the gaming revenue. The independence and integrity of the commission is seriously threatened if the tribal council is able to withhold funding from it or if the level of funding is not sufficient for the gaming commission to perform its role".

The Menominee Tribal Gaming Commission (Commission) staff is comprised of five departments. The departments are; Administration, Audit, Background Investigations, Investigations, Security Systems, and Surveillance. The Commission consists of five Commissioners:

Jonathan Wilber- Chairman	Term expires August 2000
David A. Waupoose-Vice Chairman	Term expires April 2001
Duane Waukau-Commissioner	Term expires August 2002
Royal E. Warrington-Commissioner	Term expires April 2001
Kris M. Goodwill	Term expires August 2000

Examples of some of the services that the departments of the Commission and the Commissioners perform are as follows:

Administration - Executive Director, Lynnette Miller – Deputy Executive Director, Keith Tourtillott There were 30 Commission meetings held this year. There are usually two meetings held a month. The first meeting, held the second Wednesday of the month, is an open meeting and is for administrative purposes. The second meeting held the fourth Wednesday of the month, is held in executive session and is for licensing and barring issues and for hearings. Occasionally, at the second meeting of the month, there is a need to discuss other matters that come up after the first meeting of the month and they are held in open session.

Audit – Internal Audit Manager, Holly L. Brown – This past year there were 160 notices of non-compliance issued to the gaming operation. During the same time, there were 5 deviations issued. Four of those deviations were level 1 deviations and one was a level 3 material weakness.

Background Investigations – Background Investigations Manager, Karen Pyawasay – This past year the following gaming license action was taken:

Conditional gaming license issued	356	
Temporary gaming license issued	104	
Regular gaming license issued	26	
Renewal of gaming license	71	
Revoked gaming license	8	
Denied gaming license	6	
Ineligible to proceed with gaming license		15

Conditional gaming license are the first license issued to gaming employees when they come in for the licensing process and the license is pending the full investigation. The temporary gaming license is the gaming license that is approved at the Commission meeting and pending approval from the National Indian Gaming Commission. The regular gaming is the gaming license that has been approved by the National Indian Gaming Commission.

Investigations – Investigations Manager, Darrell O’Katchicum – This department investigated 44 incidents this year within the gaming facility. This department is also in charge of the vendor background investigations. 94 vendor applications were sent out this year for a gaming license.

Security Systems – Security Systems Manager, Michael Demeny – This department maintains the following equipment for the Commission:

400 cameras	50 corby doors	40 VCR's
75 cameras were added in 1999	6-10 corby doors were added in 1999	

Surveillance – Surveillance Manager, Mark Hanauer – This past year there were 2,767 surveillance action reports submitted, 259 random watches done (an observation of an area/individual done purely at random), 48 close watches done (an observation of an area/individual based on suspicion), 181 tape reviews (a review done as per written request).

The Commissioners and their staff have been in the front line of keeping the integrity of our gaming operations alive and well.

Thank you Commissioners and Commission staff for working as a team in our efforts to effectively regulate the Menominee Gaming facility.

GENERAL ASSISTANCE
Wayne Pecore, Director

Two basic requirements of General Assistance are that you are Indian and you live on the Menominee Reservation. You must be enrolled in a federally recognized tribe or be at least one-fourth Indian blood. GA is a program of last resort. It is intended to meet a person’s basic needs of food, shelter and clothing. People in jail are not eligible, their needs are being met. College students are not eligible, they have other resources available to them. Clients in treatment must use Maehnowesekiyah and get a one-time payment of \$25.00.

All clients must comply with the Work Experience Program and actively seek employment. A person may be exempt if they have a doctors excuse. Any person has the right to make an application. They must have exhausted all other programs. GA will not supplement AFDC or SSI.

Our funding was approved at the same level it was approved last year. We get \$73,800 for administration and \$73,800 for grants. We had a carry over of funds from last year, \$88,700 administration and \$128,000 grants. This

year we spent \$101,609 administration and \$114,784 grants. Last year we spent \$102,250 administration and \$92,146 grants. Our average caseload was 43 and last year it was 46. Our total unduplicated client case count was 155 and last year it was 167.

The BIA Central Office is still reviewing the proposed revisions of the regulations and eligibility of their social service programs of General Assistance, Child Welfare Assistance, Miscellaneous Assistance, Family and Community Services. The last General Assistance change was in 1985.

Client will get a written notice from this office 20 days before any action is taken that will affect their grant. Clients have a right to appeal any decision they disagree with. They must notify the program that they want to file for a hearing. An agency conference can be set up to see if the disagreement can be worked out. The client must make the request for a hearing within 20 days after receiving the written notice from the agency.

In our Welfare Reform clients no longer get a double payment when they first apply. They receive a payment for that month after they have complied. Clients must review their applications every three months. Our target population is Native American adults without dependent children.

HISTORIC PRESERVATION

David J. Gignon (Nahwahquaw), Director

REPATRIATION First of all, I am very happy to report that our department successfully conducted our first repatriation of our Menominee Ancestors. Our ancestor's remains and funerary objects are available to the Menominee Tribe through provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). On November 10th, our department repatriated 21 Menominee Ancestors from the Neville Public Museum located in Green Bay, Wisconsin. Two of the 21 remains came from the Outagamie County Historical Society. The repatriated Menominee remains came from Menominee village sites located in the Green Bay and Kaukauna area in the late 1600's. The actual reburial of the 21 ancestors took place, with Menominee ceremonies and prayers, at the Repatriation Burial Grounds at Crow Settlement on November 11th. The department sought advice from the Menominee Language and Culture Commission and other Menominee elders in regard to the proper ceremonies and prayers for the reburial. This is a the first repatriation and there will be more to follow. We are scheduled to receive 40 Menominee remains and associated funerary objects from the Milwaukee Public Museum in the spring.

MENOMINEE LANGUAGE REVITALIZATION The department is continuing its efforts to preserve the Menominee language. We are happy to say that the first Menominee Language Beginners cassette tape has been successfully completed. The beginners tape is the first in a series of tapes that will include an intermediate and advanced tape in the future. A beginner's manual will be included with the tape. Also, the Comprehensive Menominee Language Curriculum, which originated from this department, is nearing completion. Curriculum consultant Carol Dodge has been working with Menominee Language Teachers in the Menominee Tribal School and the Menominee Indian School District to complete this awesome task. The Menominee Language and Culture Commission has also been consulted with in creating the Menominee language curriculum that will be used in our reservation school systems when it is completed.

COMPREHENSIVE CULTURAL RESOURCE MANAGEMENT PLAN The Comprehensive Menominee Cultural Resource Management Plan was completed and was approved by the Menominee Tribal Legislature. An ordinance was also created to help implement the plan. There was a public hearing prior to the plan and ordinance to discuss this issue and there was no opposition to either. A component of the plan was to establish a Tribal Historic Preservation Officer and office. On November 4th, our office received official notice from the National Park Service that we have achieved Tribal Historic Preservation Office Status (THPO) and that we will now take over the responsibilities the State Historic Preservation Office (SHPO) had on the Menominee Reservation. The THPO status will allow the tribe to be eligible for funding from National Park Service to implement the Menominee Comprehensive Management Plan.

MENOMINEE CULTURAL MUSEUM/CENTER We are continuing to seek funding for a Menominee cultural museum/center. The Menominee Indian Historical Foundation (Logging Museum) has a 501-(C) (3) tax exempt designation will be used to raise funds to build the museum. When we receive enough funds to build the museum it will be built on the grounds of the Logging Museum. The cultural complex will be a showcase for Menominee history and culture.

NATIONAL REGISTER OF HISTORIC PLACES NOMINATION The department presented the nomination of the South Branch St. Joseph's of the Lake Church to the State Historical Societies, Historic Preservation Review Board. The nomination was unanimously approved by the state board and will now be reviewed by the Keeper of

the National Register located with the National Park Service. The over one hundred year landmark most likely will be placed on the National Register of Historic Places within a few months.

MENOMINEE YOUTH CULTURE CAMP The department organized its first youth camp this summer. 40 Menominee youth had the opportunity to take an active part in Menominee cultural activities throughout the week long camp. Some of the cultural activities that were held included: building a wigwam, rafting on the Wolf River, traditional drumming and signing, tribal elder presentations, tree and traditional plant identification, field trip to several eagle nest sites, survival skills, trapping techniques and traditional arts and crafts. Presentations were given to camp participants regarding gang and AODA prevention. A family night was held at the camp where parents and family of the camp participants were served a traditional Menominee meal and after a small POW-Wow was held with emphasis on Menominee traditional dances. This year's camp was held at the Sand Lake site where camp participants enjoyed swimming in the hot July weather.

STURGEON FEAST AND CELEBRATION Once again, the tribe celebrated the return of the Sturgeon to Menominee Reservation. The feast and celebration was held at the Menominee Tribal School. We received 10 sturgeon from the Wisconsin Department of Natural Resources for the feast. The fish were placed at Chickenay Creek below Keshena Falls where a traditional Menominee prayer was conducted and tribal members were able to see the sturgeon before they were processed. The traditional Menominee fish dance was performed to honor the return of the sturgeon before the feast by the Menominee ceremonial dancers.

WILD RICE PROJECT The department participated in the annual wild rice harvest with students of the Menominee Indian School District. After traditional prayers were given the students harvested the rice on the Wolf River below Keshena. The rice was brought back to the Logging Museum where it was processed in the traditional way. A feast was held at the museum after the rice was processed and was enjoyed by the students and members of the community. We will continue to harvest and process the rice in the traditional way, with the students, in the coming year.

LOGGING MUSEUM MANAGEMENT The department is continuing to manage the logging museum. The museum is open for tours from May 1 through October 15. The guided tour lasts approximately one hour through seven buildings. We have visitors from throughout the United States and foreign countries. Many large school groups make their annual visits to the museum, as well as groups from other entities. The logging museum tour is free to tribal members.

SHAWANO HYDROELECTRIC PROJECT The department continues to strive for protection of 17 archaeological sites that are impacted or may have potential impact from the Shawano Hydroelectric Project a.k.a. Balsam Row dam. The pool from the dam or project boundary extends to the Keshena Bridge. Some of the archaeological sites need further evaluation to determine the extent of the sites and the impact the dam is having on the sites. An amended programmatic agreement will be executed, with the Menominee Tribe as signatories, to assure protection of the 17 archaeological sites in the future.

HOUSING HIP

Jerry Nunway, Director

The Housing Improvement Program consists of the following BIA and Tribal Programs:

Housing Improvement Program:

This program is funded through the Bureau of Indian Affairs. This program is going through changes brought on by the Washington DC office.

This year the down payment program was selected. This hurt a lot of us seeking the extra assistance to purchase homes.

All of our funds were put into the Category "A" minor repair category. 28 of the 36 jobs were getting older mobile homes, many of which are 25 years or older, more livable. Hopefully these person's living in them can get in more up to date housing.

The average cost of these repairs/modifications to these homes was approximately \$1,684.00 each. Many repairs included furnaces (replaced or repaired), new high rise toilets, electrical (many still have the old aluminum wire).

INDIAN HEALTH SERVICE PROGRAM; PROJECT BE-98-02R

This program is Federally funded through the Rhinelander field office.

The IHS Program will assist a homebuyer with a 6" driven well and septic tank/drainfield. Under normal conditions these items could cost the homebuyer up to \$8,000.00. In cases where a "Mound System" is required this cost could be \$15,000.00.

IHS does have a cap of \$17,000.00 per site.

This past year we were able to drill (23) water wells at individual sites. We hooked up all (23) wells to homes. We installed (22) new septic drainfields. We also installed new sewer & water laterals for (5) home owners.

In order for a person to qualify for this program, they must purchase a home (new or used) in standard condition, build an additional bedroom, or completely renovate the existing plumbing. Also a person can qualify if they have not lived in a home longer than 2 years.

ELDERLY ASSISTANCE PROGRAM - This program is funded by the Menominee Indian Tribe and assists all enrolled Menominees aged (55) and older with home repairs.

Program criteria includes: must meet eligibility requirements in income (not to exceed 125% of poverty guidelines). We do not count Social Security or S.S.I. towards total income. There is a \$5,000.00 cap under this program. Once a person gets there they are ineligible for a one year period.

Program funds are used on replacing furnaces, cleaning & repair of existing furnaces, plumbing repairs, roof repairs, windows, doors, insulation etc. We try to hold repairs to a minimum as we have more application's than what we have funds for. For instance if a person can wait for a cosmetic repair we will try to do all other repairs that we deem "**Emergencies**".

This past year we assisted (61) of our elderly persons with some form of assistance or other.

DISABLED MAINTENANCE PROGRAM - This program is funded through the Menominee Tribe. It is designed to assist the disabled with home repairs such as handicap toilet's, ramps, etc.

The program criteria are the same as the Elderly Assistance Program..

This past year we have assisted (14) persons with repairs or renovation's. Which included redoing a home to meet a handicapped person with a complete bathroom to changing regular fixtures to meet handicap codes. We have received thank you notes from many of the Elderly and Disabled persons for work completed on their homes this year.

HOUSING HUD

John Seignemartin, Director

The Housing Department is comprised of 17 major components and/or programs (Administration, Drug Elimination, Elderly Housing, Emergency Housing, Finance, Home Loans, Home Repair Loans, Homeownership, Home Sales, Inspections, Inventory, Low Income Rentals, Maintenance, Market Based Rentals, Rehabilitation, Rental Assistance, and Security) and is staffed by 37 personnel who provide services to over 500 clients annually.

This was our second full year under NAHASDA and HUD's Indian Housing Block Grant (IHBG) funding concept. Our grant for FY99 totaled 2.7 million dollars and allowed us to continue our efforts of maintaining existing housing and developing new housing for tribal members.

Accomplishments, of the various programs, for this past year include the following:

DRUG ELIMINATION – This program has been ongoing since 1991 and its staff aggressively work towards eliminating drugs and their related violence from HUD Housing areas. Under NAHASDA we have broadened the scope of the program considerably to meet the needs of the community at large. While previously allocated HUD Drug Elimination Grant funds have been depleted, we have been able to maintain this service to the community by allocating funds from the NAHASDA Block Grant. We have also been very active with regards to research and development pertaining to potential funding sources so as to continue and expand the services. To keep these programs going, we have applied for another Drug Free Communities Grant (FY99 funding) and another HUD Drug Elimination Grant (FY99 funding). That not withstanding, the Drug Elimination Program has continued to provide prevention, intervention, and suppression (security) services for the community this past year.

Prevention Component. We provided a variety of coalition based prevention activities for the Menominee community this past year. Our program collaborated with several agencies/programs in order to provide these activities. The following illustrates the extensive nature of that collaboration, the activity and the number of people/youth attending. The U.S. Attorney's office, Menominee area schools, Menominee Tribal/County Law Enforcement, Shawano area schools and Law Enforcement (1999 Anti Drug And violence poster & Calendar contest) (**4000**). Menominee Historic Preservation, Menominee Veterans Association and Five Clan Drum (Sturgeon Feast) (**100**). Menominee Partnership (Family Fun Day) (**450**). Youth At Risk, JOM, Maehnowesekiyah, Family Preservation & Support and the Recreation Department (3rd Annual Youth Conference) (**32**). Menominee County/Tribal Library, JOM, the Rec. Department and Public Relations (Summer Programming Registration Day) (**40**). Addictions Anonymous (Summer AA Conference) (**50**) and Historic Preservation along with community members and the Police Department (Menominee Culture Camp) (**42**). A collaboration between the Drug Elimination Program and Menominee Tribal School allowed for the facilitation of a Life Skills type of class with 6th, 7th and 8th graders. The DEG coordinator met with approximately **85** students on a weekly basis in order to provide AODA education/prevention materials as well as conflict management exercises. The total number of unduplicated community members who benefited from our Prevention activities is difficult to identify. Our calculations show that **4864** adults as well as youth were impacted by our Prevention efforts.

Intervention Component. Our Intervention efforts are funded through the Drug Free Communities Support Program, which is a coalition based grant. We have eighteen (**18**) people united within the Drug Free Community Coalition, who are committed to reducing chemical abuse among the youth and families within the Menominee community. The objectives within the Drug Free Communities Support Program are an Intervention Program and the Menominee Ropes & Challenge Course.

Intervention Program. This is an In Home family based Intervention Program. The focal client is the youth referred to the program, but the family participates within the program as well. On September 1, 1999 we began accepting referrals for the Intervention Program. By the end of September we had received **19** referrals.

The Menominee Ropes & Challenge Course. With the assistance of the Tribal Administrator's office, a Memorandum of Agreement between the Menominee Indian School District and the Tribe was developed and agreed upon. As such, MISD paid for the construction and certification training for the low ropes component of the Menominee Ropes & Challenge Course. The Tribe paid for the construction and certification training for the high ropes component of the course.

Suppression Component. Through the efforts of the Drug Elimination Program, a Memorandum of Agreement was developed and agreed upon between the Menominee Tribal Housing Department and the Menominee Tribal Police Department. The MOA stipulates roles and responsibilities within our partnership in order to decrease crime in our housing development areas. As a result, we have been able to gather statistics and therefore establish a database related to crime in housing. An illustration of this would be that between May 1, 1999 and September 30, 1999, **337** incidents were responded to by Housing Officers and the Police Department. Statistical analysis has concluded that assault, weapons offences and AODA/controlled substance related violations are the highest percentage of crimes within our Housing development areas. We have therefore targeted these ordinance violations for our next Drug Elimination Grant. Our goal is to decrease these by 5% within the next year. Statistical analysis has also concluded that the busiest area of the reservation, in relation to ordinance violations, is in Keshena. This correlates to the amount of time our Housing officers are in Keshena as opposed to other areas of the reservation.

The Drug Elimination Program operates in a multi-layered approach in an effort to eliminate drugs and crime from Menominee Tribal Housing Department's development areas. We are confident that the combination of Prevention, Intervention and Suppression activities will impact our community if delivered consistently and in partnership with our community based resources.

FINANCE – The Finance Division is responsible for assisting the financial needs of all program areas within the Housing Department. Their staff has helped set up and monitor all budgets over the past year. Housing Program Budgets for FY99 include the State Shelter Subsidy Grant, Emergency Shelter Grant, Elderly 202 Contract, Comprehensive Grant, FY97 Voucher Program, FY98 Indian Housing Block Grant, FY99 Indian Housing Block Grant, FY98 Drug Free Communities Grant, and Development Project 015 Grant. The average balance of all of the budgets together equals approximately **3.8 million** dollars. By carefully monitoring each contract, the Finance Division staff ensures that staff managers do not go over their budgets and that expenses conform to program guidelines.

The Finance Division assisted in the management of the cash flow from all tenant and client receipts. Approximately **8,000** receipts were issued over the past year with collections totaling over **\$750,000.00**. They also

managed the Tenant Accounts Receivable (TAR) Fundware System. That system tracks about **450** client accounts from three major programs - Low Rent, Homeownership (Mutual Help), and Section 202 Elderly.

The Housing Department, in conjunction with the Wolf River Development Company, has also taken on another major project. That being the construction of nineteen (**19**) new homes in Middle Village using IRS Tax Credits. That project began in the Spring of 1999 and with it came the responsibility of monitoring the **\$1.8 million** dollar construction budget. Following Initial Occupancy of these homes additional Tenant Accounts and another separate operating budget will be set up.

LOAN PROGRAMS AND SERVICES - The Housing Department's Loan Coordinator will assist tribal members find the best loan product available (based on need, income, credit history, etc.) to meet their home repair, remodeling, and purchase needs. She will also help get them through the complicated loan application process. A number of loan products and services are available to tribal members. They include:

Emergency Home Repair Revolving Loan Fund. This is a local initiative developed by the Housing Department. It is intended to help enrolled tribal members finance emergency repairs to their homes in a timely manner. For example, replace a bad furnace, repair storm damage or replace broken appliances (i.e. stove or refrigerator). There is a **\$5,000** limit on these loans, which carry a **5%** interest rate. These loans can typically be approved within a week or less to those qualifying. The Emergency Home Repair Loan Program was implemented on December 4, 1998 and provides homeowners with funds in a timely manner so that they may deal with unforeseen emergency home repairs. At the beginning of FY99 there was **\$125,000** in the account with another **\$100,000** in investments. Thirty-four (**34**) applications were received this past year. We were able to meet the needs of thirty-three (**33**) of those with loans totaling **\$109,329**. On average three (**3**) loans are being made each month at around **\$3,312** per loan.

Home Buyers Education Program. Most, if not all, of the home loan products offered by the Housing Department require **Homebuyer Education/Counseling** as a prerequisite. The Housing Department's Loan Coordinator provides this service to tribal members at no cost to them. It is designed to prepare and assist them in all aspects of securing a loan and buying a home. This is done through a series of seminars that include information on financing, building on Trust Land Vs Fee Simple Land, credit issues, and home selection to name a few. It may also include some post seminar one-on-one counseling (as needed). Clientele Statistics this past year: HomeBuyer Seminar Participants - **29**, Credit Counseling Participants - **25**, and Participants Actively Seeking Financing - **5**.

Guaranteed Home Loan Program. This is also a local initiative, instituted by the Housing Department, to assist tribal members obtain conventional mortgage financing to buy, build or renovate homes on TRUST LAND and in particular on the Menominee Indian Reservation. This program requires tribal members to secure a loan from a mortgage lender. If the banks only draw back to approving the loan is that it is on Tribal Trust land, then the Housing Department will step in and guarantee the loan (like a co-signer). This gives the lending institution the confidence they need to make the loan and be reasonably assured that they will be able to recoup their investment in the event of default. In the event there is a default, the Housing Department will step in and pay off the loan, acquire title to the home/property, rehabilitate it, and then resell it to another Tribal member. The Guaranteed Home Loan Program was implemented in May of 1999 and by year's end we were working on processing our first three (**3**) home loans.

Other. We also assist with the processing of loans for the USDA's Rural Development office in Shawano. This includes their Section 502 (Loan Guarantee Program) and their Section 504 (Rehabilitation Loan Program). This past year we helped complete four (**4**) loan packages for Rural Development generating **\$2,000** in program income (Loan Processing Fees). Eviction and Foreclosure Ordinances were passed this year by the Menominee Tribal Legislature. The passage of these helps open the doors for HUD's Section 184 and 248 loan guarantee programs along with the Rural Development Native American Pilot (RNAP) Loan Guarantee Program.

We have also been coordinating with the WICK Homes Sales Representative, in helping client's review mortgage loan options available to them for the purchase of new WICK homes. Other initiatives planned include homebuyer seminars, open houses, and a spring (2000) homebuyers fair.

MAINTENANCE - One of the most important functions of the Housing Department is to manage and maintain it's housing stock. Maintenance Division management of that housing stock requires a continual commitment to the various programs administered by the Housing Department. The Maintenance Divisions experienced staff is charged with maintaining decent, safe, and sanitary housing conditions for all homes currently under management. The two programs most affected by this are the Low Income Rental program and the Mutual Help Homebuyer's program.

The maintenance staff takes care of service calls and fixes up units when windows are broken, doors are broken, furnaces go out, etc. Maintenance needs are taken care of through a WORK ORDER REQUEST system and ANNUAL OCCUPANCY INSPECTIONS. Work orders are assigned on a priority basis and are taken care of in priority order. On average, over **400** work orders are processed each month.

Work Order Summary. A total of **5152** work orders were completed for FY99. That is **975** more than the FY98 total of **4177**. This represents a **23.38%** increase over the previous year. A total of **255** single-family homes, **42** elderly units, and **142** Mutual Help units had occupancy inspections completed this past year.

Emergency/After Hours Call Summary. These calls are generally referrals from the Menominee Central Dispatch Center and/or direct requests from Housing Department Tenants. A total of 128 calls were received for the 1998/1999 reporting period. Of those, 100 were for Utility problems and 28 were for Security reasons.

HUD Section 202 (Elderly Apartments). This past year, an inspector from HUD inspected all twenty (20) of these elderly apartments in order to monitor maintenance compliance. A comprehensive list of corrections needed was submitted to our agency. At year's end, that list of items was 90% complete. The only item that is outstanding is the carpet installation in the Keshena 202 elderly facility.

Preventative Maintenance Activity. Preventative maintenance played a big part in keeping down serious maintenance problems. Using this approach, a total of 255 Low Income Rental Single Family Homes and Apartments, 42 Elderly Apartments, 1 Office Building, and 2 Storage Facilities have had preventative maintenance functions preformed. Our Preventive Maintenance functions include cleaning, checking, lubricating and testing of all furnaces and water-heaters, ranges and refrigerators, boilers and circulating pumps, and any mechanical inside or outside the units. Smoke Alarms and Fire Extinguishers are also checked during Work Order Visits. In the Nacotee Addition, water filter changes are done every month to serve as a preventive maintenance function for water systems. Shock Treatment of individual wells is completed every two (2) years to curb the iron and sulfur bacteria problem associated with these wells. This is done to prolong the life of the septic and drain field system. The Zoar Low Income Rentals and Section 202 Elderly sites, and the South Branch Low Income Rentals and Section 202 Elderly sites have their septic tanks pumped every Spring as a preventive maintenance function. The reason for this is that it will prolong the life of the septic and drain field system. The Low Income Rental Projects with Wood Burners have their Chimneys cleaned every Spring as a preventive maintenance function. This is normally contracted out to an insured contractor that specializes in chimney sweeping. All chimneys are checked for cracks and deterioration. All Wood Burners are checked for cracks in the fireboxes and have the firebox cleaned. All firebrick is checked, damaged ones are replaced.

Vacancy Preparation Summary. During FY99 the Maintenance and Rehabilitation Divisions received a total of **66** units or move-outs. Of that total, **64** units were rehabilitated and either placed back into service or are awaiting prospective new Tenants.

Gang Graffiti. There were only three (**3**) incidents of Gang Graffiti on our units, down from twenty (**20**) the previous year. Gang Graffiti is removed either by sandblasting or painting over them.

Vandalism. There were only nine (**9**) incidents of Vandalism and/or Forced Entry to vacant units for the 1998/1999 reporting period. This is down from twenty-four (**24**) last year.

Spring-Clean Up. The Annual Spring Clean Up Project was something the Maintenance staff wanted to get more involved with to help promote pride in the community. During the week this was going on, the maintenance staff participated by cleaning ditch lines throughout all our housing projects.

Eagles Nest. The maintenance staff assisted with the relocation of the EMERGENCY SHELTER Program and assets from four (4) separate locations (Hall Property in Middle Village, 228 and 231 Pine Ridge in Keshena, and the Housing Departments main office building in Keshena) to their new facility (EAGLES NEST) in Neopit.

Pest Control. A total of three hundred and twenty-two (**322**) Pest Control work requests were processed this past year. That is up one hundred and six (**106**) over last year. A total of two hundred and ninety-four (**294**) were completed, documented and filed. There were a total of sixteen (**16**) incidences where the Tenant was not at home and did not reschedule or refused to reschedule treatments. There were a total of twelve (**12**) incidences where the Tenant cancelled scheduled treatments and did not reschedule.

Youth Summer Hire. The Youth Summer Hire Program was a success for the Maintenance Division again this year. The assistance that was provided by four (**4**) young men helped the Staff concentrate on other areas of maintenance. Specifically, it enhanced our ability to complete the preventive maintenance function. Some of the

areas these individuals provided assistance in were - painting our Office Building, cutting lawns, cleaning out vacant units, helping the Inventory Specialist organize the inventory, assisting with the preventive maintenance function, and assisting on various other assigned duties. At the end of the program, the Housing department held an appreciation lunch for the summer youth that worked here. We look forward to working with the youth program again next year.

Video Recording. A new VHS model recorder was purchased to record unit conditions during all inspections. This has proven to be a fail-safe method to justify actions or charges taken against tenants.

Video Record Library. A Video Record Library was also established this past year. The library consists of VHS tapes that are assigned to individual units. The library allows MTHD staff to quickly reference and access a specific unit when challenges are made concerning MTHD actions against tenants. The library is located in an area that is secured, so that the tapes can not be tampered with or misplaced. Access is limited to the Inspector and Maintenance Manager.

Occupancy Inspections. A total of **306** Low-Income Rental units were inspected this past year. A total of **140** Mutual Help homeownership units were also inspected.

Revised Work Order Request Procedure. A revision was made to our Work Order Request Procedure this past year to help improve processing. That revision specifically designates which staff are responsible for taking and logging work orders.

REHABILITATION – The Housing Departments Rehabilitation program, is designed for major rehabilitation work on all rental units and also to get vacated units (all programs) ready for new occupants. The typical scope of work varies from cleaning to major renovations and includes drywall repairs, installing new floors, replacing cabinetry, installing interior trim, installing new windows/doors, and the replacement of roofs. In addition to getting units ready for new tenants, they also strive to meet long-term maintenance needs and keep homes operational and occupied. This past year the Housing Departments Rehabilitation staff refurbished a total of sixty-four (**64**) vacant units in preparation for new tenants.

Vacancy Rehabilitation Work. A total of 64 vacant rentals units were rehabilitated in preparation for new tenants. This was a small increase over last years 62 units that were rehabilitated. Three (3) Mutual Help units were also turned over to the Rehab crews to work on, however, work on those was contracted out.

Housing Department Office Renovation. Office space was renovated and a new workstation installed to accommodate the needs of HIP's anticipated move to the Housing Department on October 1, 1999. New workstations were also installed for the Drug Elimination Coordinator and her assistant.

Eagles Nest. Rehab crew members helped with rehab work on and off during the year and also with the finishing touches on the Eagles Nest so that it could open on time (October 1, 1999).

ADA Accessibility. The Rehabilitation crews are working to bring the Housing Department Office building, Neopit Precinct (52-E) and 144 Schoolview Offices into compliance with ADA accessibility standards.

Inventory. Inventory recording is in the process of being loaded into a computer database developed by the MITW/MIS Department. We anticipate it being fully computerized in the near future.

RESIDENT SERVICES – The Resident Services Division of the Housing Department is responsible for a wide variety of housing programs. They include Elderly Housing, Emergency Housing (Shelter Services), Homeownership (Mutual Help and Tax Credits), Low Income Rentals, Market Based Rentals, and the Rental Assistance Program. A brief outline of each is provided here:

Elderly Housing. The Housing Department has two HUD funded sources of Elderly apartments available to the tribes qualified elderly population (62 years of age and above) on a month-to-month lease basis. Under certain circumstances, the near elderly (55 to 62) and handicapped individuals may also be eligible for this housing. Built under the 1937 Housing Act, are four buildings (two in Keshena and three in Neopit) with twenty-two (**22**) one-bedroom apartments available. Rents for this program are based on an income formula (typically 30% of adjusted annual income). There are, however, minimum rents and ceiling rents in effect. Built under the HUD Section 202 Elderly Housing program, are three buildings (one in Keshena, one in South Branch, and one in Zoar) with twenty (**20**) one and two bedroom apartments available. Again rents are based on a HUD income formula (30% of adjusted annual income).

Emergency Housing. The Emergency Housing Shelter program was started in December of 1997 and is designed to offer qualified community members (individuals and families), who are homeless, a “*temporary*” place to stay. This past year we utilized three (3) buildings. The former Hall Property near Middle Village, 228 and 231 Pine Ridge in Keshena. To consolidate services, the former MTE building in Neopit, now known as the Eagles Nest, has been under renovation. The EAGLES NEST is the name of our new shelter, which is located in Neopit, and is scheduled to open its doors on October 1, 1999. This facility has eleven (11) sleeping rooms with a maximum bed capacity of 20. While there are separate bedrooms for each family, the kitchen, dining, family room, and laundry facilities are for shared use. The first floor is fully accessible for those with handicaps. This past year, we provided shelter services to a total of **252** individuals. That further breaks down to a total of **78** families (and their children), all staying at least 30 days and many up to 60 days. Another popular component of this was the First Months Rent and Security Deposit program. This helps families get out of the shelter and into more permanent housing. Families can only be helped once a year and they must be able to demonstrate that they can meet their rent obligations beyond the first month. Under this program, we expended **\$14,000** and were able to help **33** families get permanent housing.

Home Ownership (Mutual Help). The Housing Department has offered Home Ownership to tribal members, for many years, through a program commonly known as “*Mutual Help*”. Under this program, 193 homes were built. The Housing Department has 133 homes remaining in this program, 60 having been conveyed to the owners.

Homeownership (Federal Tax Credits). The Housing Department also offers Home Ownership opportunities under the Federal Tax Credit Program. **19** homes are under construction in Middle Village. Construction began on June 15, 1999 and is expected to be completed by December 31, 1999.

Low-Income Rentals. The Housing Departments Rental Program replaces what was previously known as the Department of Housing and Urban Developments (HUD) “*Low-Income Rental Program*” or “*Low Rent Program*”. The Intent of this program is to provide qualified families, with low-incomes, affordable housing units located on the Menominee Indian Reservation. Under this program the Housing Department is able to offer 255 single family detached homes (2BR, 3BR, 4BR, 5BR, 6BR) and 12 apartments (2BR) to qualified individuals on a month-to-month lease basis. We average 50-60 families a month on the waiting list for this program. Typical waiting periods for homes run 6-8 months and in some cases longer depending on the type of unit desired. We average about 10 units out of service each month. This results from move-outs and the need to complete routine maintenance and major renovation initiatives.

Market Based Rentals. The Housing Departments Market Based Rental program has two aspects to it, both of which are open to individuals of “*all*” income levels. It is NOT restricted to low-income families or individuals, however, to obtain these units, the individual/family must be able to demonstrate that it can make the monthly payments. The first part of this program is based on the use of private homes that the Tribe has acquired in past years and turned over to the Housing Department for the purpose of management/maintenance as “*rental property*”. The second component of this program deals with apartments that we plan to build in 2000 with “*non-Federal*” or “*non-HUD*” dollars. The funding source allows for the establishment of a self-sustaining program that provides housing at “*fixed*” rates based on the current “*market rate*”. For ease of administration, the Housing Department will rely on the “*MARKET BASED RENT*” listings published annually by HUD to help determine reasonable market rate rents. This program offers individuals the opportunity for a rental program with fixed rates (minimal annual adjustments not withstanding) Vs the fluctuating rents mandated by Federal Law for the typical HUD programs.

Rental Assistance Program. The Housing Departments Rental Assistance Program replaces what was previously known as the HUD Section 8 Leased Housing Assistance Payments Program or Section 8 Voucher Program. The intent of this program is to provide up to a maximum of 46 families, with low-incomes, an opportunity to find housing in the private sector (and typically off reservation). This program basically sets up a “*shared rent*” arrangement between a qualified, income eligible tenant, the landlord, and the Housing Department. This past year, 31 families participated in this program.

Criminal Back Ground Checks. Criminal Background checks on Applicants are now a standard part of our ADMISSIONS policy and screening process. This past year, a total of **228** Criminal Background Checks were conducted on tribal members seeking admission to our various housing programs. We averaged about **18.5** checks per month. Of that total, only **3** were determined to be IN-ELIGIBLE for housing because of their criminal background.

Applications. This past year, **361** families sought applications for Housing Assistance (all programs) from the Housing Department. This is up **78** over last year’s total of **283**. Of those **361**, **34** were turned down for various reasons leaving **327** for placement on the waiting lists. A break down of those **327** applicants placed on the waiting

list were: Elderly Housing 11, Low Income Rentals 102, Homeownership (Low Income Housing Tax Credit) 48, Homeownership (Mutual Help) 16, Rental Assistance 33, Shelter Services 117.

Shortage of Housing. To meet the needs of those 361 families seeking housing, we had a turn over rate of just 66 units in FY99. Of that total, only 64 units were renovated and made available for occupancy. The others were under repair. One thing we must all be aware of and that is, the demand for housing by the Menominee people this past year exceeded our capacity by nearly 460% (compared to 300% last year). More specifically, this past year nearly 300 families who were seeking housing assistance of one type or another could not be served.

HOME SALES - The Housing Department, in conjunction with the Wolf River Development Company (a tribally chartered business), now offers new home sales through its WICK Homes dealership. We have built a very nice model home to showcase the quality of workmanship we offer with these homes. Our model is located just past the Keshena Primary School on State highway 47/55. While open and staffed with a full time sales representative, we also offer periodic "open house" events for interested homebuyers. For those "serious" buyers, the Housing Departments Loan Coordinator is available to help with homebuyer training/counseling, and can also provide tribal members with valuable information on the various home loan products available. A key component of this initiative is that Tribal members are eligible for a 3% discount (off of the total sales price of the home).

HUMAN RESOURCES

Jon Wilber, Director

It is the mission of the Human Resources Department of the Menominee Indian Tribe of Wisconsin to...

- Partner with all departments and programs to recruit, select and retain high quality employees
- Provide individual employees access to every resource and opportunity available to help them achieve the highest level of success in their position
- Work as a team to develop and apply policies, benefits, training and development opportunities and employee recognition strategies that foster a spirit of success, knowledge, cooperation and satisfaction within all departments

During this fiscal year, the Human Resources Department continued to manage the Tribe's personnel, training, development, compensation, benefits and job training functions. These functions include recruitment and hiring of new employees, orientation programs, the compensation schedule, medical insurance, property insurance, workers compensation, death benefits for Tribal members, unemployment compensation, random drug testing program, background checks, the employee assistance program, the complaint and grievance processes, and the Job Training Contracts of JTPA, Welfare to Work, and Native Employment Works.

During this fiscal year, both the Director and the Training and Development Coordinator resigned to pursue other employment opportunities. Diane Holschuh was hired in May of 1999 as the Training Manager and Jonathan Wilber was hired in July 1999 as the Human Resources Director.

During this fiscal year the Human Resources Department initiated four major projects that will continue into the next fiscal year. First, many processes within the department are being reviewed for effectiveness and modified for improvement. These include the pre-screening, interview, orientation, evaluation, grievance and complaint process. Second, the function of the Training and Development Department is being expanded in staff and purpose to not only assist with routine and required training but also to provide expanded opportunities for staff development and assistance to departments with conflict resolution. Third, the department has continued to investigate measures to control the rising cost of the health plan. Plan utilization data is being analyzed. A contract has been arranged with a consultant familiar with health networks in this geographical area. The consultant will assist Human Resources to implement measures that will contain costs that have been rising at unpredictable levels. And finally, the department solidified the move of JTPA into Human Resources and began the process of developing a new department known as the Job Training Programs. The Job Training Programs replace, in title, the JTPA department and is now a permanent component of Human Resources.

The following is a summary of the activities that occurred in the various areas of the Human Resources Department during the period 10/1/98-9/30/99:

PERSONNEL DEPARTMENT, Bernard Kaquatosh, Manager	
HEARINGS CONDUCTED	51
Complaints	16
Grievances	26
Unemployment Compensation	9

POSITIONS FILLED	135
Managers/Supervisors	5
Technical Professional	41
Clerical	34
General Labor	55
SEPARATIONS OF EMPLOYMENT	161
Resignations	61
Discharges	100
DRUG FREE WORKPLACE TESTS	521
Random Drug Tests	445
Employee Assistance Program Tests	19
Reasonable Suspicion Tests	5
Pre-Employment Drug Tests	52
CONFIRMED POSITIVE TESTS	19
Positive for Marijuana	11
Positive for Cocaine	8
EAP REFERRALS	30
Administrative Referrals	24
Self Referrals	6
Successful Completions	15
Unsuccessful Discharges	2
Continuing in Program	13
EMPLOYEE DEMOGRAPHICS AS OF 9/30/99	
TOTAL EMPLOYED	735
Regular Part Time	48
Temporary part-time	33
Regular Full Time	654

<u>Category</u>	<u>Number</u>	<u>Percentage of Total</u>
Males	229	31%
Females	506	69%

<u>Tribal Affiliation</u>	<u>1998-1999</u>		<u>1997-1998</u>	
Menominee	500	68%	556	76%
Descendant	44	6%	31	4%
Other Tribe	30	4%	17	2%
Non Indian	<u>161</u>	22%	<u>130</u>	18%
TOTAL	<u>735</u>		<u>734</u>	

BENEFITS/COMPENSATION/INSURANCE, Marcia Whelan, Manager

This information includes the Gaming/Hotel operation whose benefits and insurance programs are administered by the Tribal Human Resources Department.

Health/Life/Disability

Health:	<u>Total Cost</u>	<u>Insured Employees</u>
FY 1997	\$4,095,224	831
FY 1998	\$5,138,411	931
FY 1999	\$6,604,841	969

Life:	<u>Claims Processed</u>	<u>Total Paid</u>
Employee	3	\$62,000
Dependant	1	\$2,000

Disability:	<u>Total Claims Paid</u>	<u>Average Weekly Employees</u>
FY 1997	\$187,483	12
FY 1998	\$239,538	22
FY 1999	\$212,021	18

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

FY 1997 Savings = \$158,000
FY 1998 Savings = \$333,497
FY 1999 Savings = \$403,945

The annual fee paid to AHC for their services in FY 1999 was approximately \$40,169.

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 1999.

GAP Medical Plan

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 provided in lieu of Medical Assistance.

	<u>Claims Paid</u>	<u>Participants Covered</u>
FY 1997	\$171,822	194
FY 1998	\$205,437	170
FY 1999	\$193,741	155

Burial Insurance Benefit

The burial insurance benefit program continued. Under this program, a \$3000 burial benefit and a \$125 wake assistance benefit are provided to families of deceased tribal members.

	<u>Claims Paid</u>	<u>Families Served</u>
FY 1997	\$253,090	83
FY 1998	\$178,688	58
FY 1999	\$136,334	46

401k Retirement Plan

The participation rate for the 401k plan remains around 55%. 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.

	<u>Plan Assets</u>
FY 1997	\$5,254,892
FY 1998	\$6,073,529
FY 1999	\$7,963,000.

The plan was audited and an Annual Report Form 5500 was filed with the IRS in July 1999.

Section 125 Premium Only Plan

The Tribe implemented a Section 125 Premium Only Plan August 1, 1999. This plan allows employees to pay for their health insurance and voluntary insurance benefits on a pre-tax basis instead of with after tax dollars. This saves the employees social security and income taxes and also saves the Tribe money by paying less in payroll taxes (social security, unemployment and medicare). The estimated, annual savings for the Tribe is approximately \$59,000.

Worker's Compensation Plan

The Tribe continued the self-funded worker's compensation plan this fiscal year and total saving for the year was \$149,597. Berkley Administrators, Minneapolis, MN remained the third-party administrator for the plan.

	<u>Total Claims</u>	<u>Total Paid</u>
FY 1997	270	\$ 83,864
FY 1998	306	\$155,646
FY 1999.	230	\$107,078

Occupational Health

An occupational health nurse has been placed at the gaming operations. This nurse is an employee of Theda Care and has a service contract with gaming. Her primary responsibilities include employee education, return-to-

work/light duty program, immunizations, safety and occupational health training sessions, and drug testing. She is housed at the hotel.

Property/Auto/Liability Insurance Coverage

Property coverage remained with CNA Insurance Company. Cost and related data are stated below:

<u>Total Premium</u>	<u>Claims Paid</u>	<u>Insured Property Value</u>	<u>#of Insured Vehicles</u>
FY 1997 \$ 79,346	\$ 15,189	\$22,520,143	106
FY 1998 \$ 97,531	\$ 41,733	\$26,383,403	120
FY 1999 \$101,960	\$148,231	\$26,796,448	125

Compensation Plan

The compensation plan that was implemented by the Tribe April 1, 1998 continued as did the GS wage schedule for law enforcement officers which was implemented at the same time.

By motion of the Menominee Tribal Legislature, performance based increases were limited to a 5% increase and were further limited to a 2.5% increase as of July 1, 1999. A cost-of-living increase of 1.75% was given to tribal employees January 1, 1999.

<u>Gross Payroll Amount</u>		
	FY 1997	\$13,676,895
	FY 1998	\$15,638,425
	FY 1999	\$17,350,658

TRAINING AND DEVELOPMENT, Diane Holschuh M.A., Manager

The Training & Development office made a number of important changes this year. The department now consists of a new Training Coordinator and a new Training & Development Manager. The Coordinator's main responsibility is to work with tribal departments who have received grants, contracts, or other funding sources that require mandatory training of employees. The Coordinator researches the grants or contracts; coordinates training that comply; and tracks the training for ease of auditing. The Training & Development Manager's main responsibilities are to manage the mandatory and supplemental training programs, as well as, to plan organizational development. (Organizational Development is the assessing of organizational process effectiveness, developing improved processes, and then assisting with their implementation.)

This year, the Training & Development Department focused on assisting specific departments, such as the Police Department, Conservation, Headstart, Daycare, Johnson O'Malley, and JTPA. We also continued to develop our relationship with the Education Outreach and Extension Department at the College of Menominee Nation, which assisted us and will continue to provide various training programs.

Plans for next year include following:

- Resuming the Supervisory Management Series training program for employees with the College of Menominee Nation
- Providing additional training for all employees
- Marketing the Resource Library to employees
- Establishing a training tracking database
- Establishing a training calendar
- Developing policy and procedures specific to the Training & Development department
- Developing a needs assessment process.

JOB TRAINING PROGRAMS, Stacie O'Kimosh, Manager

The main purpose of the Job Training Programs is to provide training, employment and supportive services to the unemployed and under employed. The following are programs that are administered through the Job Training Programs; JTPA, Native Employment Works, Welfare to Work, JTPA Summer Youth, and Tribal After School Program.

Our purpose is to assist hard to employ participants in finding unsubsidized employment and help them gain economic self-sufficiency. The programs provide job placement services, transitional employment, job retention and supportive services that are needed to make the successful progression into long term unsubsidized employment. Through out the year Job Training Programs assisted 259 participants.

The following is a break down of the 259 participants.

	<u>JTPA</u>	<u>Welfare to Work</u>	<u>Native Employment Works</u>
Total Participants	57	35	39
GED Enrollments	20		
GED Completions	10		
GED In progress	5		
Permanently Hired	17	18	13
Termed Out-not hired	25	9	17
Continuing	15	8	9
Voucher for Partic.	21	29	39
Partic.Voucher \$	\$2378	\$3352	\$3488
Voucher non-partic.	39	50	43
Non Partic. Voucher \$	\$3209	\$4906	\$5316
	<u>Tribal After School Program</u>		<u>JTPA Summer Youth</u>
Total Participants	68		60

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Indian Head Start program planning occurs in a continuous cycle. Throughout the 1998/99 program year, the Head Start program staff have successfully implemented family partnership agreements, individual training plans, and implemented revised component plans to meet the requirements of the different areas of Head Start. The 1998/99 program year also puts a closing on the three-year cycle of program planning and the comprehensive program review will be completed in March of 2000.

The 1998/99 program year also closes with successful improvements to the Head Start buildings. The roofs at both the Neopit and Keshena site have been replaced and additional insulation has been added. At both these centers, all the children's bathrooms have been remodeled, the toilets have been replaced and new linoleum has been installed. New hot water systems have also been installed at both centers. All carpeting in the classrooms at the Dolores K. Boyd Center had to be removed and tile has been laid down. In addition to the building renovations, the program has received three new buses, one of, which has handicap access. The funding for the program improvements came from Aid to Children and Families Agency out of the Chicago Regional Office.

The program year also brought some concerns with the enrollment levels of children at all three Head Start centers. The numbers are as follows: Dolores K. Boyd Center, 116 children enrolled, the Neopit Center, 42 children enrolled, and the South Branch Center had 13 children. The total enrollment was at 171 with 39 openings throughout the program year. Of the total enrollment 23% of the children were identified with special educational needs and received services in the following areas: 27 in Speech and Language, 2 hearing impaired services, 10 with significant developmental delays, and 1 with traumatic brain injury.

Although the South Branch Center carries the enrollment of 12 children, the concern is the average daily attendance. For the 1998/99 program the average daily attendance was at 83%. The 1997/98 attendance was at 77%. For the current program year the average daily attendance remains at 73%. The federal regulations for the Head Start program requires at the average daily attendance remain at 85%. Although there are attendance problems throughout the program, the South Branch classroom is cost ineffective to operate for such a small number of children. It will be analyzed fully if the center will continue to operate and the children will be moved to one of the other centers since the enrollment remains low at both other sites.

It is a current goal for the present program year, 1999/2000, for the administration to complete a community assessment. From the assessment the agency must develop a plan that includes:

1. An assessment of community strengths, needs, resources through the completion of the Community Assessment.
2. The formulation of both mullet-year, long- range and short-term program goals and financial objectives that address the findings of the Community Assessment, that are consistent with the philosophy of Head Start and reflect the findings of the program's annual self-assessment.
3. The development of written plan(s) for implementing services in each of the program areas: Early Childhood Development and Health Services, Family and Community Partnerships, and Program Design and Management.

The Community Assessment is required to be completed every three years as well as the comprehensive review. From these two resources the Head Start program is to set up the updated long-term and short-term goals and objectives. The Community Assessment must include the collection and analysis of the following information about the service area:

- * The demographic make-up of Head Start children and families, including their estimated number, geographic location, and racial and ethnic composition;
- * Other child development and child care programs that are serving Head Start eligible children, including publicly funded State and local preschool programs, and the approximate number of Head Start eligible children served by each;
- * The estimated number of children with disabilities four years old or younger, including types of disabilities and relevant services and resources provided to these children by community agencies;
- * Data regarding the education, health, nutrition and social service needs of Head start eligible children and families;
- * The education, health, nutrition, and social service needs of Head Start eligible children and their families as defined by families of Head Start eligible children and by institutions in the community that serve young children;
- * Resources in the community that could be used to address the needs of Head Start eligible children and their families, including assessments of their availability and accessibility.

From all the resources and information gathered, the results from the Community Assessment will be used to: 1.) help determine the program philosophy, long-range and short-range goals and objectives, 2.) determine the type of component services that are most needed and the program option or options that will be implemented, 3.) determine the recruitment area that will served, determine appropriate locations for centers, 4.) set criteria that define the types of children and families who will be given priority for recruitment and selection, and 5.) in the two years following the Community Assessment, the program will conduct a review to determine whether there have been significant changes in the information given from the assessment.

In conclusion, the Community Assessment results will determine the next three years program goals, objectives, staff educational plans, financial objectives, program options and program improvement plans.

INTERNAL AUDIT DEPARTMENT

Linda Beaversdorf, Director

The Menominee Indian Tribe of Wisconsin has established a centralized Internal Audit function with the authority to plan, develop and administer audits/reviews of the internal controls and operations of all programs and activities maintained and/or provided by the Tribe. The Internal Audit function will focus on monitoring contracts and grants for compliance, financial review of all Tribal activities, and review of program performance.

The Internal Audit function is to focus on monitoring contracts and grants for compliance, financial review of all Tribal activities and review of program performance. Other key responsibilities are 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.

Review/audits are conducted by the Internal Audit Department to assist management with effective discharge of their responsibilities, but do not relieve others in the organization of their responsibility to develop, establish and maintain internal controls. Issues involving cash shortages, theft, fraud and/or non-compliance should be referred to this department.

The Internal Audit department has completed many of the scheduled audits along with some special assignments from the Legislature.

The goal of this department is to establish a resource that is available to all Tribal programs and departments to provide consultation services regarding cash handling, recordkeeping, accounting, safeguarding of assets, internal controls, program issues, etc. It is a belief that addressing problems proactively rather than after-the-fact will greatly benefit the Tribal

JOHNSON O'MALLEY

Pat Tourtillott, Director

In F.Y. 99 we met our goal of providing a program that will give our Menominee students increased awareness to cultural activity projects, self-discipline, self-esteem and an overall better understanding of our communities. Our arts & crafts program is designed for afterschool activities and gives our youth a safe place to come and enjoy themselves as kids. The Arts & Crafts program currently has expanded to four communities on the Menominee Reservation. Our instructor goes to the South Branch Community Building, Neopit Woodland Boys and Girls club, Keshena Recreation Center and the Zoar Firestation. The program was well received in each community.

In F.Y. 99 we served 3,468 students in the various communities. We averaged 289 students per month for instructions. Some of the students attended youth culture camp and pow-wows during the summer months. Students participated in projects such as: beading, drawing, making dancing accessories, making drumsticks, dreamcatchers, etc. We purchased pow-wow tapes, videos, books and magazines that are being used at each center.

In FY 99 we spent \$30,602.36 in our JOM/Culture budget and returned \$5,397.64 back to the Tribal budget. Our Tribal budget is also combined with our JOM budget to provide more services for the Menominee Youth and communities.

LANGUAGE & CULTURE COMMISSION

Rose Wayka

The Menominee Language & Culture Commission was established to provide and promote the revitalization of Menominee Language, culture and learning opportunities for Menominee children and families beginning in the early childhood ages, adolescent, teen and through adult years.

The Menominee Language is a gift from the Creator to the Menominee people and should be treated with respect. Along with language the Menominee have a distinct culture that identifies only as Menominee. There is no other tribal nation in the world who can be recognized as Menominee. The Menominee today are the descendants of the original homelands of our ancestors. Recent archaeological findings prove that the Menominee have existed in this homeland for thousands of years.

With the task of preserving Menominee Language and culture a nine-member commission was established. By doing this the Menominee identity can be kept for generations to come. The office is located in the building next to the Lisa Waukau Residence.

The commission office was involved with several community agencies and tribal programs to assist with incorporating language and culture components into their respective activities.

This past summer several commission members, language and culture teachers and elders were able to travel to the University of Arizona to participate in the Sixth (6th) Annual Indigenous language conference.

The commission director traveled to Universities in Wisconsin to give presentations on Menominee Language and culture to instructors and students. These were done at the request of the universities.

The commission building has a regularly scheduled Monday night session for beginning Menominee learners. These sessions include participation by children, the youngest being nine years of age to adult age. Also, in attendance are elder Menominee speakers who give assistance as to translation or for the learners to hear the fluency that they can look forward to.

The highlight of the past year for the commission was coordinating the First Traditional Elder's Pow-Wow. This was a successful event because both the young and elderly were able to come as families to participate together.

With the financial support from the Menominee Tribal Legislature this will help to ensure that the language and culture will continue to exist for the Menominee people both young and old.

LAW ENFORCEMENT

William Beauprey, Acting Tribal Police Chief

The main goal is to provide 24-hour law enforcement, crime prevention, and detention services to the residents 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 was operating on a Tribal budget of \$1,350,137.00 which included the Dentition Facility, Kitchen, Animal Control Officer and LECO. Also other sources were BIA \$1,208,766.00 Cops Fast \$28,232.61 (ended 5/31/1999), Cops Universal Hire Grant \$87,589.00, Local Law Enforcement Block Grant (computer equipment) \$28,955.00, Assist Victims of Federal Crime \$20,000 and VOCA \$20,000.00.

Patrol Division

The total number of Traffic Offenses and citations issued is presented in the Statistical Analysis. It shows the total number of Traffic Offense/Control Incidents that the officers have responded to or have generated through performing traffic patrol over the roadways.

The department is operating with 13 GSA patrol units leased from the General Services Administration (GSA), there are four units that are Tribally owned. All patrolmen were equipped with new equipment that will make it easier for them to properly complete most types of incidents. The type of equipment put in place is for emergency response, traffic safety, patrol vehicles interior safety, enhancing job performance and assignment completion. It was the intent of the department to issue the majority of the equipment to each individual office making it the responsibility of the officer to ensure the proper upkeep and accountability of the equipment

The department has three shifts per day the hours are as follows: 6:00 AM to 3:00 PM, 2:00 PM to 11:00 PM, and 10:00 PM to 7:00 AM. In the duration of each shift there are four persons on duty. The department currently has a floating schedule of five days on and two days off, then five days on and three days off. Included in the scheduling are the two Housing Security Officers. Their duty is to patrol the housing projects and assist the Department as deemed.

Statistical Analysis

Some of the major cases that we have worked on were the homicides, two suicides, three vehicle fatalities, three arsons in Neopit, and one on the East Line Road. The Tribal Police Chief attended the Mark Fry case, which started in Shawano County. In addition to the above named incidents, there have been sexual assaults, shots fired in domestic violence situations, shots fired in extortion and a drive-by shooting.

Chief Deputy Nolan Mahkimetas stated that we would be getting 66 cases of breaking and entering and theft from Menominee County this year because of the fact that Native Americans were responsible in these cases.

There are still five active murders, one missing person, a housing investigation, and federal cases that will be a carry over from last year.

Investigation Summary

Homicides	5	Suicides	2
Rape of a Child	1	Sexual Abuse of a Child	6
Sexual Abuse	1	Sexual Assault-Sodomy	1
Statutory Rape	2	Rape	3
Sexual Assault	2	Unlawful Intercourse	1
Fondling	1	Indecent Exposure	1
Neglect	1	Found- Missing Person	1
Aggravated Assault	7	Domestic Violence w/Shots fired	1
Assault	1	Simple Assault	8
Damage Property	12	Damage Property- domestic Violence	6
Larceny-from Building	13	Larceny- from Yard	6
All other Larceny	14	Disorderly Conduct	1
Cocaine, Marijuana	2	Barbiturate	1
Extortion	1	Extortion w/ Firing weapon	1
Drive By Shooting	1	Arson	4
Fire	3	Fire Damage	1
Theft	1	Burglary	13
Vehicle Theft	4	Break-in	1

Fraud	1	Forgery	1
Harassment	1	Telephone Harassment	1
Social Service Agencies	1	Criminal Trespass	1
Escape	1	Suspicious Person- grabbed a person	1
Suspicious Person	1	Assisted State	1
Federal Subpoena	4	Transport of Federal Prisoner	26
Federal Arrest	1	Sexual Assault Pictures for FBI	1
Internals	7		

Investigation Division

The duties of the Investigation Division are to follow up on any and all criminal activity reported to the department by either an officer or citizen. Investigation works closely with the FBI and assists on major crimes. A lot of man power goes into the major crimes with crime scene photography, picking up evidence, taking statements and doing follow up.

The lead investigator has established the duty to assign cases and keep a tracking log. The cases are filed in Tribal, Federal, and State Court. All misdemeanors are filed in the Tribal Court. All of the major cases are filed in Federal Court. The Investigation Division was busy this year, with crime rates going down off the reservation we have found the crime rates to be rising on the reservation.

On December 30, 1998 Officer Nathalyn Waupoose completed her criminal investigation training in Glynco GA. October 5, 1999 Officer Scott Wouters completed his investigator training at the Federal Training Center in Glynco GA. Currently Officer Matthew Reinke is attending Federal Investigator School at the same center.

Homicides were up five this year, which is a sharp increase. It is anticipated that approximately 55 cases will be federally reviewed or charged in 1999. These statistics were generated from the records during January of 1999 through October of 1999.

Jail Division

The Jail has had its turnovers this year. The Acting Jail Administrator retired. The staff now is inexperienced. We have personnel to train new employees on policy and procedures. We are progressing on up grading the computers and training staff. We are revising the Policy and Procedure Book and Inmate Handbook. The current staff has had DATT training. We have applied for grant funds to purchase a Cardscan system (finger printing electronically.) We are currently researching for funds for upgrading the jail. Through the year we had 1,298 adult arrests, 507 juvenile arrests for a total of 1,805. Inmates' canteen purchases from Merrill Distributing amounted to \$2,116.91 and from Pepsi – Cola Bottling Co., \$586.40

Kitchen

For fiscal year 1999, 32,216 meals were served through the Menominee Tribal Jail Kitchen, including adult, juveniles and the jailers. The food vendors were SYSCO Foods, Tribal Supermarket and Edward's Distributors. The food bills were \$41,352.00.

Accomplishments

In the past year, the Department has been organized into a more professional atmosphere. There has been an increase in the visibility of Police Officers patrolling in the community, which has resulted in a decrease in crime throughout the reservation. The Department has been recognized positively by other Law Enforcement Offices as being accessible to the community both professionally and personally.

We have two investigators that have completed Crime Investigations Certification. Two officers have been certified as FireArms Instructors, as well as two being trained as Defense and Arrest Tactics Instructors. There has been an increase in certification of a better-trained officer. This in turn is helping to bring the department up to G.S. scale. The department had some chain of command changes, which resulted in an affective and organized working environment. This change has resulted in a more positive working relationship with community resources and other tribal departments.

The Neopit precinct at this time is unused and plans are to re-establish the building to full operation.

An ordinance to prohibit the consumption of alcohol in public places was introduced to the Law & Order Committee.

With the help of the department's chain-of-command and Human Resource Department, the Department is being brought up to the standards of the CFR 25 and 68 BIAM (Code of Federal Regulations and Bureau of Indian Affairs Manual).

The Local Law Enforcement Block Grant will be used to purchase four computers for the Neopit Precinct, upgrade the software that will enable the Dispatch Communication Center to communicate vital information to officers, and purchase a computer with Remote Playback Station for domestic violence.

Attempts to engage the community in crime prevention initiatives has and continues to be a major task of the Law Enforcement Community Organizer (LECO). The Police Chief attended the Community Analysis and Planning Strategies (CAPS) training with high expectations to find answers to some of the more perplexing barriers to success. LECO works diligently with a consortium of professionals representing neighboring tribal communities to address the gang problems.

Areas that have been successful were the series of co-ed softball games by the Menominee Tribal Police Department. Teams from different agencies on the reservation were invited to play a friendly game of softball against the Tribal Police. It was a great opportunity for the community to interact with the police department in a non-threatening manner. The highlight of these games was the game played against the Shawano Police Department, which was done to help raise funds for our Shop with a Cop Program.

The Shop with a Cop program was a huge success. We were able to take nine (9) economically disadvantaged children shopping for Christmas. The shopping took place at the Shawano Wal-Mart Store. We raised enough money to allow children to spend approximately \$90 on themselves and their respective families.

The Police Chief worked on the implementation of "Safe Homes". An ordinance was passed freeing people from liability if they are commissioned to act in the capacity of rendering assistance to an individual.

The biggest and most insurmountable problem thus far has been communicating information regarding the fear of crime and engaging in the community in crime fighting initiatives. Menominee Crime Stoppers sponsored an informational dinner to orient the community to the crime stoppers program.

Crime Victim's Advocate attended a National Organization of Victim Assistance held in Los Angeles CA. She also attended a national conference in Tulsa Oklahoma. These conferences focused on the next Millennium. Also discussed the need for increasing the Crime Victims fund for year 2000. At present, she has created a close working relationship with Tribal Investigators, FBI Agents, US Attorneys, and Tribal Police Officers and County Agencies. The Crime Victim Specialist assisted twenty-three victims from crimes such as survivors of a double homicide, domestic violence, drowning, assault, sexual assaults, code brown, DUI/DWI crashes and breaking and entering.

K-9 unit: We have two Canine Units for drug searches, fugitive apprehension, and building and area searches. The animals are Officer Gill Von Der Schopf (Gill) - a Schwarz-gelb. Officer Gill will be handled by Officer Louis Moses III. The other is Officer Red who will be retrained with Officer Jerrit O'Kimosh. Officers O'Kimosh and Moses have annual re-certification training through Steinig Tal Kennels in Campbellsports Wisconsin.

The Animal Control Officer had 1,149 incidents regarding dogs. He is working hard to establish a kennel for dogs that are seized and impounded. With the help from the Community Development Department they are searching for land that could be made available for the kennel. This would assist us to be in compliance with Ordinance 81-16 "Dogs".

LEGISLATIVE STAFF SERVICES

Royal Warrington

The office of the Legislative Staff Services serves as the 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 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 an 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 provide office workspace, equipment 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 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 153 separate main committee meetings in fiscal 1998-1999.

LIBRARY

Sally Kitson

From various sources it is learned that circulation is down in some libraries and even in some cases, much larger libraries than ours. Don't panic. This does not necessarily mean that reading or study is down. Instead, what is happening in our library, as well as others, is that the methods of study and research are changing and the access to these methods is expanding. People no longer rely as much on books alone as they do on other sources, one being the internet. Libraries are rapidly moving away from the traditional process of patrons actually coming into the library building, perusing the shelves for wanted material and checking it out at the desk under the wary eye of the librarian.

The Menominee Library has been moving right along with the trend. It was last year that we became the Menominee Reservation Volunteer Income Tax Assistance (VITA) site. What a nightmare! This year being older and smarter we were able to iron out the glitches sooner and assisted over 400 people with the program. About 90% of these were electronically filed with a rate of refund return of about two weeks. Another program that is related to this is a tax assistance program for elderly people, handled separately due to usually different kinds of income. At this point we are unable to provide this program. However, we are working on getting it in for the coming year so if there are any elderly people out there looking for something to volunteer for give us a ring.

The computer use for internet access has zoomed. Presently we have one high resolution, high speed (this means a really great picture pops up really fast) computer in the meeting room which is in constant use. We also have five other computers that have low resolution and low speed and which are about to be given last rites and taken to the dinosaur graveyard. We are working on getting new computers to replace them. Hopefully, we will soon have computers with internet access in the main room and in the children section.

Our Summer Reading Program continues. This year we participated in the first annual summer activity for youth meeting held in March. It was a coordinated effort of all programs that offered a summer schedule of activities to young people. The various programs, in conjunction with the Menominee Nation News and the Menominee Public Relations, were able to produce a newspaper insert, booklet and an organized registration day making the overall summer programming a success. Our summer reading program was bigger than ever.

The library is looking into the possibility of acquiring a software program for the cataloging of the archival material. Previously, we were listing the material on the computer through word processing. The newer program is pretty slick allowing cataloging, researching, viewing and printing of the material. We are exploring grants that would provide us funds for a scanner. The scanner would be able to make the process even more efficient. We still get significant donations to the Menominee Archives and are truly grateful for every piece we get.

Finally, we still offer all the services that we have in the past. Tutoring, reading programs, inter-library loan, copy service, faxing, word processing, a meeting facility and internet. As I stated before, one does not have to come to the library to see what we can get for you. The library and all libraries in the area along with other major catalogs can be accessed through the Nicolet Federated Library System homepage. The address is <http://www.nfls.lib.wi.us> On this site you will see our system catalogs, Badgerlink – access to over 4,000 magazines, newsletters and newspapers, WISCAT – bibliographic records for 1125 libraries of all types throughout Wisconsin along with University libraries and others. If we don't have it we'll find someone who does. So while your surfing around on the web look us up and don't forget to keep reaching for the books and READ, READ, READ.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

The office is staffed full-time with the Licensing and Permit Director and Administrative Assistant (Karla K. Kitson) to provide the following services for the Menominee Indian Nation:

The Licensing and Permit Department (LP Department) provides services for licensing automobiles and all-terrain vehicles. Permits are issued for construction, tobacco, rafting, minnowing, food, fireworks, instant bingo winners, and bingo operation. Licenses are purchased through our department for dogs, cats, hunting and fishing. We are authorized by ordinance to give identification cards for Tax-Exempt, Hunting/Fishing and Descendents. Miscellaneous items are kayak wristbands, laminations, deer, dog and cat tags.

On September 23, 1998 Oneida Tribe Compliance Division Department had one day training with our Licensing and Permit department to help prepare them for their grand opening ceremony in March of 1999. Our LP Department was formally invited for the honoring of this special occasion and for our recognition of helping a brotherly nation in establishing a licensing program with the State.

On January 1999, the amendment of the Food Handling Ordinance was passed with more safety standards for the protection of the Menominee Indian Tribe. With certain stipulations recommended for the public to adhere to, it had affected our Licensing and Permit department's existing application, which required the application to be changed to meet the standard of the new Ordinance.

On March 3, 1999, the Licensing and Permit Department had started issuing Wisconsin Department of Transportation Temporary Plates to comply with the state budget bill that was passed on September 1, 1998, that all cars and light trucks will have to display license plates in order to be operated. We received a free supply of cardboard temporary plates from WisDOT, shipped with complete instructions on issuing, record keeping and re-ordering. The cardboard plate will be valid for 90 days, and displayed on the back of the vehicle. Most temporary plates will be free from our department if they have purchased Menominee Nation plates. Occasionally, we will have to charge \$3.00 for those individuals that have purchased a vehicle from a private owner that does not have access to a temporary plate.

On July 1, 1999 the Menominee Tribal Legislature passed a motion to approve the request of Licensing and Permit to assess a \$10.00 late charge for delinquent renewals effective as of October-1-1999. This is to include all automobiles, motorcycles, mopeds, motor homes (all weights), and truck registered at 8,000 pounds gross weight or less. It applies not just to auto plate types, but also to all renewable special plates that have real registration of Veterans, Combat Veteran, Municipal, and Personalized.

On July 1, 1999 the Menominee Tribal Legislature passed a motion to approve the Collector Plates for the Menominee Nation. The decision was unanimous and the plates were available for purchase as of October 1st. To qualify for collector plates, you must have at least one other vehicle used for regular transportation currently registered in Menominee Indian Nation. The individual or customer certifies that the described motor vehicle has not been altered or modified from original manufacturer's specifications, is 20 or more years of age, and is being preserved because of its historical interest. Willful misrepresentation of the application is punishable under Menominee Tribal Law as "fraud".

STATISTIC DATA FOR FISCAL YEAR 99

<u>Permits</u>		<u>Vehicles</u>	
Hunting Licenses	179	Personalized	169
Fishing Licenses	190	Car1	1,584
H/F Identification	253	Truck	777
Tax Exempt	739	Motorcycle	20
Descendent-Identification	18	Mobile Home	18

Dog Tags	16	Trailer	24
Construction Permits	81	Municipal	100
Tobacco Permits	15	Veteran	88
Rafting Permits	2	Handicap	99
Minnowing Permits	2	Total	2,879
Food Permits	57		
Firework	5		
Instant Bingo Winner Permits	8		
Bingo Operation Permit	1		
All-Terrain Vehicle Registration	4		

OF THE TOTAL 2,879 THE FOLLOWING SERVICES CONDUCTED

Title	1,127
Liens	299
Replacements Title	49
County/State Tax Fee	1
State Plate Fee	11
State Fast Service Fee	8
Plate Transfer	369
Disabled Card	23
Duplicated plate	28
Total	1,915

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages four loan funds; the Menominee Loan Fund, the Menominee Revolving Loan Fund, the HUD/CDBG Revolving Loan Fund, and the Housing Downpayment Loan Fund. The staff includes the Credit Officer, Assistant Credit Officer, two Bookkeepers, and two Cashiers. 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., Monday through Fridays.

Menominee Loan Fund – This program provides a means for eligible members to obtain financing for personal items and purposes. During the 1999 fiscal year ended September 30, 1999, 1,666 new loans were approved and processed through this fund to eligible members for a total amount of \$999,996.42. As of the end of the fiscal year there were 1,677 loans outstanding with a total principal balance of \$1,177,490.00.

Menominee Revolving Loan Fund – This program provides a means for eligible members to obtain financing for business purposes. Application approvals from this fund are limited to businesses located within the boundaries of the Menominee Reservation. During the fiscal year ended September 30, 1999, there were seven new loan packages approved and processed through this fund for a total credit of \$152,394.22. As of the close of the fiscal year there were 30 business loans outstanding in the aggregate amount of \$507,159.44.

HUD/CDBG Revolving Loan Fund – This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 22 new loans were approved and processed through this fund during fiscal year 1999 for a total amount of \$96,579.00. As of the close of the fiscal year there were 96 loans outstanding under this program for a total amount of \$222,516.10.

Housing Downpayment Loan Fund – This program provides a means for eligible members to obtain financing for the downpayment required by a permanent lender for the purchase of a single-family residence. During the fiscal year ended September 30, 1999 there were three loans approved and processed through this fund for a total amount of \$11,000.00. As of the close of the fiscal year there were six loans outstanding for a total amount of \$14,960.19.

MAEHNOWESEKIYAH TREATMENT CENTER

Rose Hoffman, Director

It is the mission of the Maehnowesekiyah Treatment Center to provide culturally specific substance abuse treatment and supportive services for the Menominee community and their families, to be responsive to community needs by providing a comprehensive continuum of services in substance abuse, domestic violence and mental

health and, to promote positive relationships between the Maehnowesekiyah Treatment Center, resource providers and the community.

Maehnowesekiyah's outpatient and residential programs are certified and licensed by the State of Wisconsin and nationally accredited by CARF. Psychological, Psychiatric, and addictions programming are available on site. A new day care center is currently under construction in the lower level of the Maehnowesekiyah Treatment Center with completion expected in December of 1999. This center will greatly enhance our ability to further meet the needs of parents and children in the community. Our Treatment Center is in the process of expanding services to adolescents and children and we expect to implement a program by the end of the next fiscal year. There is a critical need for residential treatment facilities for youth and shelter facilities for victims of domestic violence.

Maehnowesekiyah offers a comprehensive range of treatment services to meet the needs of the community and clients. These include prevention, intervention, residential, intensive treatment, education and support. An aftercare component for adults and adolescents offers structured support for individuals who have completed a treatment program. Supportive services such as child-care and transportation are also available. Services to children of parents in residential treatment have been expanded with emphasis on cognitive, communication, and social skills.

We currently have a staff of 47 employees, two of whom are part-time. Eight of our twelve Counseling positions are now Certified Counselors. The remaining four positions are filled by Menominees who are Counselor trainees. This is a result of our efforts to recruit and train Menominees in the substance abuse field. Three Menominees are currently employed in our childcare unit. One has achieved status as a Day Care Teacher and the remaining two are currently enrolled in the required training and will be Day Care Teachers by the time we begin recruitment for our expanded Day Care Center. Psychiatric, Psychological and Addiction consultants are available on site, along with family therapy and marriage counseling.

A total of 291 unduplicated persons, 281 of whom were Native American, were served in our treatment components for the fiscal year ending September 30, 1999. Roughly 55% had no prior treatment. While 82% had a primary diagnosis of alcohol abuse/dependency, 76% of those admitted had other issues that needed to be addressed in treatment. There were 125 females admitted compared to 166 males. Of the females, 7% were pregnant upon admission. Of the 291 admissions, 144 reported children living with them. The average number of children per client was two. Maehnowesekiyah is serving an increasingly younger population based on comparisons of data from previous years. Of those admitted to treatment, 98% are under the age of 54 years and 68% are age 35 years and younger. Unemployment and low income continue to be issues for our client population and approximately 62% do not have adequate health care coverage. Referral sources include; (1) Other Providers at 21%, Criminal Justice Systems at 43%, Employers at 16% and Family/Self referrals at 20%. Forty-one percent of individuals using our services are voluntary. Involvement of family members and others in the client treatment is strongly encouraged by our Treatment Center. Our experience rate for their participation in the client treatment was 40% for FY1999. We would like to see this rate improve to at least 75% in FY2000.

Our Prevention Department continues to be active in the schools and community. As a part of the intervention services, weekly classes are provided in the school setting, where 158 unduplicated youth were involved during FY1999. This Department organizes the majority of Maehnowesekiyah's larger community events, including AODA Awareness week. There were four major community events held during this fiscal year with an average of 168 community members participating in them. These events are a major factor in carrying our commitment to provide alcohol & drug education to the community. A total of 159 unduplicated youth were served in our T.R.A.I.L.S. program in addition to 238 in the Adolescent program. Seventy-six youth participated in our field trips and youth initiative programming. The monthly newsletter continues to be provided to youth and the community.

Sixty-four individuals were served in our residential programs. Both programs provided intensive treatment, social, education, and support services to individuals. Services to children of parents in residential treatment have been expanded with emphasis on cognitive, communication, and social skills.

Evaluation results demonstrated that the children made progress in all areas of child development. The adult residential population demonstrated an improved understanding of the causes and effects of substance abuse, decreased substance abuse, better family relationships, and improved health care. Even those clients who did not complete the residential treatment program demonstrated improved knowledge and decreased substance use.

The completion rate for clients admitted for treatment is at 59% for FY1999. Motivational factors have a role in early discharge. Clients who are involuntarily admitted because of impending jail time or fines are not as motivated and will drop out of the program once the threat is removed. Along with voluntary admissions, clients who are at risk of losing their jobs or their children seem to be better motivated to complete the program.

Exit and post-discharge follow-up are completed and provide feed back to the program. This data is used in the management and planning process. In terms of satisfaction with the overall treatment program, 78% of the clients responding felt the program was above average to excellent. 21% said the program average and 1% felt the program was poor. 98% indicated the program met their needs and that the accommodations and facilities were adequate. An average of 95% of the clients rated staff at above average to excellent for encouragement, treatment and fairness. Native American culture and tradition is critical to the healing process. Clients completing the program indicated that they have learned more about traditional Native American culture in treatment and that it helped them in their treatment and recovery. Important to them were traditional teachings, smudging, meditation, praying, listening to flute music, language, and the sense of a higher power. Suggestions for improvement included having additional cultural/spiritual activities, one-to-one sessions, and increased leisure-time activities in the residential programs.

The staff employed at the Maehnowesekiyah Treatment Center look forward to serving the Menominee community and people in the coming year. We believe all resources, together with our Tribal leaders and community people, need to be involved in the fight against substance abuse so that our families and children can live a fuller life, free from chemical addiction. There must be a vision of wellness that the community seeks and then, and only then, will we begin to see inroads made in the fight against alcohol and other drug abuse.

MAINTENANCE

Dick Dodge, Director

As always, this past year, the Tribal Maintenance department has been very busy. 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 Clinic, Program Attorney's building and the Law Enforcement Center. However, we continue to assist the following buildings whenever needed: Maehnowesekiyah, Business Center, Tribal School, Headstart (Neopit & Keshena), Food Distribution, Gaming Commission, Daycare, Senior Centers (Neopit & Keshena), CBRF and Historic Preservation. All total, there are 19 buildings that we either are responsible for or assist.

The Maintenance Department consists of the maintenance supervisor, 1 office manager, 1 secretary, 8 housekeepers, 3 maintenance workers (separate sites), 1 switchboard operator and 2 maintenance workers that work throughout all the tribal buildings. We also utilize workers through JTPA, GAP, and summer youth workers. All personnel are required to attend monthly meetings and are trained in areas that pertain to their positions.

Some of the services we provide are the daily maintenance and general upkeep of the buildings, snow removal, lawn and groundwork. Our department is continually updated by the purchasing 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 daily housekeeping is an ongoing and continuous process. Following is a brief summary of accomplishments in some of our buildings this past year:

TRIBAL HEADQUARTERS - Due to the additions and/or expansion of some departments, some offices have been relocated. Offices were cleaned, painted and new carpets installed. Some offices required renovating before they were completed. Concrete slabs were poured for the LP tanks. A new parking lot was made to help alleviate the parking problem.

LAW ENFORCEMENT CENTER - A DDC (direct digital control) system for the heating/cooling and ventilation within the building was installed. The fire sprinkler system was expanded. A new heating and ventilation system was installed in the kitchen. Major repairs were completed to the large LP gas tank. The annual BIA inspection was completed.

TRIBAL CLINIC – A new underground sprinkler system was installed. The DDC (direct digital control) system for heating/cooling and ventilation was completed. Throughout all of the buildings, we have started to install a new type of LED exit light. They are more cost and maintenance efficient than the older models. We have also started to replace the lighting and ballast in the buildings for the same reasons. An environmental inspection is required on an annual basis for all of the tribal buildings. This inspection is completed by the Environmental Services Director.

MANAGEMENT INFORMATION SERVICE

Annette Cook, Director

The Management Information Systems (MIS) Department is an internal services department within the Menominee Tribal structure. The Department has been in existence since November 1985 providing computer support services to Tribal Departments. This past year has proven to be one of many changes for the MIS Department. After many years, Rod Boivin left the position of MIS Director in February 1999 to take a position with the Menominee Casino/Bingo/Hotel. Annette Cook who has been with the Department for the last nine years took over as the MIS Director on February 12, 1999. Regina Warrington left the Department in March to take a position with the Menominee Tribal School.

The staff changes within the MIS Department provided an opportunity for restructuring the Department to better serve the needs of the Organization. This restructure established three separate divisions within the MIS Department; these divisions are Service, Programming and Training. Within the Service Division, an internal Help Desk was formulated. A Technician who attempts to resolve computer problems via the telephone staffs this Help Desk. If the problem can not be resolved at this level, a Technician is then assigned to the call for resolution. The Service Division has been putting in a tremendous effort to ensure that the Tribe's computerized systems will be Y2K compliant. This involves testing each computer to determine compliance and if needed upgrades and patches installed.

FY99 service calls amounted to 5264, which is a 16% increase over the previous fiscal year 4557. With the installation of the Help Desk, we are hoping that more service calls will be resolved at this level thereby lowering the response time for service calls that need resolution by a visit from a Technician. We will also be looking at increasing the number of Technicians in the Department to alleviate this problem area.

In September 1999, the Programming Division established the Menominee Indian Tribe's presence on the World Wide Web. We applied for and received the domain name of WWW.MENOMINEE.NSN.US at which time, work began on the development of the Tribe's Web Pages. Due to a lack of necessary equipment and communications ability, the College of the Menominee Nation is hosting the Tribe's site. Once the MIS Department has all hardware, software and communication lines in place, the site will then be hosted in-house. The Programming Staff has also been very busy updating all existing databases to ensure that programs developed internally will be Y2K compliant.

The Training Division has also expanded offered services and classes during the last fiscal year. As of September 30th, there have been 351 students going through various software-training programs in the MIS Classroom. If the same amount of students had taken these classes in Green Bay, the registration fees would have been \$225.00 per student. Based on these figures, the classroom saved the Tribe a total of \$78,975.00 in registration fees alone.

During the next fiscal year, the Classroom will be moved into a larger area allowing for an expansion of class openings and giving us the opportunity to provide even more services in this area.

During the upcoming fiscal year, the MIS Department will explore the development of an Organization-wide computer network. This type of Wide Area Network will allow all connected locations the ability to electronically send and receive documents, email messages, and conduct video-conferences to name just a few possibilities.

The MIS Director submitted Y2K compliance reports to the BIA during the month of March 1999. This report involved an inventory of all computer systems that are being used in BIA funded Departments or those that are doing BIA grant work. Because of these report submittals, the Tribe was notified in August that we would be receiving 87 new computers from the BIA. The Tribe should be receiving these computers sometime in November at which time we have 30 days to complete the setup and installation.

MENOMINEE AUTO SERVICE CENTER

Wilmer Peters, Jr., Interim Manager

The goal of the Menominee Auto Service Center is to provide certified automotive technicians for vehicle service and repair for the Menominee Indian Tribe and surrounding areas. These services include but are not limited to: GSA vehicles, break jobs, engine and transmission repair, exhaust work, towing service and electrical diagnostics. These services are provided in an efficient and profitable manner being consistent with sound management practices.

The Menominee Tribal Legislature officially chartered the Menominee Auto Service Center on November 21, 1996, with the passage of Ordinance No. 96-24. At this time two loans, for a total of \$325,000.00, were taken out for the initial construction and start up costs. In 1999 the loans were consolidated, for a new total of \$297,434.93, to lower the monthly payments and have had a positive effect on the cash flow.

In 1999 an audit was conducted by the Menominee Tribal Internal Audit department, which resulted in the strengthening of many internal controls. As a result, an internal accounting software package has been implemented which alleviated the added expense of an external accounting source.

There has been a 31% increase in Sales over 1998 figures which has allowed the annual Tribal budget for FY 2000 to decrease 59% from FY 1999.

The Menominee Auto Service Centers staff includes three full time mechanics, one part-time bookkeeper and two participants of the School to Work program. This part time program enables the Menominee Auto Service Center to give high school students hands on experience in automotive repair.

The Menominee Auto Service Center will focus its marketing efforts in the next fiscal year on individual and Tribal vehicles that are being serviced off the reservation. We must keep these Tribal dollars on the reservation by having competitive pricing and provide quality work. The Menominee Auto Service Center currently provides services to various programs within the Tribe. Our goal is to provide quality service to Tribal programs, Tribal members and the surrounding area.

The future looks bright for the Menominee Auto Service Center. Sales and service are inclining and expenses are leveling off, with the exception of the Health insurance. The increased sales are having a positive impact on the statements and cash flow. This profitability will enhance the selling appeal of the Service Center in the event it is sold to a Tribal Member in the future.

MENOMINEE NATION NEWS

Yvonne Kaquatosh Aragon, Editor

Goal: It has been the goal of Menominee Nation News (M.N.N.) to publish a paper twice a month to inform tribal members of any changes and updates within our community. It has also been the goal of M.N.N. to service Tribal Government by assisting in publishing all public information. The annual income goal for FY '98-'99 was set at \$52,727.00.

Narrative: The Menominee Nation News has adjusted quite well since being excluded from the Indirect Cost Pool in June 1998 (via the Inspector General's office). This was the first full year the Menominee Nation News has operated under new billing procedures with the individual tribal programs. As an added incentive to fellow programs, we offer a 15% discount for advertising, provided the information is submitted by deadline. There is less confusion amongst the Tribal Programs who were covered under Indirect Costs and are now charged for certain notices, which are published in the Menominee Nation News. Regardless of the change, the Menominee Nation News staff is always available for news coverage at the Program Director's request for community related events.

A bi-monthly publication has been printed since January 1, 1989. Twenty-four issues were published during FY '98-'99. The November 5, '98 issue was mailed to each enrolled tribal member 18 years of age and older. There were 5,577 papers mailed to enrolled members informing them of the Annual General Council. This is in addition to our regular bi-monthly subscription mailing of 234 for the November 5th issue and 345 for the November 19th issue. A total of 6,156 papers were mailed for the month of November 1998.

The three main goals/objectives that were set for 1998-1999 include: 1) To publish all notices and articles submitted by departments and the various organizations within the community. 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 (MTL) - informing community members as required by motion. An M.N.N. staff reporter attends regular meetings of the MTL and ensures that legislative actions/information is published in a timely manner; and 3) The revenue projection for FY '98-'99 was set at \$52,727.00. The actual revenue generated was \$8,005.26 above projected income - bringing the annual income to \$60,732.26.

There is a 15.18246% (\$8,005.26) increase from the overall projected revenue; and a 7.69451% (\$4,673.05) increase from the previous year (FY 97-98).

The three (3) areas where revenue is generated, include: Subscriptions - \$8,720.00; Advertising - \$42,781.78; and Sales - \$9,185.15. We have included one (1) miscellaneous or other line where we generate a much smaller amount of revenue via NSF checks and reproduction of photos. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request reprints of photos published in Menominee Nation News.

Subscription: The subscription income projection was set at \$11,140.00, with a total of \$8,720.00 received. The Subscription income was below projected revenue by \$2,420.00. 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 465 active subscriptions as of November 12, 1999 - 98 first class subscribers; and 367 at the 3rd class rate. Included in the 3rd class mailing are: 89 business subscriptions; and 38 newspaper exchange. Overall, our subscription revenue reflects a 21.7235% decrease over the projected revenue.

Sales: The sales income projection was set at \$7,722.00 with a total of \$9,185.15 received. The Sales income was above the projected revenue by \$1,463.15. We currently have twenty-six (26) distribution points - ten (10) locations in Keshena (1 location-complimentary to Senior Citizens); four (4) in Neopit (2 locations-complimentary to Senior Citizens); eight (8) in Shawano; one (1) in Gresham; one (1) in Bowler; one (1) in Stockbridge; and one (1) in Milwaukee. There is an increase of 18.94787% in sales.

Advertising: During the past year, M.N.N. generated \$42,781.78. The projected amount was \$33,865.00. There is a 26.33037% increase or \$8,916.78. Increasing the monthly advertising revenue is an on-going 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 applies to specific ad sizes and does not include 1/4, 1/2, and full-page ad due to the fact that a discount (approximately 25%) is already incorporated with these ad sizes.

MISCELLANEOUS/OTHER: This is a new listing to revenue. We generate a much smaller amount of revenue via NSF checks and reproduction of photos. Our program receives \$5.00 for each check returned NSF and we charge a small fee to customers who request reprints of photos published in Menominee Nation News. We received \$45.31 during FY 98-99 in this particular account.

DEPARTMENTAL CHANGES – Staff - Since the last report, two staff changes were made. Ms. Devan Miller was hired on February 22, 1999 to fill a vacant secretarial position; and Ms. Llona May was hired as a Reporter/Copy Editor on March 8, 1999. The former reporter, Kamay Dickenson resigned the end of January 1999. 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 - 15 years (12/12/84); Llona May, reporter - 8 months (03/8/99); Mike Wilber, Reporter/Copy Editor - 4 years (11/27/95); Jonathan Wilson, Layout/Design Technician - 3 years (10/29/96) and Devan Miller-secretary 9 months (2/22/99). Jonathan Wilson's scope of duties became more complex so there was a need to change the title of his position during FY '98-99.

Printing Cost Report FY'98-99

The monthly accounts payable breakdown for printing charges incurred for FY '99 are as follows:

<u>Monthly Print Dates</u>	<u># of Pages</u>	<u>Charges</u>	<u>Sub-total</u>
October 8, 1998	16	\$610.43	
October 22, 1998	20	\$779.30	\$1,389.73
November 5, 1998	24	\$1,280.98	
November 19, 1998	20	\$685.54	\$1,966.52
December 3, 1998	20	\$685.54	
December 17, 1998	28	\$834.72	\$1,520.26
January 7, 1999	16	\$610.43	
<u>Monthly Print Dates</u>	<u># of Pages</u>	<u>Charges</u>	<u>Sub-total</u>
January 21, 1999	16	\$588.45	\$1,198.88
February 4, 1999	20	\$752.52	
February 18, 1999	16	\$588.45	\$1,340.97
March 4, 1999	20	\$662.52	
March 18, 1999	20	\$640.54	\$1,303.06
April 8, 1999	28	\$928.69	
April 22, 1999	24	\$834.61	\$1,763.30

May 6, 1999	28	\$1,128.87	
May 20, 1999	32	\$1,140.78	\$2,269.65
June 3, 1999	20	\$740.54	
June 18, 1999	20	\$1,072.16	\$1,812.70
July 1, 1999	20	\$695.54	
July 22, 1999	28	\$1,104.36	\$1,799.90
August 5, 1999	24	\$767.63	
August 19, 1999	28	\$974.72	\$1,742.35
September 9, 1999	28	\$871.06	
September 23, 1999	20	\$696.88	<u>\$1,567.94</u>
TOTALS:	536		\$19,675.26

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 \$1,706.56. The first issue in November was mailed to all enrolled members 18 years and older.

MENOMINEE NATION POW WOW

Margaret Snow

MENOMINEE NATION POW-WOW - This year the 1999 Pow-Wow "Honored Women as Lifegivers". We had two (2) new special areas of heritage added one being the Wigwam, that is the start of the "Indian Village", and another being Mildred Schuman/Eagle Woman Traditional Women's Awareness Speaker. The MC's were Joseph Besaw and his Co-MC Mark Denny. There was a new Head Dancer for each Grand Entry Friday 7:00 p.m. Kurtis Summers and Ahsan Veage, Saturday 1:00 p.m. Dana Warrington and Darlene Welk, Saturday 7:00 p.m. Martin Pyawasay and Jancita Warrington, Sunday 1:00 p.m. Ron Bowan and Glenda Long. A proclamation this year was held in honor of the late Wayne Martin. The Culture Committee has certain responsibilities:

Margaret R. Snow, Chairperson
Security, Vendors and Sponsors

Eugene Caldwell, Vice Chairperson
Main Gate Operations and Sanitation

Menomin Hawpetoss, Committee Member
Registration and Tabulation

Stephanie Awonohopay, Secretary
Chief Oshkosh Memorial and Menominee Princess
Contest and Golf Cart Transportation

Greg Askenette, Committee Member
Woodland Bowl Director

MENOMINEE PRINCESS 1999
Lynsey Tomow

CHIEF OSHKOSH MEMORIAL BRAVE 1999
Myron Grignon Jr.

DRUM
1ST Woodland

INCOME - Total Pow-Wow Income received from vendors, blanket dance, buttons, lapel pins and seat cushions.
\$41,515.38

BROCHURE - This is the second year the Pow-Wow brochure was supported by the Tribe and the following businesses:

1. Platinum¹ Menominee Nation Casino, Bingo, & Hotel, Menominee Tribal Enterprises
2. Gold² College of Menominee Nation, Shotgun Eddy Rafting, The Hill Stop, Swedberg Funeral Home, Antigo Pepsi-Cola Bottle Co., Associated Bank of Shawano, T & C, Sovereign Nation of the Oneida, & Walmart of Shawano³
3. Silver⁴ Menominee Nation Communications, Menominee Auto Service Center, Menominee Logging Camp, Menominee Tribal Supermarket, Ollie's Flower Inc., Pick N Save, John's One Stop, Senzig's, Subway Brades Inc., Country Store, Shawano Country, Green Bay Packers, Timbco Hydraulic Inc., Shawano Area, Chamber of Commerce

¹Donated \$500, ²Donated \$100, ³Donated \$ 75, ⁴Donated \$ 50

RESTORATION DAY On December 19, 1998, we celebrated the 25th Anniversary of the Restoration of the Menominee Indian Tribe. The Culture Committee organized and planned this cultural event. The celebration was held at the Menominee Indian High School with the main speaker Ada Deer, honorary lifetime member of the Menominee Tribal Legislature and guest speakers Larry Waukau MTE President, Dr. Wrone UWSP/CMN, Sharon Metz Environmentalist H.O.N.O.R., other entertainment by MISD youth reenactment, singer Katrina Wychesit. In planning this cultural event the information was distributed throughout the reservation schools informing students of the importance of Menominee History. For this day of history a proclamation was prepared and what it has meant

to the Menominee Indian Tribe marking the 25th anniversary of the Restoration Act which restored the Tribe to federal recognition after Termination. The actual date of the Restoration Act was December 22, 1973; however, the anniversary is observed on December 23 each year.

STURGEON CELEBRATION - To this years annual sturgeon celebration, the Culture Committee contributed \$1,300.00.

BURIAL SITE SECURITY FENCE - A security fence was built around the 150-year-old burial site, which was found when extending the parking lot behind the Tribal Office Building. This construction of \$2,775.00 was paid by the Culture Committee Budget.

MENOMINEE TRIBAL SCHOOL

Bonnie Klein

The Menominee Indian Tribe of Wisconsin operates the Menominee Tribal School under a grant from the Bureau of Indian Affairs. The school began formal operation in 1990. The Menominee Tribal School is a kindergarten through eighth grade program.

Menominee Tribal School has a current student enrollment of 271. The school is staffed by 24 certified teachers, 12 teaching assistants, 5 bus drivers, 4 maintenance staff, 3 kitchen staff, 2 Heart Room counselors, a school counselor, a librarian, a parent-liaison, a school secretary, a fiscal manager, 2 office workers, an administrator, a speech therapist, a computer technician, a half time truancy officer and a Dean of Students.

The Menominee Tribal School offers a core academic program in mathematics, social studies, science, language arts, physical education and health. Additional classes offered include computer education, Menominee Language and Culture, AODA prevention and intervention, the Heart Room Program, environmental and outdoor education. The school also provides services in special education, and gifted education.

The Mission Statement of the Menominee Tribal School is: "To develop individuals: who are aware of their gifts as Native Americans; who have self-respect and pride in their family and community; who have begun the process of integrating culture and knowledge; who value a quality education; who are motivated to set high, attainable goals, and; who recognize their responsibility to our Native American Nations and beyond."

Menominee Tribal School is managed by a group of eight educators. The Dean of Students, the Fiscal Manager, the Consolidated School Reform Plan and Goals 2000 Coordinator, the K-2 Team's Representative, the 3-5 Team's Representative, the 6-8 Team's Representative, the "Special's Representative", and the Special Education Representative make up the M.T.S. Management Council. This group meets weekly to make the administrative decisions that run the school. It has replaced the traditional top down management that is prevalent in most public schools. This form of management more fully meets the needs of the student body.

Several improvements have been made at MTS. The first is the change in the daily attendance rate. Our ADAR was at 88%. This year our average daily attendance rate has been charted at 91%. Another area of school improvement is the students' use of the Menominee Language. We are hearing Menominee words and phrases being used in classes other than just the formal language classes. The third area of improvement is the amount of books that are being used and checked out in the school library. This improvement indicates that our students are valuing reading as a leisure activity. Practice of reading improves both reading and language arts scores. The other area of improvement is in the students' test scores in Mathematics. They have improved for the 98-99 school year. This information is available in our Consolidated School Plan Reform Plan Annual Report which is on file at MTS.

We are working hard to raise test scores in reading and the language arts. Although there is an increase in the use of the library, there is not the same increase in test scores. The school will put its emphasis this year on improvement in these two areas. Two reading teachers have been hired to help our students. A new reading series was purchased this past summer and training has been provided to the teachers to use the program. The other area that our students need practice with is the skills that are used in test taking. Practice on the methods that are used in the testing series will be incorporated into all areas of the curriculum. This practice will serve to help students raise test scores.

In December of this year we will begin a massive project that involves staff, community and parents. The project will be the restructuring and reforming of the Consolidated School Reform Plan. Staff will be expected to work in committees that explore everything involved in the learning process at MTS. Reform efforts that have proven to be

successful over the past five years will continue to be implemented. Areas that need improvement will be cited and remedies found that is research based. These practices will then be implemented. The community and the parents will have a chance to give their input by working on some of the committees and by participating in a comprehensive needs assessment. This information will then be compiled and used to determine the changes that are necessary for Menominee Tribal School to offer an effective learning program.

NAES COLLEGE

Karen Washinawatok,

NAES – Menominee Campus has been chartered by the Menominee Tribal Legislature since 1989 with continuous support. The Commission on Institutions of Higher Education of the North Central Association has accredited NAES College since 1974 with a Bachelor of Arts in Community Studies. It is a liberal arts program offering a culturally appropriate academic program that enables students to achieve a relevant and responsive education. The four-year program provides opportunities for graduates in employment and graduate education.

NAES College continues to fulfill the mission of community building through classes, meetings and activities that collaborate with existing programs. The students analyze issues and address concerns throughout their academic program. Administration and faculty coordinate their efforts to ensure the preservation of tribal heritage through their support of every student's graduation project. The academic program is tribally focused, specific to the needs of developing leadership with an emphasis on providing professional development.

NAES staff and faculty prioritize their efforts toward providing a baccalaureate opportunity for adults of Native Nations to invest in the future of a stronger community. Alumni continue to live and work in tribal agencies by choice. Our goal is to continue to educate tribal members who choose to attend the Menominee campus program. Tribal leadership of indigenous nations are giving their support through the post secondary educational programs, investing in a stronger and brighter future. Students are progressing diligently toward their Bachelor of Arts degrees, inspiring us to work harder for the coming generations.

Research has documented that American Indians fare better at private higher educational institutions. At NAES students are working and studying together with other community members, reducing their anxiety level and motivating each other to put forth the effort needed for college. NAES College – Menominee campus responds to the challenge of improving American Indian access and achievement in higher education.

Students are provided assistance with completing their financial aid forms and guidance is available for enrollment. The staff is available to provide technical and culturally sensitive and academic student support services as needed while the student is in college.

NAES is an educational program with curricula for Native students. The classes are culturally appropriate to achieve a relevant and responsive education for Native people. Courses investigate, analyze and challenge the contemporary issues in American Indian education. Students are prepared to become successful and active members of individual tribal societies as well as the larger society.

At NAES College we meet the needs of Native, particularly Menominee students and their families. Students are educated in the aspects of ethnicity, holistic thinking and learning. Having a baccalaureate program allows tribal and community members to gain access to and achieve higher educational goals.

Highlights of the NAES College – Menominee Campus for the past year include:

- Students attended tribal research courses at the Marquette University Archives in Milwaukee and the Newberry Library, National Archives – Great Lakes Region and the Field Museum in Chicago, IL.
- Site Council, staff and students attended the American Indian Language Development Institute Conference and Summer Institute at the University of Arizona – Tucson
- Staff attended the Improving America's Schools Conference including the Bureau of Indian, Office of Indian Education: 'Excellence in Education = High Expectations + Challenging Standards'
- Ongoing staff development in administrative and academic issues
- Continuously working with the Menominee Language and Culture Commission and other community programs including the Tribal Education Committee, Family Preservation and Support, Veterans Association, Menominee Tribal School and Historic Preservation
- Respectfully participates in community, state and federal conferences and workshops
- Completes culturally sensitive presentations and assists with spiritual leadership as requested
- Attended Faculty Senate meetings throughout the United States in addition to hosting one at the Menominee Campus

- Offer traditional medicine gathering class for tribal members at no charge
- Offers beginning and advanced Menominee Language classes free to tribal and community members
- Prioritizes student retention to ensure academic goals of students are fulfilled
- Students are either Menominee tribal members or spouses of enrolled Menominee
- Offer evening and weekend classes for working students
- Students receive grant support from tribal, state and federal programs
- Provide courses approved by the Wisconsin – Department of Public Instruction as Teacher Licensure renewal credits including the language classes
- Offers courses specific to working with Menominee history, culture, resources, education and health
- Has been supported by the Menominee Indian School District with facilities
- Three students were recognized in the Who's Who in American Colleges and Universities
- All faculty are Menominee tribal members or educators with previous experience in Menominee educational entities

NAES College addresses the legacy of American Indian under-representation in higher education. Students confront the cultural, social and economic issues that affect our community and us. The Menominee Campus prepares adults from our community to serve as positive role models and possess knowledge of our traditions and culture. With the support of the Tribal Legislature, students have access to a campus climate conducive to achievement in higher education. We encourage the community to use NAES as a resource. We are located next to Saint Michael's Church, stop by and visit.

PROBATION/PAROLE

Diane Corn, Interim Director

The Probation/Parole Department has been under the direction of the Interim Probation/Parole Director since September 21, 1998. The office has been running smoothly and has received several comments from area agencies as to how well the department is being run. The status of the Director is pending on the election for Chief of Police. Mr. William "Kuzco" Beauprey may be back as the Director or he may be the Chief of Police.

With only two employees, the Probation/Parole Department has supervised a total of 170 clients during fiscal year 1999, which includes 166 probationers and four parolees. This is an increase from last year when clientele numbered 129. The breakdown consisted of 123 males and 47 females. The department's caseload fluctuated between 91 - 72 cases per month.

A combination of Tribal Ordinances 82.9(2) "Battery" and 82.9(1) "Assault" was the number one offenses clientele were convicted of. Fifty-one percent of those on Probation were convicted of either assault or battery. Disorderly Conduct accounted for the second most convictions with 33% of clientele.

Seventy-one percent were ordered to obtain AODA counseling and 75% were ordered to seek domestic violence or anger management counseling.

During the past year, the Probation Department completed 27 Pre-Sentence Investigations. Fourteen of those who had Pre-Sentence Investigations conducted on them were sentenced to Probation, four received straight jail sentences, six received a split sentence of jail and probation and one failed to cooperate with the court's orders. Two will not be sentenced until FY2000.

Eight probationers without a high school diploma or GED/HSED were court ordered to obtain either their GED/HSED or continue with high school. Unfortunately, seven of the eight were revoked before this was attained. One probationer is currently attending GED classes and is close to obtaining her GED.

There were 62 revocations during the fiscal year or 36% of the clientele. A total of 30 clients was released or successfully completed their probation period.

Also during the past year, the Probation Officer and/or secretary appeared in Tribal Court 127 times for initial appearances, sentencing or revocations.

Accomplishments

The Interim Probation/Parole Director continues to participate in the Domestic Violence Work Group, which meets once a month. Currently, the work group is establishing protocol for agencies (Tribal Police, Tribal Prosecutor, Tele-communications, etc.) when responding to Domestic Violence cases.

The Interim Probation/Parole Director attended two training sessions regarding a planning grant for a Tribal Drug Court. The drug court would be an alternative to jail. The eligible defendant would have an opportunity to either choose a jail sentence or agree to be in the program, which could last up to a year. The defendant would be subject to AODA counseling, family counseling, parenting classes, random urinalysis, etc. or what is deemed appropriate for the defendant. The team members attended and learned from other successful drug courts. The team also worked on several aspects of the program, such as criteria used in choosing participants, policies and procedures, etc. This project is currently at a stand still as there have been some personnel changes. Hopes are to apply for the implementation grant in the new fiscal year.

The Interim Probation/Parole Director is also attending the Menominee Child Abuse Multidisciplinary Team meetings. The team meets once a month to discuss pending cases in the United States Attorney's Office, Menominee Tribal Sex Offender Registration and Tribal Notification Program, Domestic Violence cases, etc.

Another accomplishment the department is proud of is the fact that our BIA budget was not overspent. In fact, the department had a balance over \$9,000.00, which was transferred to Tribal Court's budget. Also, not one dime was spent out of the department's Tribal Budget. Three departments (Election, Historic Preservation and Law Enforcement) were in need of money, so the Probation/Parole's Tribal budget was transferred to those three programs.

PROSECUTOR

Andy Pyatskowitz

Following is an overview of the Prosecutor's Office. The services provided are described; there is a brief description of the jurisdiction of the office; and finally, the process of filing cases in the Menominee Tribal Court is summarized.

SERVICES: The office of the Menominee Tribal Prosecutor is charged with the responsibility of enforcing all of the tribal codes, which deal with the area of law enforcement. These codes and ordinances have been drafted specifically by the Menominee Tribal Legislature to deal with the law enforcement issues which may be specific to the Menominee Tribe. Other codes were originally created by other jurisdictions, but have been incorporated by reference into tribal law by tribal ordinance. Among the various incorporated laws of other jurisdictions which the Legislature has deemed to be appropriate for tribal enforcement 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 office of the tribal prosecutor handles cases that are categorized as either criminal or civil.

CRIMINAL: Criminal cases have the potential of resulting in incarceration (time spent in tribal jail) if the alleged offender is found guilty as a result of a plea of guilty to the charge, or a finding of guilt after a trial to the court or by jury. The law requires that the ordinance which defines the offense 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 tribal 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. Tribal Ordinance 85-21 incorporates the Wisconsin Traffic Code. Pursuant to ordinance 85-21, second and subsequent convictions on OWI/BAC traffic citations which occur within a five-year period, also result in criminal penalties. A federal law, The Indian Civil Rights Act, sets limitations on the maximum jail term and the maximum amount of a fine that can be imposed by the tribal court for any one offense. The maximum jail term is one year and the maximum fine is \$5,000. The result is that the tribal court is considered a misdemeanor criminal court.

Juvenile delinquency cases are criminal in nature. A juvenile between the ages of 10 and 17 who violates any of the tribe's criminal ordinances is processed in children's court through the filing of a delinquency proceeding. If a juvenile is found delinquent, he or she is subject to a children's court disposition. A juvenile disposition is the equivalent of a criminal sentence in adult court. Such juvenile dispositions may vary from imposing a period of supervision (similar to probation in the adult court) on the juvenile by Menominee County Department of Human Services to commitment to a maximum secure juvenile facility. Restitution to victims, counseling and referral to appropriate AODA or mental health programs are also often included in the juvenile disposition as necessary.

CIVIL: Civil cases are those cases for which a conviction for violating the ordinance can only result in a monetary forfeiture or a remedial measure. Commonly such civil ordinances for the tribal court include the following codes; traffic, conservation, truancy, underage drinking, solid waste and curfew.

OTHER: The office also handles child custody cases, mental and alcohol commitments and certain types of guardianships.

PROCEDURE: The prosecutor and the assistant prosecutor represent the interests of the Menominee Tribe in those areas defined as part of our responsibility. For those cases, which are deemed appropriate for court action, petitions and criminal complaints are drafted and filed with the Menominee Tribal Court. If the case is contested, it is then prepared for trial. Most of the juvenile and ordinance cases are handled by trials to the court. Many contested criminal cases are handled by requests for jury trials. If there is a finding of guilt, the office makes recommendations for the sentencing of adults and the dispositions involving juveniles. The tribal judge then makes the final decision on the sentence or disposition, based upon the applicable law.

PERSONNEL: The prosecutor's office is staffed by four full-time people. The Prosecutor is Andrew J. Pyatskowitz, 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.

1998-1999 ACCOMPLISHMENTS:

1. The Prosecutor is the contact for the Tribal STOP Grant which is funded by the federal government. The project provides the coordination of services to domestic violence victims, training in domestic violence for law enforcement personnel, coordination of the Domestic Violence Workgroup and a continued effort for the development of a domestic violence protocol. Geradette Richmond is the project coordinator and also facilitates the domestic violence work group.
2. The office continues to work with other agencies in the area of child neglect and sexual abuse. We are represented on the local Child Protection Team, a group of professionals which represents agencies in our community who have responsibilities in the area of child welfare. We are also represented on the Multi-disciplinary Team, a group of professionals representing agencies who have child welfare responsibilities who assist in the prosecution of child welfare cases.
3. Both the prosecutor and the assistance participated in the ANA Tribal Court Improvement/Expansion Project. The ultimate goal of the project is the presentation to the Menominee Tribal Legislature of a juvenile code, which will reflect the needs and concerns of the Menominee Indian Tribe. A draft has been completed and awaits the legislative review process.
4. The prosecutor was a member of the Tribal Court Planning team for the implementation of a Tribal Wellness Court. Besides attendance at various local meetings with our core group, I attended workshops on this project in Missoula, Montana in March, 1999 and Jacksonville, Florida in April, 1999.
5. The manner in which cases are processed is reflected in the Prosecutor's Statistical Report. A copy of the recent fiscal year is on file with the Tribal Administrator's office. The data is collected in the form of total appearances in the area of prosecution and whether a final disposition is for or against the tribe. Conviction percentages are then calculated based on those numbers. There was a significant increase in the number of criminal appearances and the total number of dispositions for fiscal year 98-99 as compared 97-98.

PROFESSIONAL DEVELOPMENT: Both the prosecutor and the assistant are members of the State Bar of Wisconsin. Every two years we are required to report at a minimum, 30 hours of approved continuing legal education into order to maintain our right to practice law. The office is a member of the Wisconsin District Attorney's Association. Each year the association, with the cooperation of the Office of the Wisconsin Attorney General, sponsors two major training conferences. The mid-winter conference is usually held in late January and the summer conference is held in June. The prosecutor and the assistant have attended either one or both of these meetings over the last few years. CLE's credits are awarded for attending these training sessions and the Attorney General's Office offers the programs to members at no cost. The agendas usually include a variety of important issues and developments in the prosecution of cases; criminal case law updates, search and seizure law, child abuse cases, traffic, juvenile and child custody among other topics.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department provides for the review and approval of purchases of the Tribe, and procurement and equipment policy modifications. The PMA Department also provides internal services for the programs of the Tribe, such as the centralized supply ordering, competitive bid evaluation coordination, purchasing assistance, maintaining the three area photocopy machines, internal billing system for

supplies, photocopies, postage, telephone and propane gas, and obtaining Federal Excess Property for programs. The equipment inventory and the coordination of transfers and disposals of equipment are also provided.

The PMA Department is staffed by the Director Brett Hoffman, the Procurement Officer Tonya Kitson, and the Central Supply Clerk Angelica Chevalier.

The negotiation of the propane gas for the Tribe's programs was re-established at .60 per gallon for the next year. This is the second year of a five year agreement with Menominee Gas, Incorporated. We pre-purchased 190,000 gallons of propane at \$114,000.

During Fiscal Year 1999, The PMA Department has obtained \$79,007.49 worth of equipment free from the Federal Excess Property program from GSA. This included obtaining two trucks, one forklift, various tools, cabinets and law enforcement supplies.

Competitive Bid Negotiations were executed on the following projects: Head Start bus purchase, Riverview and Knots Landings roads project, Rushes Lake Crossover / BIA Route 44 project, Housing Improvement Programs well and septic systems, Head Start roofing project, Maehnowesekiyah Day Care project, Day Care building expansion and the Keshena roads projects.

The Fiscal Year 1999 Indirect Cost budget for the department was established at \$142,340.00. Actual operating expenses for the year were \$122,752.51.

RECREATION

Duane Waukau, Director

The goal of the Park and Recreation Department 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 balances with both active and passive activities. Be modified and improved upon as the results of continuous evaluation by who all plan to take part in administer it.

Budget allocation for FY 99 was \$270,000 and \$10,400 was transferred to the Law Enforcement Center.

Total youth served for fiscal year 1999 was 13,963.

Total adults served for fiscal year 1999 was 540.

Supervised the grant allocation of \$7,500 to the Neopit/Keshena Boxing Club.

Purchased one new Landice Executive Trainer treadmill for fitness room, which cost \$4,375.00.

Purchased one Smithco Super Rake 3WD, 16 HP gas engine complete with center scarifier and rear rake system for athletic field preparation which cost \$9,595.00.

Personnel:

Duane Waukau, Park & Recreation Director

Wayne Wilber, Assistant Park & Recreation Director

Steve Awonohopay, Park Maintenance

Lisa Caldwell, Activity Room Coordinator

Jamie Corn, Part-time Secretary

Rhoan Peters, Weekend Activity Room Coordinator

Program Activities:

Tribal Recreation sponsored activities for FY 99 were as follows: Haunted House and Halloween Dance, Girls Native Dance Group, Open Gym at Menominee High School, Thanksgiving activity with youth making cookies for Menominee Elders, community wide Christmas breakfast with Santa Claus, Gingerbread making with youth, Open Gym at Tribal School, Christmas Dance for youth, Co-sponsored Knights of Columbus free-throw contest at Menominee High School, Super Bowl Party at Youth Center, Co-sponsored 5th grade ski-trip to ski-brule, Roller-skating to Green Bay-Wheels N Motion with Woodland Boys and Girls Club, Co-sponsored youth fishing derby with Woodland Boys and Girls Club, Co-sponsored Boys and Girls 3 on 3 Basketball tournament at Menominee High School, Open Gym Saturday nights at Menominee High School gym, Easter Egg Hunt at Menominee Fairgrounds, Purchased new uniforms and equipment for Neopit Little League team, Family Fun Day Activity-Golf, 1st Grade Primary School Dance, Summer Youth Activity Booklet, Attended Great Lakes Region Basketball Camp, Co-

sponsored western Shawano County Little League All Star game at High School, Shawano Lake Golf Program, Stockbridge Pine Hills Golf Program, South Branch Golf and Soccer Program, Lil Hitters Program, Middle School Summer Basketball League at Neopit Intermediate School, High School Summer Basketball League at Neopit Intermediate School, Tri-County Junior Basketball Program for ages 13-15 years old, Menominee American Legion Program for ages 16-18 years old, Lil Kickers Program Soccer at Menominee High School and Neopit Tribal School, Sponsored Menominee Basketball Camp on July 13-15 at the Menominee High School-Coach John Miron, Head Coach from Kimberly High School conducted the camp, Sponsored Menominee Girls Volleyball Camp on July 6-8 at the High School-Deb Sazma, Head Coach for Shawano High School conducted the camp, Provided Porta Pots and canoes for Menominee Culture Camp, Provided pizzas and cleared site for Youth Conference, Co-sponsored National Nigh Out Against Crime on August 3rd with County Sheriffs Department, Co-sponsored Lil Hitters trip to Milwaukee Brewers game on August 1st, Sponsored T.C.J. tournament, Co-sponsored Punt, Pass and Kick program with Knights of Columbus.

The Recreation Department is responsible for all maintenance of all parts and athletic fields. Duties include, Porta Pots, sanitation, clean up, dumpsters, electricity for park pavilions, sliding areas, storage buildings, playground areas in Zoar, Neopit, and Keshena, cutting grass, field preparation for little league, T.C.J., Legion BABA teams. A total of 13 parks and recreation field are being maintained.

SOCIAL SERVICES

Mary Husby, Director

The Menominee Indian Tribe of Wisconsin received a contract from the BIA in the amount of \$336,810.07 for FY-99 for its Social Services Department. This represented new and carry over money. Of this amount, \$33,548.45 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. \$24,992.16 of the budget was designated for indirect costs. 42,812.00 of program funds were designated for activities under the Indian Child Welfare Act Program. Except for carry-over funds in Child Welfare Assistance, all BIA funds were expended in FY 99. In fact, supplemental funding from the Tribe was required in order for us to continue operations from May through September.

Staff funded under contract are the Director, Child Welfare Assistant, and three (3) Social Workers. The Kinship Care Social Worker is funded by the WI Dept. of Health and Family Services and by Tribal Funds. Twenty-four (24) day care staff members are funded under other state, tribal or federal grants administered by Menominee Tribal Social Services. These other grants include ChildCare Development Funds, State Child Welfare and State Day Care funds. In addition, fees collected from enrollee's assist in meeting operational costs along with a tribal supplement.

In addition, in our Child Support Unit we have one Child Support Manager, two Child Support Specialists, a Child Support Clerk and an Attorney who does Child Support work and Indian Child Welfare Act legal work staff are funded from the WI Dept. of Workforce Development and Tribal Funds. The state funding began on 7/1/99 and will end on 9/30/00. We also have a small amount of funds from the Federal Office of Child Support in Washington, D.C. to complete start-up activities.

During fiscal year 1999 Menominee Tribal Social Services provided services to 137 new cases and 119 carry-over cases from FY-98 for a total of 256 cases. New cases for FY-99 included 108 ICWA cases and fourteen (14) enrollment assistance cases. Seven (7) cases were child welfare assistance cases. Three (3) cases were information and referral cases and three (3) cases were guardianship cases. There were two (2) cases for home studies. Nine (9) adoption cases four of these cases were finalized in Tribal Court. Five (5) adoption cases were finalized in County Circuit Courts for a total of nine (9) children placed for adoption. The adoption cases, guardianship cases and one foster care case are a more detailed brake-down of some of the Indian Child Welfare Act cases.

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 (Act 161) and the use of State Juvenile Correctional Facilities. In addition, the Tribe negotiated an agreement with the WI department of Workforce Development to establish a Tribal child Support Agency.

One (1) application was submitted to Wisconsin Dept. of Health and Social Services for child welfare and day care funds used to supplement funding for the Tribe's Respite Day Care Project. The department prepared an application, which resulted in funding in the amount of \$50,300.00. One (1) additional application was submitted to the Federal Dept. of Health and Social Services for ChildCare Development funds. These funds are used to assist

low-income families, who are employed in training or in an education program pay for child care services. An award in the amount of \$199,933.00 was received by the department. An average of 45 children per month received childcare assistance provided by the Child Care Development Funds. In addition we were able to receive \$79,091.00 in additional ChildCare Development Funds to finalize our construction project at DayCare. We are adding four additional classrooms to serve 32 additional children.

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 9/30/99 we were providing services to 73 cases representing 121 children. We received a contract for \$29,903.00 for assessment/administrative costs, which are used to fund one social worker. Benefit payments were funded at \$466,760.00.

Tribal Social Services also provided enrollment assistance to fourteen (14) 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. Major accomplishments for the CPT included their success in drafting and securing the passage of four ordinances i.e. Child Neglect, Child Physical Abuse, Child Sexual Abuse and Sexual Assault.

The department also provided, through tribal funding and donations the Christmas Toy Project, the Emergency/Catastrophic Program and the Endowment Program. In addition, we process applications for accessing trust money for legally incompetents and minors according to criteria developed by the Tribe and approved by the B.I.A per Indian Gaming Regulatory Act requirements

INDIAN CHILD WELFARE ACT - The Menominee Indian Tribe through its Social Department received a block grant for funding for social services and the Indian Child Welfare Act Program. Internally, we designated \$42,812.00 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 16 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 a Daycare newsletter, which would focus on Child development issues. Another program objective called for the department's participation in court hearings in 55 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 ICWA cases as required. Legal services were provided to 34 cases. This activity was funded with Tribal funds.

During the course of the year, 108 new cases were noticed to the Tribe under the requirements of the ICWA. This was slightly more than the 104 cases referred to the Tribe in FY- 98 but is the highest number of cases noticed to the Tribe since ICWA passage in Nov. 1998. Counseling services were provided to 70 of the 104 families. In the remaining 38 cases, contact was 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 55 cases generated under the ICWA. We participated in court hearings in 63 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.

Through BIA and state funding, Menominee Tribal Day Care Center provided respite day care services to nine unduplicated cases. This represents 706 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 the Menominee Co. Human Services, Tribal Clinic and Tribal Social Services.

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 a 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 anticipate that this trend will continue as less money needs to be stretched further.

SPECIAL NEEDS

Menominee Tribal Social Services administers the Special Needs Program. This program is totally supported with Tribal funds except for the annual Christmas Toy Program, which is also supported by community donations. The Special Needs Program has three components: Emergency/Catastrophic Assistance, the Endowment Assistance program and the Annual Christmas Toy Program for families in need.

The Emergency/Catastrophic Program assists individuals in the extreme situations when no other assistance is available or after all efforts to secure assistance that have been exhausted. Documentation to secure necessary funds from all possible sources is required. Families determined to be eligible for assistance can be assisted once in the fiscal year.

The Emergency/Catastrophic Program was initially funded in the amount of \$19,618.00. However that amount was insufficient and \$7,500.00 was transferred into the account from the Endowment Program and other budget line items. The final budget was \$27,118.00. We were able to serve a total of 137 clients. Expenditures amounted to \$26,989.88

The Endowment Donation Program was funded at \$10,000.00 and later reduced to \$5,500.00 This program provides assistance to individuals and/or groups for projects, which would benefit the community and/or individuals. Fund raising is required prior to seeking assistance from this program and the event must adhere to the Tribe's alcohol and drug free policy. Thirty days advance notice is required. Funding is limited to \$100.00 per individual and \$300.00 per group. Only one payment per fiscal year is given to an individual or group. In FY-99 we assisted four individuals and four organizations. Funds expended amounted to \$1,600.00.

The annual Christmas Toy Drive for Needy Children assisted 181 families representing 275 boys and 298 girls. A total of 573 children received new toys and gifts. \$2,500.00 was budgeted for the 1998 – FY99 Christmas Toys for Needy Children. \$2350.10 was spent.

This past year gift certificates were mailed to the families selected for this program. Gift Certificates were purchased from K-Mart and Wal-Mart and this allowed us serve the majority of families. However, we still received donations of toys from the community. The largest amount of donations came from the Casino Employees and the Kennilworth, Illinois Boy Scout Troop # 3. In addition the Methodist Church in Shawano provided gifts and platters of cookies to 20 of the families we had previously selected. Thanks to all of you for your generous donations.

MENOMINEE TRIBAL CHILD SUPPORT AGENCY

The Menominee Tribal Child Support Agency (MTCSA) over the past year has grown in staff. Staff consists of Director, Manager, part-time Attorney, Clerk, and two (2) Child Support Specialists. The Menominee Tribe was approved a Demonstration Grant Extension for the program from October 1, 1997 through September 30, 1998. On February 24, 1999, the Menominee Tribe applied to the State Department of Workforce Development-Division of Economic Support for an extension on the Demonstration Grant to complete work activities. On August 19, 1999 the Tribe was approved the extension from June 1, 1999 to June 1, 2000. On June 3, 1999, the Menominee Tribe entered into a Cooperative Agreement with the State Department of Workforce Development to provide Child Support Services to all persons living within the geographical boundaries of the Menominee Reservation. On June 17, 1999, the Menominee Tribal Legislature approved Amended Tribal Ordinance 85-22, Financial Support of Children. The MTCSA is partially funded by the WI Department of Workforce Development and Child Support from July 1, 1999 to September 30, 2000 at which time the Cooperative Agreement expires. At that time the Tribe will decide if it will enter into another cooperative agreement with the WI Department of Workforce Development-Child Support or if there will be direct Federal funding to Tribes for child support purposes.

The MTCSA is connected to the State Child Support KIDS computer system. On August 19, 1999, the Menominee Tribe entered into a Memorandum of Agreement with Menominee County to transfer all Menominee County Child Support Cases to the Menominee Tribe. This transition will begin in the month of November. All Menominee County Child Support cases, currently in the KIDS computer system will be de-linked and re-linked to MTCSA using the Tribes FIPS code and region code. It is anticipated that all the cases will be transferred from the County to the Tribe by December 31, 1999.

The MTCSA also has a computer system within the Tribe under the MIS Department and Finance department to currently receipt in child support payments and disburse these payments to the custodial parents. This duty used to be the responsibility of the Menominee Tribal Court. The MTCSA is currently processing Tribal Court cases as they pertain to child support matters. These particular cases are not entered into the State KIDS system if they are a stand-alone case in which the parties have never been on any type of State assistance.

The MTCSA has, and still is, receiving extensive training for the State KIDS computer system and the Tribe's FUNDWARE system. This training will be on going as the program progress and the glitches can be worked out.

The Child Support Agency provides services to persons seeking a new court action to establishment paternity or child support or to secure enforcement of Tribal Divorce child support matters. We also pursue enforcement of Tribal Court Ordered child support issued with twenty (20) years of the current date.

The MTCSA will assist individuals through the process of establishing paternity or child support. This includes creating the appropriate legal documents and getting them filed with the court. We provide assistance in locating parties to the action, providing service on the parties and attorney services at the court hearings. Will provide assistance with child support matters pursuant to a divorce action. MTCSA will review existing child support orders to determine if there are arrears for child support and will bring the necessary court action for enforcement of child support payment. MTCSA will bring an action for modification of an existing child support order if thirty-three (33) months has elapsed since the last order was entered or upon the request of the custodial parent if income circumstances have changed.

The MTCSA is currently reviewing cases in the Tribal Court which have child support matters. These cases are processed for enforcement of arrears and current child support payments.

The MTCSA is located on the third (3rd) floor of the Gordon Dickie Family Investment Center (FIC Building). Office hours are from 8:00 a.m. to 4:30 p.m., Monday through Friday, telephone number 799-5290.

SOUTH BRANCH COMMUNITY

Mary Smith, President

On July 13, 1996 the South Branch Community had a groundbreaking ceremony. On July 21, 1997 a grand opening was held in celebration of the Community Center. On June 20, 1998, the community center held its 1st anniversary. On June 26, 1999, the center hosted a pig roast. On August 6, 1999, the center was awarded the 501 © (3). And on August 25, 1999 the center started hosting the senior lunch program for the senior community members.

The South Branch Center is staffed part-time with a Maintenance/Caretaker to provide the following services: maintenance, cleaning, and first responder for security.

South Branch Community Committee History. Organizational meetings – October 1992 and By Laws adopted 6/21/93

Mary Smith, President
Laurel Otrodevec, Vice President
Marge Teller, Treasurer
Clare Corn, Secretary
Erin Nacotee, Youth Representative

Barbara Wescott, Alternate
Patrica James, Alternate
Tony Warrington, Alternate
Jenifer Johnson, Youth Representative

The purpose of the organization shall be to ensure that all members of the South Branch Community have a forum to enable them to take responsibility for and control of their own environment; to share concerns; strive to solve problems through intergovernmental relating; and to develop services and programs to secure the protection of opportunities for their elders, their youth, their families and generations to come.

The new facility in South Branch has provided many programs available for our youth, adolescent, adults, and seniors. By having this community center available for educational, recreational, traditional, religious gatherings and seminars this helps provide a place for teaching our community.

The Tribal funds provided for the South Branch Community Center is specifically applied to insurance, repairs, maintenance, electricity, telephone, fuel, supplies, snow removal, and indirect cost. All these needs are the up keep of the building to have functions available such as:

Weekly: JOM Arts & Crafts, Maehnowesekiyah Family Night, UWEX 4-H, and AA Meetings.

Monthly: Community meetings.

Quarterly: Holiday Gathering.

Yearly: Pow-wows, Bingo, WIC, Clinic Immunizations, Voting, Promotion Ceremony, Anniversary Celebration, Gang Violence, Public Hearing for Housing Authority, Development of an Empowerment Zone Grant Meeting and Repatriation Act Meetings.

Continuous: Library, Headstart, and Fitness services available in center.

The South Branch Community has in the past, the present and for the future will practice the same custom methods of stereotyped work with programs that provide services to our community for education, health, recreation, information, civic, senior, youth, handicapped, management, local, state or federal governments. All programs will be organized through the South Branch Community Committee meetings for a curriculum..

SUPERMARKET

Janice Latender

As of September 30, 1998, the Menominee Supermarket's net profit was \$22,926.00; as of March 31, 1999 (the most current financial figures), we have incurred a loss of \$2,047.00.

In the midst of K-Marts, Wal-Marts and Mega Food Centers, the Menominee Tribal Supermarket has managed to exist by focusing upon you, our customer. Reorganization and revamping of the Supermarket has been done by eliminating "dead" inventory; replacing overpriced products with brands priced more competitively; reducing and improving shelf displays; and, most of all, by purchasing products the customers show more demand for.

The Supermarket has continued to experience problems with old, out-dated equipment. This past year, we have replaced all compressors on our coolers and freezers. Equipment which was too costly to replace, we have eliminated.

Any profits realized by the Tribal Supermarket have been used for the following purposes: purchase inventory, repairs and maintenance of equipment, and employee wages. The Tribal Supermarket is self-sufficient in the facts, no monies have been requested from the Menominee Indian Tribe to fund expenses derived from operating the Tribal Supermarket.

One of the problem areas in the Tribal Supermarket has been the Meat Department. Two long-time employees have quit their jobs in the past year, resulting in a slow down of the Meat Department. To date, we have hired an individual who is being trained in meat cutting procedures; this has been done with the assistance of James Boivin, Tribal Supermarket Committee member and the assistance of Nash-Finch, our food supplier/consulting firm. We hope to have the Meat Department up and on the right track by early next year.

Another area of concern is employee turnover. There are two reasons for this problem: 1) the fact that clerk and stock persons positions are a "stepping stone" for young individuals to familiarize themselves with the work force and go forward, and 2) the fact rumors have spread through the community the Tribal Supermarket is going to be shut-down. When employees feel they have no job security or future, it is difficult to encourage them to remain in the Supermarket. Management has tried to quell these rumors and reaffirm the need for the Supermarket in the community – when these rumors persist they present problems.

In conclusion, the Menominee Tribal Supermarket and its employees are here to serve community needs in a friendly and efficient manner, regardless of the numerous challenges faced. We hop to continue to serve the needs of the Menominee people as long as needed. Thank you.

TAX COMMISSIONER

Roberta Reiter, Director

The Tax Commissioner office 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 the fleet vehicles and the Tribal procurement/bid process.

Eight Ordinances are enforced through the Offices:

1. NO. 79-04 Cigarettes
2. NO. 82-10 Tribal Preference
3. NO. 82-12 Vegas Pull Tabs
4. NO. 82-19 Use Tax on Construction Materials
5. NO. 83-03 Fireworks
6. NO. 94-15 Hotel Room Tax
7. NO. 82-22 Construction Materials Purchased from MTE
8. NO. 80-13 Rafting

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 project and to the various tribal licensed cigarette vendors.

The cigarette price increase from manufacturers is a total of \$1.80 per carton for the 1999 fiscal year and the Tribal tax has increase .20 per carton.

The Tax Commissioner's Tax Revenue projection for the 1999 Fiscal Year was estimated at \$329,630.00.

Lodging Tax	\$ 55,765.48
Gas Tax Refund	\$ 12,152.89
Fireworks	\$ 540.00
Construction Tax Income	\$ 19,058.49
School Addition Construction Tax	\$ 72,176.27
Cigarette Income	\$196,279.98
Vegas Sales	<u>\$ 13,196.25</u>
Total Revenue	\$369,169.36

The amount budgeted for Tax Commissioner Office operation was 80,000. Total expenditures were \$78,135.54 a total of \$1,864.46 was returned to the Tribal treasury.

TRIBAL JUDICIARY

Robert Kittecon, Chief Justice

The Menominee Tribal Court is a court of general jurisdiction with appellate review operating under the authority of Articles III and IV of the Menominee Tribal Constitution as a separate and equal branch of the Menominee Tribal Government. The primary roll of the court is to provide judicial services on the Menominee Indian Reservation through the adjudication of criminal, civil, juvenile, family, probate and other matters within the jurisdiction of the court.

In order to accomplish its goals, the court must coordinate its efforts with all service agencies on the Menominee Reservation as well as with other agencies attached to the State and Federal Governments. In dealing with criminal and civil matters, the court must work closely with the Tribal Prosecutor, Tribal Police and the Probation and Parole Department. In children's, family and guardianship matters, the court works closely with the Tribal and County Health and Human Services Department, the Prosecutor, Police Department and State and Federal agencies. All of the above is facilitated by the Court's Deputy Clerks of Court whose responsibilities are to assist the Menominee Tribal Judiciary in maintaining a record of all proceedings of the court and renders assistance in drafting complaints, subpoenas, warrants, commitments, and other documents incidental to the lawful functions of the Court in a strict confidential manner.

Court Personnel consist of the following: Chief Justice, Trial Judges (2), Associate Justice (one vacancy), Deputy Clerks of Court (3), 1 JTPA Deputy Clerk, Bailiff and Grants Coordinator.

Statistical - The court has processed/heard 4,099 civil, criminal, juvenile, family, ordinances and traffic this year. Total number of cases filed were 3,563.

Problems - The largest case continues in areas of delinquency and juvenile ordinance violations (underage drinking, curfew and truancy). Due to this continued escalation the Court strives to provide all services.

Additional staff would compliment the Court and allow the provision of full services. Overcrowding, lack of storage space, meeting space to allow confidentiality in sensitive cases have again risen to the top of the list. The construction of a new courthouse would alleviate these problems.

Major Accomplishments - Two grants were awarded: 1) Court Improvement/Expansion Grant will enhance the Court's operation to meet the needs of juveniles thereby creating a code within the juvenile justice system to accommodate the juvenile when handling legal matters; 2) Drug Court Grant will allow local agencies to do extensive planning for a Drug Court program; using these training opportunities to help plan coordination of local resources in support of supervision and successful rehabilitation of drug offenders.

Honorable Joseph H. Martin, has been appointed as Chief Justice and was sworn into office on October 2, 1999.

TREATY RIGHTS

Kenneth A. Fish, Director

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 usufructory rights under their treaties.

The case on the federal level was originally assigned to District Federal Court Judge Barbara Crabb who dismissed the case without hearing and establishing a court record. The Tribe appealed the case to the 7th Circuit Court of Federal Appeals, which upheld District Court Judge Barbara Crabb's decision to dismiss the case. The Tribe appealed the case to the U.S. Supreme Court where they denied hearing the case. Judge Crabb's decision now stands.

No Treaty Rights Case has ever been dismissed in the United States without first developing an official court record; therefore, our case is the first in the Nation and the Federal Courts have abandoned staredecisis which follow precedent court decisions. The Federal Court seems to have ignored expert witness reports that were filed in the case, even when Federal Judge Crabb herself said, "*We cannot rewrite the treaties, even treaties that are the product of bribery, fraud or duress are valid and must be enforced.*"

Kenneth A. Fish, Director of Menominee Treaty Rights and Mining Impacts Office said, "What can we expect as Menominee Indians, when this has been the legacy of the United States when dealing with Native Americans in this country since the coming of Columbus?"

National and International Canons of Treaty Laws require a Treaty to be interpreted the way Indian's understood the treaties. Menominee's, during the Treaty era, did not have words for "*buy, sell, surveyed, or offered for sale.*" The United States interpreter was not a Menominee or fluent Menominee speaking, so how could the Menominees possibly understand what the Treaties meant? Judge Crabb's words verify and amplify the Menominees had no understanding what the Treaties meant. Will the Menominee's ever in this history of mankind, have an opportunity within the international forum to tell our story and have our treaties understood the way our ancestors understood what the treaties meant?

This office will be developing a historical treaty resource of Menominee history for future generations.

MINING IMPACTS

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

In 1993, Exxon and Rio Algom Ltd. submitted their notice of intent with the Wisconsin Department of Natural Resources (WDNR) to mine the Crandon Project. The U.S. Army Corps of Engineers, on a federal level, will also determine whether to issue permits. Since 1993, CMC has been collecting data for the proposed project and subsequently filed an environmental impact report with the WDNR and U.S. Army Corps of Engineers(USACE). Exxon sold their partnership to Rio Algom Ltd. but still retains a percentage of its profits if the mine is permitted. Rio Algom Ltd. created the subsidiary called Nicolet Minerals Company (NMC). Currently the WDNR and USACE are waiting on the final environmental amended impact reports by NMC and will develop a draft environmental impact statement. The WDNR and USACE statement will be used to determine whether or not the mine should be permitted.

The permitting process has been going on for (5) years, and the draft environmental impact statement (DEIS) time frame has been extended into 2000. 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 NMC; review and provide input for the WDNR's and USACE environmental impact statements, including the submission of comments on the potential impacts to public health, safety, culture, resources; and to coordinate public education activities regarding the proposed mine.

However, numerous challenged to the environmental impact report have forced the WDNR and USACE to address public concerns regarding the technology to be used at the mine. It is because of the Tribe and other organizations review of the proposed technology, that technical challenges to the accuracy of the permitting process has been delayed by the WDNR and USACE.

Another objective this office has been in a supporting role with other tribes, conservation, hunting and fishing groups and environmental groups beginning in 1995 to have the State Legislature pass a Mining Moratorium Law and other protective environmental laws.

The Governor on April 22, 1998 signed the Mining Moratorium Bill into law as Act 171.

The Mining Moratorium Law requires proof by example, that mine has been operated for 10 years and closed for 10 years without polluting ground or surface water. Work on passage of the Law took over two years in response to Exxon's application to mine an ore body in Crandon, Wisconsin.

On a National level, the U.S. Army Corps of Engineers in preparing an environmental impact statement in order to grant a permit on a federal level. The Tribe, through this office, is coordinating with other tribes and Great Lakes Indian Fish and Wildlife Commission, its version of the USACE Trust Responsibility to Resource Protection with the Wolf River against the Mine.

This office continues efforts to protect the Wolf River for future generations.

TRIBAL ADMINISTRATOR

Betty Jo Wozniak

Department Overview. The Tribal Administrator's Office (Administration) is comprised of the Tribal Administrator, three assistant administrators (one of which is permanently assigned to the Law Enforcement Center), one administrative/confidential assistant, one receptionist, one budget specialist, one grant writer, and one assistant grant writer. Collectively, these nine individuals—with over 81 years of combined experience in Tribal government—help keep the Menominee Tribal Legislature abreast of programmatic and, to a lesser extent, financial issues affecting the Tribe. The Administration also serves as a clearing house for all contracts and grants received from Federal, State, and private organizations, including those contracts and grants issued by the Tribe to outside agencies and organizations. Working cooperatively with program directors, Administration staff helps monitor these grants to ensure compliance with all applicable rules and regulations, and ensure that mandates of the Menominee Tribal Legislature are being carried out.

Department Mission Statement. Our mission is to be responsive to the present and future public administration needs of the Menominee Indian Tribe of Wisconsin. We are committed to being knowledgeable, dedicated and resourceful, and meeting a standard of excellence through the use of teamwork. Working cooperatively with all departments and external agencies, we will strive to—

- Understand the needs of the community;
- Enhance the level and quality of services provided to the community by providing the best technical assistance and advice possible to all departments;
- Monitor Federal, State and Tribal contracts and grants to ensure compliance with applicable laws, regulations and other requirements; and
- Protect the Tribe's resources and interests.

Highlights. The following are a few highlights of Administration's accomplishments over the past year—

- Administration helped the Menominee Tribal Legislature plan for and submit the necessary paperwork required to successfully process and distribute the Menominee Settlement Funds (Termination lawsuit). Planning included researching pertinent statutes and regulations, coordinating activities of various departments that will play a role in the distribution, making the requisite contacts with Bureau of Indian Affairs (BIA) officials, and helping to coordinate community meetings throughout the Reservation, Milwaukee and Chicago.
- Administration worked together with Finance to form a compliance monitoring team consisting of two administrators and two financial monitors. The monitoring team meets regularly on a weekly basis, and works on a broad range of issues. Such issues include contract compliance problems, policy development and enhancement, and cost overruns, to mention a few.
- Administration, through its grantwriter office, develops, submits, and assists program directors in writing proposals for grants that deliver or enhance services to Tribal members. All continuing and non-competitive grants submitted by departments are reviewed by Administration to ensure that, prior to submission, all grant application instructions are followed, that the proposed activity is compatible with the purpose of the funding and with tribal policies, and that the budget has been properly prepared. This past year the Administration took the lead in submitting nineteen new grant applications, and provided significant assistance to program staff in submitting eight grant applications.

- Sixteen of these grants were highly competitive grants that Administration significantly contributed to, which brought in \$230,313 (four funded, eight undetermined, and four denied);
 - Eight of these grants were highly competitive grants that Administration assisted with, which brought in \$189,308 (two funded and two undetermined);
 - Three of these grants were non-competitive grants that Administration significantly contributed to, which brought in \$37,775 (two funded and one denied);
 - The aggregate total of the grant awards received on the year is \$457,396. With the status of ten grant applications as yet undetermined, the aggregate amount may change.
 - For the purposes of this section, “significantly contributed to” means developed the proposal and budget, with or without minimal assistance from another program. “Assisted with” means reviewed, critiqued, and helped another program develop the proposal and/or budget.
- Administration worked closely with the Human Resources Department and Law Enforcement Center in order to update the GS (compensation) scale for its certified officers, which is a requirement under the Indian Law Enforcement Reform Act of 1990. Administration and Law Enforcement officials presented this matter to the Vice-Chairman, Law & Order Committee and ultimately, the Menominee Tribal Legislature. In September, the Menominee Tribal Legislature authorized the GS Scale increase for Fiscal Year 2000, which began on October 1, 1999.
 - Administration worked with the Menominee Indian School District in the formation of the Community Collaborative Council, a community organization comprised of local agency and organization representatives who are dedicated to improving community involvement, and strengthening family relations. Through its participation in the council, the Administration brought forward the “Be at Work, Be On Time” initiative to the Menominee Tribal Legislature. The Menominee Tribal Legislature adopted the initiative and subsequently dubbed the initiative the “Indian Time is ON Time” project. Under this initiative, Friday, September 17, 1999 was proclaimed the “Count Day”, and all community members, businesses, government agencies, schools and churches were encouraged to support and promote full attendance on this day, and every day thereafter, through appropriate activities and ceremonies.
 - Administration sought to develop a stronger working relationship with Menominee County through increased communication with the County Coordinator’s Office. Several meetings were held with the County Coordinator, Mr. Ron Corn, throughout the year in order to discuss matters of mutual concern. These matters included fire protection, telecommunications (emergency dispatch), veterans services, and family preservation, to mention a few.
 - In preparation for the new millennium, technological advances and Year 2000 (Y2K) compliance, the Administration worked with the Management Information Systems department to obtain ninety-nine (99) brand new Dell Pentium III 500 MHz computers from the BIA. These computers are equipped with monitors, 56Kbps modems, 17” monitors, and various other accessories. These computers were distributed to BIA funded programs, and programs that support BIA funded programs. In addition, an administrator attended a training session in Madison, Wisconsin, for the purpose of Y2K contingency planning. Beyond assuring that the Tribe’s own systems function properly, the status of systems in which the Tribe interfaces has also been considered. Moreover, State and Federal agencies involved in the information exchange have issued assurances of Y2K compliance.
 - The Job Training Partnership Act (JTPA) will be repealed in its entirety on July 1, 2000 with the enactment of the Workforce Investment Act (WIA). WIA will consolidate job training and development services into one stop delivery systems. The administrators have worked diligently with Human Resources personnel in transitioning out JTPA and preparing for the implementation of WIA.

In closing, Administration wishes to thank the entire Tribal organization for its support and cooperation throughout the fiscal year, and for having performed a safe and successful job. Tribal Administration would also like to thank the community and the Menominee Tribal Legislature for its continued support (financial or otherwise) of the various Tribal programs. I would especially like to thank my staff for a job well done.

TRIBAL UTILITY
Dave Corn, Director

The Menominee Tribal Utility Department provides septic, sewer and water services. We also provide and service the electrical in Middle Village.

Electrical -

The number of customers in Middle Village did not change this year, however we are looking forward to the 19 new homes being built at this time.

Electrical Customers:

- 14 – Low Rental
- 9 – Mutual Help
- 20 – Trailers
- 9 – Commercial

Sewer and Water

The number of customers in Keshena, Neopit, Zoar, Trailer Court and Redwing remains the same.

Residential Customers:

- 540 – Sewer and Water
- 74 – Water Only
- 6 – Sewer Only

Commercial Customers:

- 75 – Sewer and Water
- 5 – Water Only
- 4 – Sewer Only

Administration

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

Indian Health Services

The venture between the Menominee Indian Tribe of Wisconsin and Indian Health Services erecting a new water tower in Neopit has been completed. The new tower is in service and the old tower has been drained and is no longer in service. Future projects for next year include the Neopit Lagoon, Keshena Well study, Dodge Road extension and Neopit Water Main project.

Utility Upgrades

Neopit Well:

Installed new pump and motor in Well #2.

Keshena Water Towers:

Both water towers were drained and cleaned on the inside and inspected inside and out.

Waste Water Treatment Plant:

Installed new fresh water supply system to pumps.

Systems:

Replaced computers and are Y2K compliant.

Y2K survey is complete and a Y2K Contingency Plan was wrote along with an Emergency Plan.

Tribal emergency generator was over-hauled.

The Menominee Tribal Utility provides septic service to all people within the Reservation boundaries.

WOODLAND YOUTH SERVICES

Keith Tourtillott, Interim Director

The Club provided services related to its core programs to children and their families in all areas of the reservation.

October 1, 1998 the Club started out with 148 registered members. On a monthly average 641 children were provided programming, averaging 27 boys and girls daily. In addition to the standard core programming the Club provided a total of 17,337 meals to children in the communities of Keshena, South Branch, and Neopit. Including providing transportation services to children and their families in the communities of South Branch and Zoar. An additional 2,618 meals were served to parents and program personnel for a grand total of 19,955 meals served to needy families within the Menominee Indian Reservation.

The Corporation expended a total of \$182,170.05 in service dollars and receipts a total income of \$178,331.79 for an estimated loss of (\$3,838.26) for the fiscal year. Sources of income were, Menominee Indian Tribe \$96,000, Bureau of Justice Assistance \$25,000, Dept. of Public Instruction \$7,097.14, Donations \$5,485.83, and Revenues \$9,005.27 with an additional amount recorded as receivable of \$35,743.55.

Utilizing the core program areas the club provided the following types of activities within the facility or use of commercial resources, Birthday Club, Monday Night Movies, Holiday Dances, Roller Skating, Swimming, Computer Lab, 3 Mile Club (fitness), Thursday Night Movies, Parades, Music Classes, Newsletter, Life Skills, Smart Girls, and Youth Councils.

Utilizing the core program areas the club jointly cosponsored the following activities, Breakfast with Santa, Volley Ball Tournament, Arts & Crafts, 3 on 3 Basketball, Porky Pancake Party, Dr. Suess Birthday Celebration and RIF Week, Youth Fishing Derby, Community Cleanup, Bike Safety Class, Golf, Little Hitters, Youth Conference, Wisconsin Badgers Games, Milwaukee Mustangs Games, and the Youth Culture Camp.

Programs coordinated with were Menominee Tribal Recreation, JOM, Neopit Parish Council, Menominee County Sheriff, Menominee Tribal Police, Historic Preservation Dept., Menominee Tribal School, Menominee Indian School District, South Branch Community Council, Zoar Community, Milwaukee Brewers, The Boy's & Girl's Club of Milwaukee, Milwaukee Mustangs, MCI, Pine Hills Golf Course, Shawano Lake Golf Course, Citizen's Bank, local businesses, and private individuals. The Woodland Boy's & Girl's Club would like to take this opportunity to thank all of you who have helped us work for a better future. Thank you for your time and donations, we look forward to a continued positive partnership.

ZOAR CEREMONIAL

Sue Beauprey - White

The Tribe maintains the Zoar Ceremonial Building. The building is used for "Big Drum" ceremonies every Wednesday night. They also use the building for seasonal services, funerals, spiritual healing. These expressions are not the focal point of the recognized Menominee traditional religion called the "Big Drum"; it is the median between its members and the creator (God, Great Spirit).

The Zoar Ceremonial Building is used for AODA Awareness Community meetings, Annual Sobriety Walk, Community meetings with Legislatures, Emergency site. This year the building was used for the family of Ingrid Washinawatok funeral.

This year the budget was in the amount of \$6,600.00. The expenses were; Insurance of the building, Maintenance of building and groundkeeper, The outside toilets were destroyed and filled with landfill by Minnow Creek Landscaping. The only maintenance to be done is to refinish and strip the floor. We were having problems with vendors giving us quotes and services for the building.