

Poso My Fellow Menominees:

Tumultuous is the best way to describe this past year. Being a first year Chairman is difficult in any year, but in these difficult times it is especially difficult. I thank the creator for the staff the Tribe has the good fortune to have working for their interests. Without their wise counsel, support, and ability to pull together this administration would have had a very long year. Plus we have a Legislature that is willing to roll up their sleeves and make the tough decisions.

We have made substantive changes this past year. Number one on the hit parade was getting the Tribe on a sound financial footing. Yes, we have had some program shut downs and some lay offs, but overall the Tribe is living within its means and we are putting money back into the reserve account for those years when the government is slow to release contract dollars to the programs. We will have to do this for the next several years until we build back the reserve to the \$5 million mark. Another high priority issue was restructuring the Tribal organization. We have been doing things the same way for many years and as a result we were not as efficient as we should be. Our belief is that if we expend training dollars on directors then they will be much more knowledgeable and efficient and so will the organization. No one should know the program as well as the individual director.

Our budget crisis has pointed out that the Tribe really needs more revenue streams coming into the organization, therefore the Tribe is making another run at an off reservation gaming venue. We have laid a solid groundwork for the process, aligned ourselves with an ethical, honest organization, had maximum communication with and involvement of all Legislators, and given you, the Menominee People, as much information as we can. Because there is the possibility that our off reservation gaming pursuit may fail, we are also looking at other smaller economic ventures.

This administration has been very diligent in building bridges with all the entities that impact on the lives of Menominee People. We have established working relations with both the County and the Menominee Indian School District and we are seeing positive results on both fronts.

We have also brought MTE much closer to the Tribe since we are the ultimate caretaker of the tribal resources. A far reaching piece of legislation is the stumpage ordinance which puts actual dollars into the pockets of Tribal members for the use of their resources.

Tribal government is always a work in progress and every administration faces the challenge of complacency. We can not allow ourselves to rest on our laurels or we will be a second rate organization.

I would like to thank the Menominee people for the privilege of serving as your chairman this past year. It is, of course, a challenging job, but public service is also a very fulfilling endeavor.

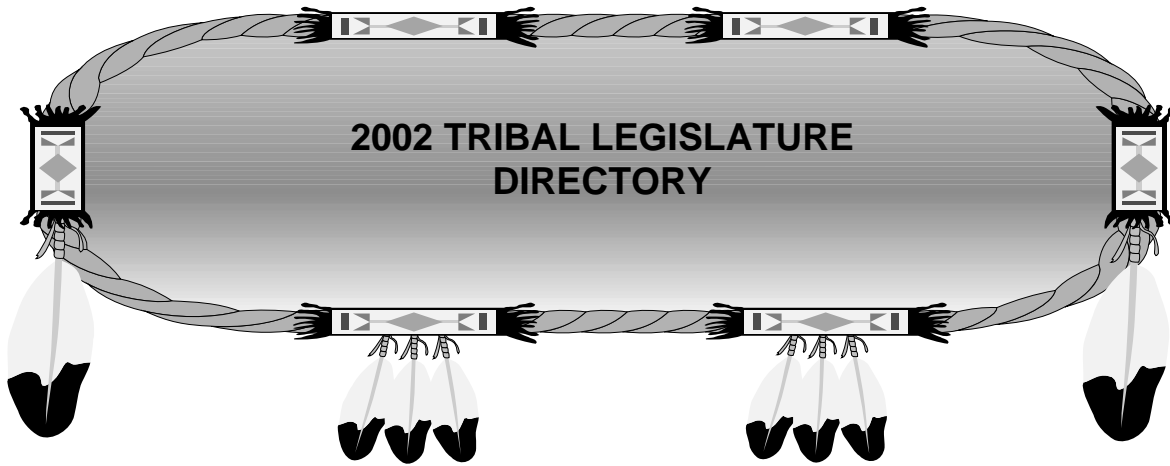
Waewaenon,

Lisa Waukau

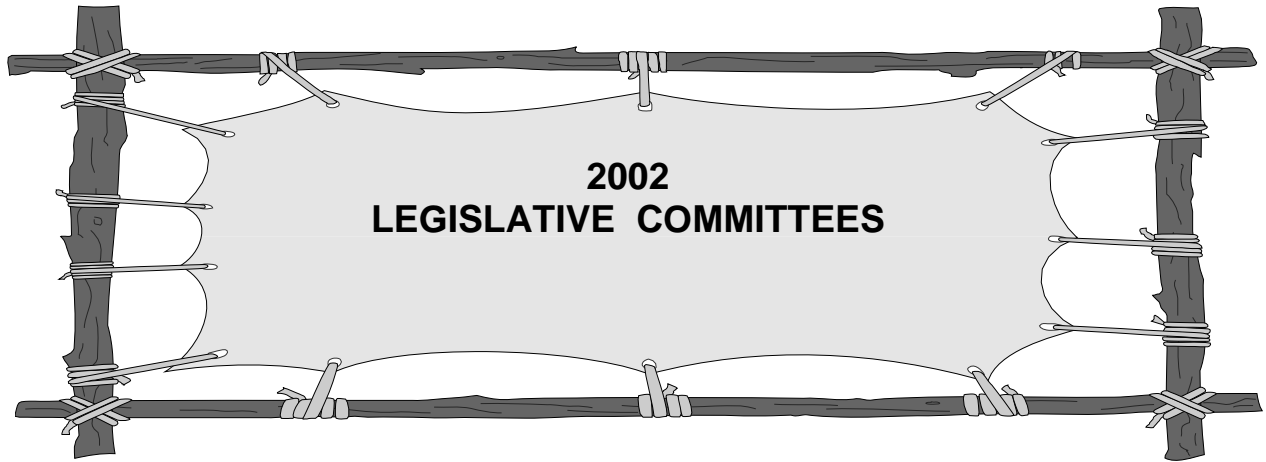
INDEX OF PROGRAMS

2002 TRIBAL LEGISLATURE DIRECTORY	
2002 COMMITTEE LISTING.....	
AGING DIVISION.....	1
ATTORNEY - PROGRAM	1
ATTORNEY - TRIBAL.....	2
CHAIRMAN - OPERATION OF TRIBAL GOVERNMENT	3
CLINIC	4
COLLEGE OF THE MENOMINEE NATION	12
COMMUNICATION DIVISION	15
COMMUNITY DEVELOPMENT.....	17
CONSERVATION/RIGHTS PROTECTION.....	18
ECONOMIC DEVELOPMENT.....	19
EDUCATION	23
ELECTION COMMISSION.....	24
ENROLLMENT	25
ENVIRONMENTAL SERVICES	26
FAMILY PRESERVATION.....	27
FINANCE	28
FOOD DISTRIBUTION	29
GAMING COMMISSION	29
GENERAL ASSISTANCE.....	31
HISTORIC PRESERVATION	31
HIP HOUSING.....	33
HUD HOUSING.....	34
HUMAN RESOURCES.....	39
INDIAN HEADSTART	43
INTERNAL AUDITOR	44
JOHNSON O' MALLEY.....	45
LANGUAGE & CULTURAL COMMISSION.....	45
LAW ENFORCEMENT	46

LEGISLATIVE STAFF SERVICES	49
LIBRARY	49
LICENSING AND PERMIT DEPARTMENT	50
LOAN FUND	51
MAEHNOWESEKIYAH TREATMENT CENTER.....	52
MAINTENANCE.....	53
MANAGEMENT INFORMATION SERVICE.....	54
MENOMINEE AUTO CENTER.....	54
MENOMINEE NATION NEWS.....	55
MENOMINEE NATION POW WOW	57
MENOMINEE TRIBAL SCHOOL.....	58
NAES COLLEGE.....	59
PROBATION/PAROLE	61
PROSECUTOR	62
PROPERTY MANAGEMENT PROCUREMENT	63
RECREATION	64
SOCIAL SERVICES	65
SOUTH BRANCH COMMUNITY	67
SUPERMARKET.....	68
TAX COMMISSIONER	68
TRIBAL JUDICIARY.....	69
TREATY RIGHTS	70
TRIBAL ADMINISTRATOR	71
TRIBAL UTILITY	72
WOODLAND YOUTH SERVICES	73
ZOAR CEREMONIAL.....	74
FINANCIAL SECTION.....	75



LISA WAUKAU, CHAIRPERSON P.O. BOX 542 Keshena, WI 54135	TERM-04	799-5113 Office
EUGENE J. CALDWELL VICE-CHAIRMEN P.O. BOX 196 NEOPIT, WI 54150	TERM-03	799-2311 WORK 756-2340 HOME
SYLVIA WILBER SECRETARY Rt. 1, Box 408 Gillett, WI 54124	TERM-03	799-5600 WORK
SARAH SKUBITZ P.O. Box 423 Keshena, WI 54135	TERM-04	799-3713 HOME
MYRON PYAWASIT P.O. BOX 188 NEOPIT, WI 54150	TERM-04	756-2568 HOME
APESANAHKWAT LOT 51, GREAT BEAR KESHENA, WI 54135	TERM-03	
GARY J. BESAW HC 1, BOX 219 A KESHENA, WI 54135	TERM-05	799-3824 WORK
ANTHONY WAUPOCHICK, SR. P.O. Box 74 Keshena, WI 54135	TERM-05	799-5600 WORK
JOAN R. DELABREAU 321 EAST CENTER STREET SHAWANO, WI 54166	TERM-05	799-4552 WORK



BUDGET & FINANCE COMMITTEE

CHAIRPERSON: Joan Delabreau

Sarah Skubitz
Tony Waupochick, Sr.
Tribal Administrator
Kathy Kaquatosh – Finance
Dan Maine - Insurance

COMMUNITY DEVELOPMENT

CHAIRPERSON: Gene Caldwell

Dave Corn
Bernard Vigue
Wendell Askenette
Pat Corn
Dave Grignon
Jim Horton
Susan T. Gomez

ENFORCEMENT & RESOURCE PROTECTION

CHAIRPERSON: Gary Besaw

Myron Pyawasit
Keith Tourtillott
Bill Kussel
Leon Fowler
Brian Lepscier
Barabara Nelson
Gary Schuettpeiz
Lynette Miller

GOVERNMENTAL AFFAIRS

CHAIRPERSON: Sylvia Wilber

Apesanahkwat
Tribal Administrator
Kathy Kaquatosh
Ben Kaquatosh
Annette Warrington

HEALTH & FAMILY COMMITTEE

CHAIRPERSON: Gary Besaw

Mary Husby
Duane Waukau
Jennifer Gauthier
Rose Hoffman
Jerry Waukau

HOUSING COMMITTEE

CHAIRPERSON: Joan Delabreau

Wendell Askenette.
Dave Corn
Land Use
Security Officer
Roxanne Bigfire

LABOR, EDUCATION & TRAINING

CHAIRPERSON: Tony Waupochick, Sr.

Dr. Verna Fowler
Amy Waukau
Dr. Donna Powless
Karen Washinawatok
Virginia Nuske
Rose Wayka
MISD SCHOOL Board Rep.
Rory Griffin, CMN Student



OTHER COMMITTEES

MENOMINEE LOAN FUND

CHAIRPERSON: Cindy Waukechon
Yvette Snow
Jerry Waukau
Jonesy Miller
Duane Waukau

LANGUAGE & CULTURE

CHAIRPERSON: John Teller
Tillie Zhuckkahosee
Karen Washinawatok
Lavina Shawano
Sara Skubitz
Marie Floring
Earl Wescott
Davey Jean Reiter

CONSERVATION COMMISSION

CHAIRPERSON: Doug Cox
Cordelia Beauprey
Tony Waupochick Jr.
Sharon Tourtillott
Robert Waukau
Jeremy Pyatskowitz

ENROLLMENT COMMITTEE

CHAIRPERSON: Myrna Jackson
Margaret King
Kim Oshkeshequoam
Tillie Zhuckkahosee

ENDOWMENT COMMITTEE

Virginia Nuske
Mary Walker
Mercedes Swimmer

GAMING COMMISSION

CHAIRPERSON: Duane Waukau
Laurie Boivin
Pam Alfonso
Randal Chevalier

TRIBAL AD HOC COMMITTEES

MTL/MISD TASK FORCE

CHAIRPERSON: Tony Waupochick
Tribal Administrator
Ann M. Johnson
Alan Caldwell
Dr. Powless
John Rothlisberg
Wendell Waukau
Jonesy Miller

MTL/MEN. CO. TASK FORCE

CHAIRPERSON: Sylvia Wilber
Sarah Skubitz
Joan Delabreau
Ron Corn
Tribal Administrator
Randy Reiter
Laurie Boivin
Jetta Coon

ELDERS/RELINQUISHMENT

CHAIRPERSON: Sarah Skubitz
Earl Wescott
Sid Dodge
Lorene Pocan
Sadie Spoon
Edwin Wilber
Tillie Zhuckkahosee

ADMINISTRATIVE TEAM

CHAIRPERSON: Lisa Waukau
Tribal Administrator
Kathy Kaquatosh
Ben Kaquatosh
Linda Zablocki
John Wilhelm

RESTRUCTURING COMMITTEE

CHAIRPERSON: Gene Caldwell
Sylvia Wilber
Gary Besaw

EXECUTIVE COMMITTEE

Lisa Waukau
Gene Caldwell
Sylvia Wilber

CASINO AD HOC

CHAIRPERSON: Gene Caldwell
Sylvia Wilber
Sarah Skubitz
Gary Besaw
Myron Pyawasit

AGING DIVISION

Georgetta Coon

The Menominee Aging Division comprises the former Commission on Aging and the Wolf River Community Based Residential Facility. The two agencies merged in 1999 by Legislative Action. The Menominee Aging Division operates and is guided by the principles of the Older Americans Act that was adopted by Congress in 1965.

The Menominee Aging Division provides services to individuals 55 years or older. Some of the services include the following:

Home Delivered Meals, Congregate Meals, Community Based Personal Care Services (Based on Medical need and Age) Activities and Special Events, Transportation for Medical Appointments, Community Services Block Grant Assistance (Medically needy for medical supplies and equipment), Elderly Maintenance Assistance (Based on Medical needs and Age), Judicare and Advocacy. Other services include Information, Referral and Outreach, Health/Wellness Activities, Disease Prevention and Benefit Specialist Services. Through a grant, we are able to provide temporary home health and respite care services for elders being cared for in their homes. The grant also allows for training and support services for the primary caregivers.

The Wolf River CBRF houses living quarters for 13 adults. Residential services include room and board with three nutritious meals per day with accommodations for special dietary needs, laundry services, personal care assistance, leisure activities and supervision of residential care by a professional nursing supervisor.

Grants and allocations from Federal, State, County and Tribal governments and public donations fund the Menominee Aging Division.

Statistical data is on file at the Aging Division office. The following is data that demonstrates the number of congregate and home delivered meals served during fiscal year 2002.

Title III		Title VI	
Congregate Meals	9, 024	Congregate Meals	4, 302
Home Delivered	6, 812	Home Delivered	8, 531

The goal for 2003 is to continue to seek new funding sources for new projects, seek funding for licensure and certification, and to improve the services for elders and to enhance quality life services.

ATTORNEY

RITA KESHENA AND JOHN WILHELMI

The Program and Tribal Attorney's Offices were combined near the close of this fiscal year. The Attorneys' Office is responsible to serve in the capacity of staff attorney for the Tribe, and, as such provides legal assistance to not only the Tribal Programs and administrative staff relative to their scope of work but also to the Tribal Chairman and the Legislature. The office is funded through the indirect cost pool.

The office provides legal representation in many ways, including issuing legal opinions, drafting contracts, advising on personnel matters, negotiating with federal, state and local governments and representing the Tribe in various courts including Menominee Tribal Court, Wisconsin Circuit Courts and the United States Court of Appeals for the Seventh Circuit.

It is the goal of the Attorneys' Office to organize, build, and develop the Office into a high-quality law office meeting the daily legal needs of the Menominee Tribe.

OPERATION OF TRIBAL GOVERNMENT

Lisa Waukau, Chairperson

What can be said about the past year? Has anything positive been accomplished? We started off running this year with the state of affairs at the Casino. This is a chapter we all didn't like happening but it all straightened out, and because of the snowballing effect from previous years, we were already starting an austerity program due to a lack of new income at the Casino. A business cannot afford to rest on its laurels and continue to operate as a business if it is not aggressive in its approach. The Ad Hoc Committee has rallied to the task and taken what steps it thinks is in the best interest of the Tribe, including a renovation project for the Casino, and a change in personnel was also

deemed necessary. Tribal Operations have continued its task of trying to find cost-saving measures to offset the lack of income. This was a worrisome task for all of us and we have yet to see the real outcome.

But on a more positive note, tribal affairs go on. WI Central Railroad settled its affairs with the Tribe regarding the old Neopit Trestle and line, so you should see some work going on up there. It'll seem strange for awhile due to the amount of work done but we're tough. We adjust. The Auto Service Center was shut down as a non-viable venture and will be replaced by the Public Transportation Department. You should see more people riding and getting to a limited number of destinations, for now, but it takes time to build up something for which there seems to be a crying need. Remember that Rome wasn't built in one day, so there may be bugs that have to get worked out but it sure sounds promising. Be sure to let the right people know if you have any suggestions for growth. Renovating and enlarging the Tribal Courthouse is still in the planning stages, Neopit Lagoon is being worked on but we need an infusion of dollars to go any further, Keshena Wastewater Treatment Project is moving along very well with startup of construction beginning 2 months ago with completion anticipated for August 2003. The County is in charge of construction of the Highway Shop but you can see they have started work there with completion slated for June 2003. So, we move along in spurts as dollars become available.

On a more personal note: Wendell Kenote was sworn in as Associate Justice for a 4-year term, Bill Kussel and Brian Johnson are the Prosecutor and Assistant Prosecutor, Betty Jo Wozniak left us in August as the Tribal Administrator after a 20-year stint, with her replacement to be selected later after restructuring is finished.

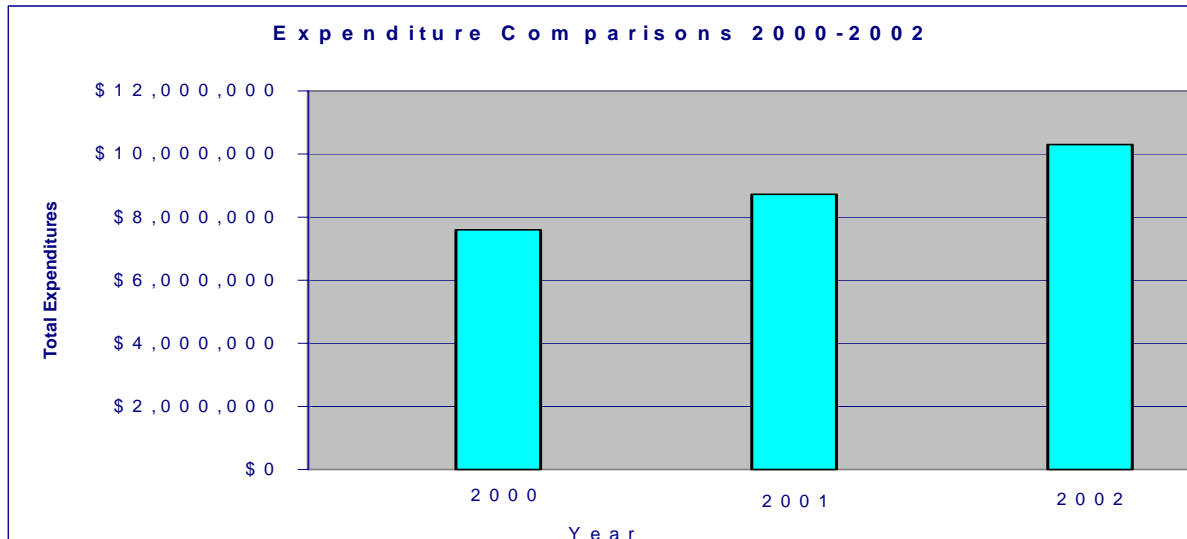
Stumpage Assessment Ordinance 02-22 was finalized so it should be very interesting as to how exactly it'll play out. Logistics, always logistics. The Dangerous Dogs Ordinance 02-27 was approved so hopefully no one will be bitten or attacked by a pit bull or a Doberman or whatever constitutes a dangerous dog. Be very aware of the new Seat Belt Ordinance 02-26 because if you don't click it you will get a ticket – it is for everyone's safety. All you have to do is read the daily papers

CLINIC

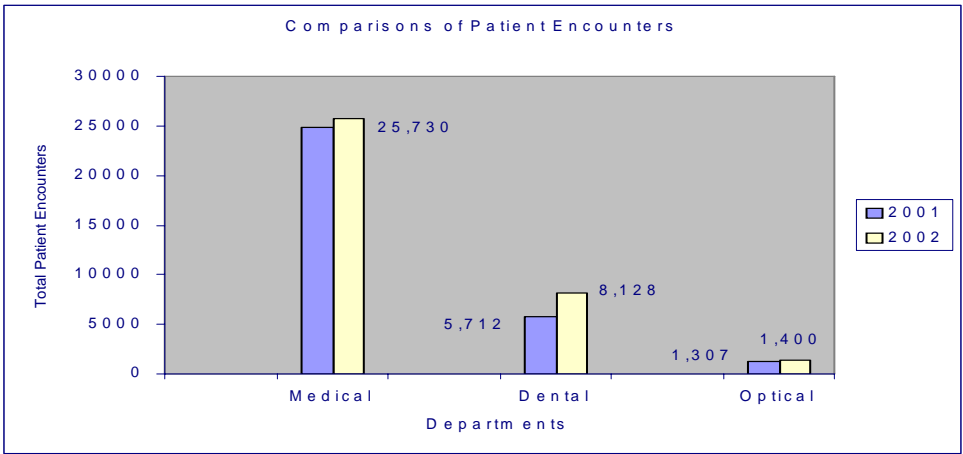
Jerry Waukau, Administrator

ADMINISTRATION

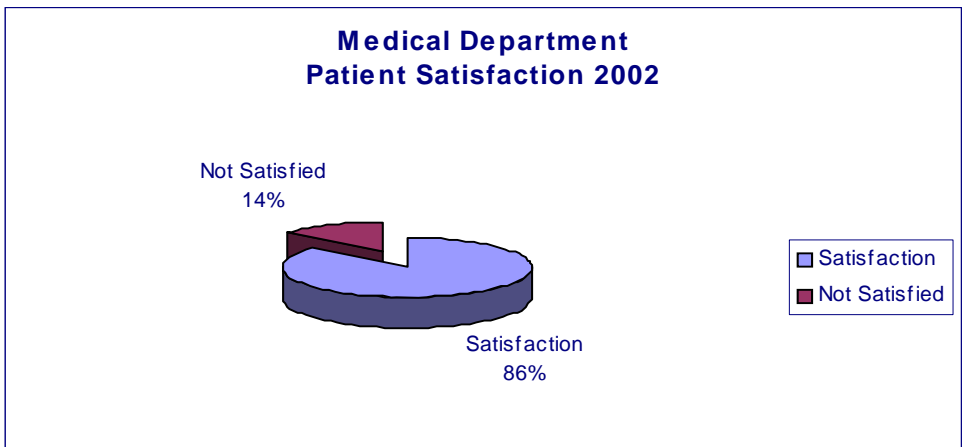
The Menominee Tribal Clinic provides comprehensive health care services in the area of medical, dental, and community health services. We serve approximately 4,000 eligible Native Americans residing within our service delivery area. We spent approximately \$11 million dollars on health care services in FY 2002. In FY 2001 we spent \$10.3 million, and \$9.6 million in FY2000.



Overall, access to care in medical, dental, and optical are fairly good. Total visits for the past two years were:

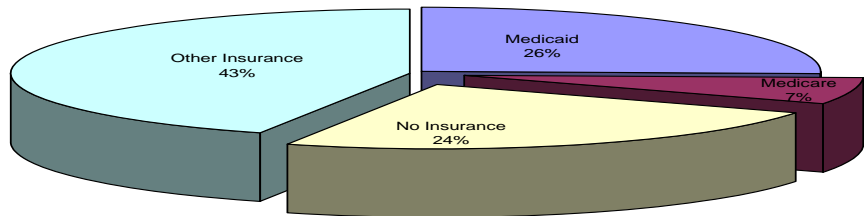


Patient satisfaction ranks high at the Clinic:



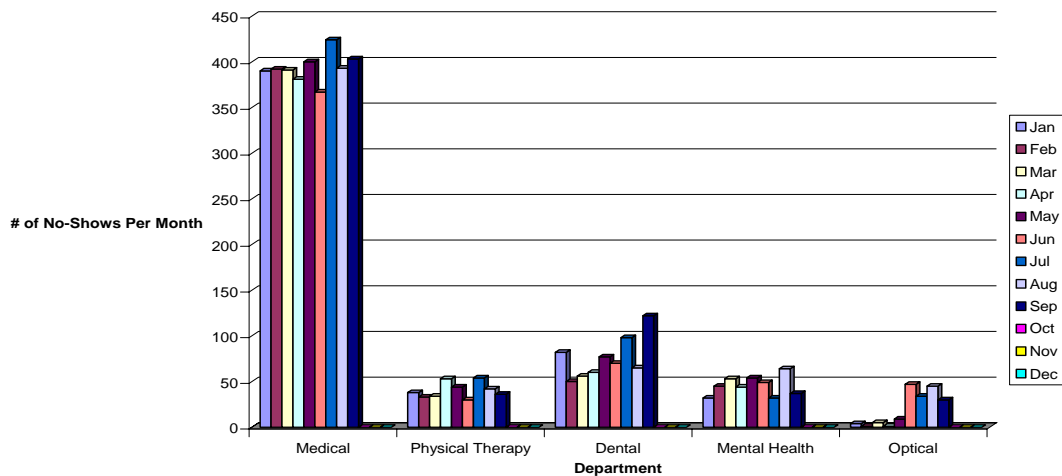
Over 76% of our patients are covered by some type of insurance. We have approximately 532 people who have no type of insurance and are full-pay for the Contract Health Service. This represents a substantial risk for us as we have to cover any patient that walks through for services.

**Menominee Tribal Clinic
Patient Insurance Status 2002**



No-shows continue to affect access to care. We have tried a number of interventions with no major improvement in our rates. We will continue to monitor and look at interventions to improve these rates.

**Menominee Tribal Clinic
Patient No-Shows by Department 2002**



In August 2002, the Menominee Tribal Clinic celebrated 25 years of service. Access has improved over the years, with the addition of over 20,000 square feet of space for patient care, along with the addition of more staff. Without the leadership and vision of the Restoration Committee and the Menominee County Board, this would not have been possible. With the changing health care environment the Clinic has been forced to become more business like and innovative in its health care delivery system, and must continue to collaborative and partner with various agencies including the university, state, and private sector.

Overall funding streams for the Clinic have been sufficient to meet the level of service the community is demanding. With the development of the business plan a few years ago, we have been able to plan a roadmap and essential tools, which are necessary to be used in the management of the Clinic. We must maintain adequate cash reserve and address shortfalls in our revenue streams if we are going to continue to provide comprehensive health care services to our community and ensure the financial stability of the clinic over the next three (3) to five (5) years.

2002 Financial Summary Report
Menominee Tribal Clinic

<u>Ledger No.</u>	<u>Contract Name</u>	<u>Total Expenditures</u>
156	Third Party Budget	\$ 4,250,000
308	Indian Health Service Contract	\$ 5,900,000
315	IHS Special Diabetes Program	\$ 312,000
341	Rural Health Network	\$ 128,652
701	Women Infants & Children	\$ 79,573
702	Maternal Child Health	\$ 48,743
703	Adolescent Parent Self Sufficiency	\$ 37,914
708	Adolescent Pregnancy Prevent	\$ 32,968
709	Choices	\$ 3,197
715	IAP/LHD Immunization	\$ 6,932
716	TCB/DPH Community Coalition	\$ 22,476
717	Coop American Indian Health	\$ 10,100
720	CDC Breast/Cervical Cancer	\$ 20,499
732	Medicaid Eligibility Outreach Program	\$ 43,831
738	Tobacco Control	\$ 11,421
739	Child Lead Poisoning	\$ 1,393
740	CVD Risk Reduction	\$ 11,175
742	Fluoride Mouth Rinsing Program	\$ 2,031
911	Rural Infant Health Program	\$ 10,000
927	Spirit of Eagles	\$ 2,750
963	Menominee Commercial Tobacco Abuse	\$ 5,000
	TOTAL	\$10,940,655

MEDICAL

The department consists of five (5) Family Practice Medical providers, and two (2) Nurse Practitioners. Each Medical Provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The Tribal Clinic also provides an acute care Triage system. The department provides service Monday through Friday from 8:00 AM to 12:00PM and 1:00 PM to 4:30 PM. Acute care patients are provided service from 8:00 AM to 11:00 AM and 1:00 to 3:00 PM. One physician resigned in June 2002. One (1) physician was recruited, Dr. Amy Slagle. This physician is scheduled to start practice in January 2003. The number of walk-in patients increased by 10% during the year to average 450 – 550 per month.

The providers this year served 25,730 patients during the course of the year. The nursing staff managed approximately 11,500 patient request such as medication refills, messages to providers from patients, answering client health questions, and notification of lab and test results. This represents an 11.25% increase from the previous year.

The incidence of no shows decreased slightly to 20.4% (down from 22-23% in 2001).

The Physical Therapy department continues to operate three days per week. The no-show rate is 20-22%, down slightly from last year (22-24%).

The department continues to utilize the services of Dr. Fletcher, cardiologist, two (2) half days per month. This eliminates the need for patients to travel to Appleton for those services.

The five (5) Physicians rotate on call and hospital rounds. They continue to provide support and continuity of care to surrounding Nursing Homes to evaluate and treat patients. The current census is 27 patients in local Nursing Homes.

Dr. Exner remains active on the Tribal Child Protection Committee and serves as Medical Director for the Community Based Residential Facility.

Dr. Keenan serves as the Medical Advisor to the Infection Control Committee and the EMS (Emergency Medical Services) Department.

Dr. Joe Guenther serves as Medical Advisor for the Diabetic Program.

Two nursing staff of the Medical Department participated in Spirit of Eagles, Cancer Surveillance project. This was a collaborative effort with Wisconsin Cancer Reporting Systems and the Great Lakes Inter-Tribal Council.

Educational clinical experience of eleven (11) Medical Students and two (2) Residents did rotations in the medical department during the past year.

The department continues to improve staff competencies through educational in-services and trainings. All designated personnel in the Medical department are CPR certified.

The department purchased equipment this year consisting of two new pulse oximeters, an autoclave, and an IV pump.

The clinic received JCAHO re-certification for the next three (3) years.

Our walk-in volume for medical continues to be high. For medical, the walk-in volume represents about 25% of total visits.

MEDICAL RECORDS

The purpose of the Medical Records Department is to maintain confidential patient health information services including monitoring patient record access/use, security and protection of patient health records, and appropriate disclosure of health information. The Medical Records Department also provides transcription service and clerks transcribe approximately 3,250 minutes of voice recording per month.

Medical Records Department staff attends training each year on Wisconsin law regarding patient privacy and HIPAA Privacy Rule regulations.

DENTAL CLINIC

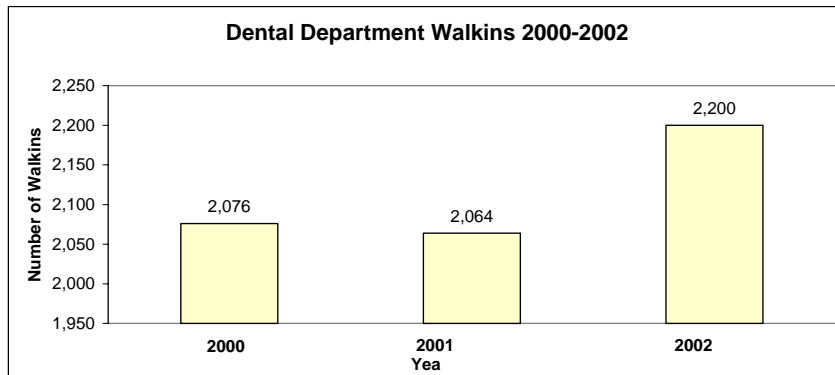
Community Preventive Programs: The Communities in Keshena, Zoar, Middle Village, Redwing and Neopit have fluoridated water systems that are maintained as close as possible to the optimum level. A weekly fluoride rinse program is performed for children in grades K-6. The program covers about 700 students. Information and

counseling is provided to people concerning the dangers of smokeless tobacco. Referrals to the Tobacco Cessation Program are made when appropriate. One hundred Ninety (190) children were seen through the Headstart program. Presentations on oral health were given at the Keshena Primary and Neopit Tribal Schools.

Clinical Preventive Programs: Pit and fissure sealants are placed on permanent posterior teeth when indicated. Oral hygiene instructions are provided to the patients by the hygienist primarily. Topical fluorides are used when needed. Systemic fluoride supplementation is used when needed. 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. 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. Tammy Keller, RDH and Dolores Boivin have initiated a program to have more diabetic patients seen in the dental clinic. So far in 2002 we have had a 44% increase in examinations of this patient population.

The addition of new staff, Ron Fuller, DDS; Connie Kessen, RDH; Diane Carlson, RDH; Karen Stenzel, DA; has increased the number of appointments available in the clinic. A patient satisfaction survey was conducted September 16-26. 93% of the patients said they can be seen when needed (up from 87% in 2001) and 81% of the patients said they can make an appointment when needed (up from 63% in 2001). Projected totals for 2002: Patient visits: 6,191; Walk in visits: 2,145.

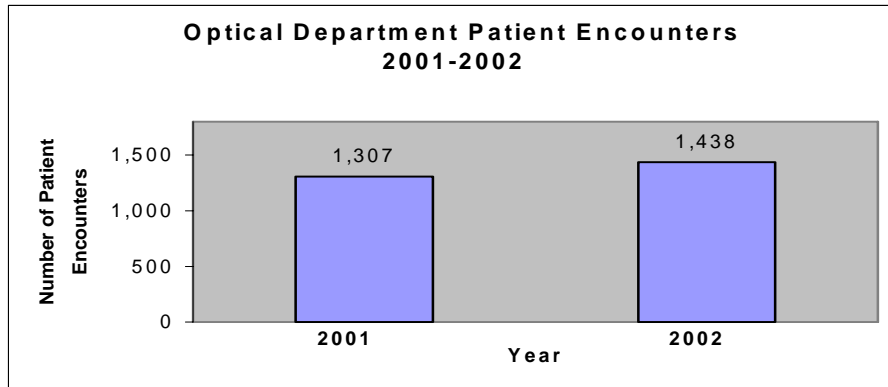
Our walk-in volume for dental continues to be high. We have expanded walk-in time for patients in the morning as well as the afternoon. By expanding the walk in time, we have been able to see approximately 136 more patients.



OPTOMETRY

The Optometry Clinic offers full-service eye care. Among the many services provided are comprehensive eye examinations, eyeglass fitting, adjusting, and repair, contact lens fittings and emergency care. Patients are screened for the presence of eye disease such as cataract, glaucoma, and diabetic retinopathy. Optometry works closely with the medical and other clinic departments to ensure that each patient receives quality medical care. For those patients who require more specialized care or surgery, referrals are provided to either a Menominee Tribal Clinic physician for medical evaluation or ophthalmologist located in Green Bay, Wausau, or Appleton.

With the addition of a full-time optometrist back in August of 2001 the optometry clinic has been exceptionally busy. It has experienced an increase of at least 10 % in the number of patients seen in the last year. Dr. Rob Chelberg has served full-time for one year and Dr. Roger Wilson has been on staff for 7 years working 2 days per week. Both doctors are state certified and licensed to prescribe medications to treat ocular diseases. The department also has two experienced optometric assistants who provide appointments, eyeglass ordering, dispensing and repair, and contact lens services.



In the last year the optometry staff has been involved with the local schools and Head Start programs in Keshena and Neopit to ensure that children are screened for vision related problems. Since diabetes is a major cause of blindness in the United States, Dr. Chelberg has also been involved in clinic and community sponsored events to educate about the importance of dilated diabetic eye exams with the ultimate goal of preventing blindness.

MENTAL HEALTH SERVICES

Mental Health Services continue to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy or group therapy depending on the presenting problem or issue. Typically, Mental Health Services deals with such issues as depression, anxiety, stress, grief, sexual abuse, children and adolescent issues, suicidal ideations, 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 a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Masters Degree in Psychology, one (1) Ph.D., Clinical Psychologist, and a Consulting Psychiatrist who provides evaluation, medications, and clinical supervision. All full-time providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

During this past year there has been a twenty-five percent (25%) increase of client contacts. This may be attributed to having three (3) full-time providers over the entire year from January to December. The overall no-show rate has increased slightly, also, which continues to be unacceptable. The no-show rate results in a loss of services provided and a loss of income to the Tribal Clinic.

Mental Health Services continues to work well with other Tribal Clinic departments, Community agencies, Tribal organizations, local schools, and other agencies in the immediate geographical area. Finally, statistical information can be viewed on the attached form.

<u>MONTH</u>	<u>CLIENT CONTACTS</u>	<u>CONSULTS</u>	<u>COLLATERAL CONTACTS</u>	<u>TOTAL CONTACTS</u>	<u>NO SHOW</u>
JANUARY	139	20		159	57
FEBRUARY	116	42		158	48
MARCH	108	27	-	135	51
APRIL	165	49	-	214	40
MAY	162	23	23	208	64
JUNE	136	17	11	164	47
JULY	127	33	8	168	33
AUGUST	146	41	30	217	58
SEPTEMBER	120	42	31	193	42
*OCTOBER	135	33	21	189	49
*NOVEMBER	135	33	21	189	49
*DECEMBER	135	33	21	189	49
TOTAL	1624	393	166	2183	**587

CONTRACT HEALTH SERVICES

There are two parts 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 which are provided at the expense of Tribal Health facility from public or private facilities. CHS 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 and will only be used when there is no other resources available for an eligible person. CHS approved 272 new applications this past year.

There are a number of programs, which provide medical coverage for eligible persons. The Benefit Specialists provide information, assist and follow up with patients in applying for these resources. This past year, 593 referrals were made. Fifteen persons (15) were not eligible, and 21 persons failed to comply with program requirements, which results in a denial from the program. A person who fails to comply with the alternate resource requirements, are also denied Contract Health Services because of the payor of last resort rule.

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

We are also providing funding for limited "Priority II" referrals. These referrals have a potential risk for serious complications if the patient does not receive appropriate care in time. 133 referrals were evaluated in the monthly Physicians Quality Improvement meeting. 37 referrals were approved for CHS, 96 did not meet the established priority guidelines and were placed on the Deferred Care List.

Contract Health Services processed a total of 3050 referrals. 1213 were funded by CHS and 1837 were funded by medical assistance, commercial insurance with any balances remaining was the patient's responsibility.

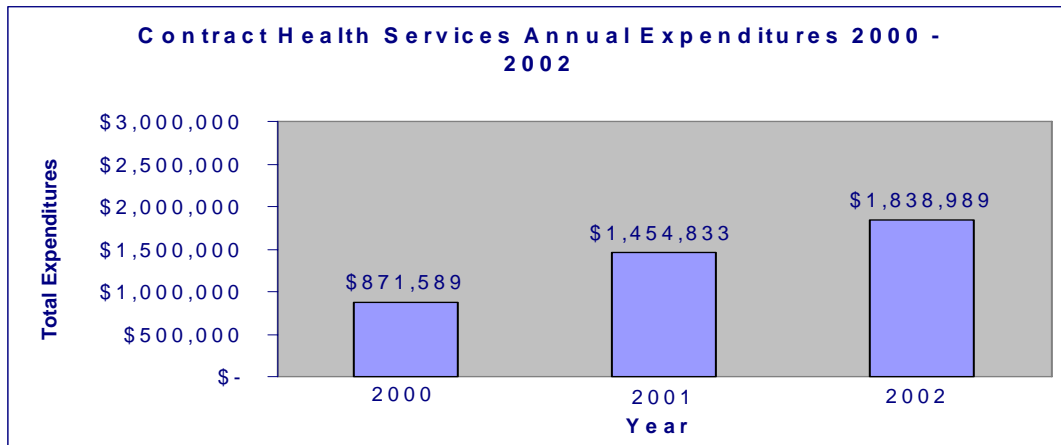
In October, 2002, CHS received \$250,000 for Deferred Care Services (Waiting List). A total of 100 deferred cases were funded. This year the Medical Relief Block Grant had a shortfall of \$63,123. This shortfall was subsidized with CHS funds.

Contract Health Services uses discounts to extend limiting funding. We continue to contract with WPPN/Multiplan Preferred Provider Network. Using this network, we had a savings of \$150,867 for the year. We also had a negotiated discount from Shawano Medical Center in the amount of \$79,923

CHS issued a total of 4465 purchase orders for 996 patients.

2002 CONTRACT HEALTH SERVICES BUDGET

<u>CATEGORY</u>	<u>AMOUNT</u>	<u>NO OF VISITS</u>
Ambulance	\$ 21,023	40
Prescriptions	91,593	1,297
ER Care	83,806	285
Inpatient Care/Hospital	415,345	120 patients/414 days
Inpatient Doctor Care	91,900	435
Outpatient Hospital Care	309,709	1,508
Specialist Care	449,190	2,983
Dental Specialist Care	138,190	163
Medical Supplies	45,110	269
Deferred Care Referrals	100,000	100
2002 Mental Health Agreement	30,000	
2002 GAP Shortfall	63,123	
TOTAL	\$1,838,989	



PATIENT REGISTRATION

The Patient Registration department registered a total of 71,861 patients this year. We register an average of 289 patients per day. This year, 473 new patients came to the clinic.

PHARMACY

The Pharmacy & Therapeutics Committee added the following drugs to our formulary: Adderall 10mg, Neurontin 300mg, Neurontin 400mg, Polytrim Ophth. Soln., Aciphex 20mg, Wellbutrin SR 150mg, Benicar 20mg, Benicar 40mg, Toprol XL 25mg, Toprol XL 50mg, and Tobradex Ophth Solution.

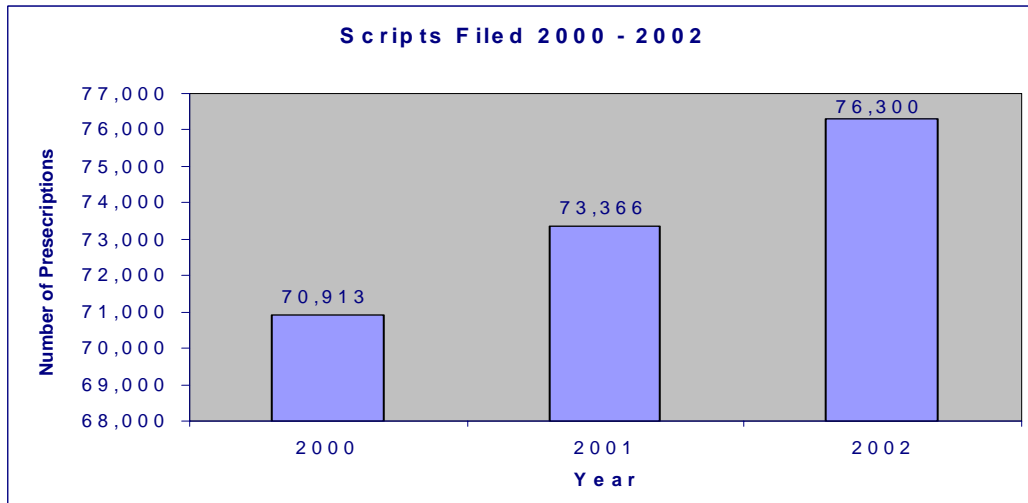
This year, 2002, the Pharmacy will dispense approximately 76,300 prescriptions. This is up from last year by about 20 prescriptions per day. The busiest month was January when we filled 7,037 prescriptions. The busiest day was May 28, 2002, when we filled 474 prescriptions. For 2003, I estimate we will dispense 78,000 prescriptions.

A number of new staff were hired this year. Brian Edelburg-Pharmacist, Amy Rothlisberg-Pharmacist, Joseph Caldwell Jr.-pharmacy assistant, Valerie Pamoncutt-pharmacy assistant, and Renee Waukechon-pharmacy technician.

The Pharmacy software vendor wrote a program called the "Patient Flow Sheet" which aids the providers in tracking their patients medication use.

The Patient Satisfaction Survey results showed that patients were more satisfied with the Pharmacy than anytime in the past 9 years.

PROBLEMS: Prescription volume has not increased by as much as expected. There have been many drug shortages this year, more than any time in the past 19 years. This forced us to obtain other costly alternatives. However, the corresponding big increase in overall drug costs did not occur because many drugs went off patent and the generic cost of these were significantly less.



The average cost per script was \$11.14 for 2002, \$10.00 in 2001, and \$9.16 in 2000.

We spent approximately \$850,000 in our pharmacy supply budget.

LABORATORY

	<u>2001 Actual</u>	<u>2002 Estimated</u>
PATIENT ENCOUNTERS	11,287	11,397
TESTS PERFORMED IN-HOUSE	21,101	20,080
TESTS REFERRED	5,791	5,797
DRUG SCREEN CLIENTS	210	97

The number of clients is dramatically lower than previous years. Budget constraints by the tribe have limited the number of clients scheduled for random drug testing. Also Maehnowesekiyah is performing most of the drug collections for the tribe.

In 2002, the laboratory had an operating budget of \$343,138. Staffing for the laboratory remains at three full-time employees.

New chemistry analyzer was purchased May 2002. A Dade-Behring Dimension X-Pand Analyzer, at a cost of \$ 96,652, replaced the Elan Diagnostics ATAC 8000 as well as the Abbott IMX and DCA 2000 analyzers. A Fletcher-Flora LabPak Data Management and Reporting System was also added to replace the Laboratory Information System component of the ATAC 8000 System at a cost of \$ 11,000.

JCAHO laboratory inspection took place September 25 & 26, 2002. Preliminary report indicated a Preliminary Summary Grid Score of 98%. No Type I deficiencies were noted. Received only two supplemental recommendations

RADIOLOGY

After 25 years of service, the General Electric Radiographic equipment no longer met the needs of the clinic. The machine had started losing its penetration power and no longer offered consistent exposures. A Hologic was purchased from Northern Imaging at a cost of \$81,000. The x-ray room itself had to be renovated to accommodate the special electrical needs of this piece of equipment. Painting of the walls, painting of the cupboards, installing new lighting and replacing the flooring also had to be done before the new machine was installed.

The total down time – pulling out the old General Electric machine and installing the new Hologic machine – was approximately four weeks. The diagnostic ability of the clinic was helped by Northern Imaging's loan of a portable x-ray machine and processor. Shawano Medical Center helped by performing diagnostic exams that were beyond the capabilities of the portable machine.

The Hologic was up and running with only a few bugs to be worked out. Three days later the machine was 100% operational. Now Menominee Tribal Clinic has an x-ray department that is bright and cheerful. A machine that is more patient friendly with it's elevating table, floating top, tilting upright bucky, and a weight capacity of 600 pounds.. With the new phototiming, all films are reproducible. A total cost of renovating the Menominee Tribal Clinic Radiology Department was \$120,000.

There were a total of 4,165 patient encounters. Total films used 11,446.

EMERGENCY MEDICAL SERVICE

The Menominee Tribal Rescue Service provides Basic Life Support Services along with the advanced skills of cardiac defibrillation, advanced airway management combi-tube, and administration of epinephrine for anaphylactic shock caused by allergic reactions. Some of the more common basic services include doing a patient survey/exam, gathering medical history information, administration of oxygen, glucose, charcoal, application of bandaging and splints, immobilizing of injured patients using various types of equipment, and transport to a medical facility when needed. Our service deals with a wide variety of illnesses and injuries. Some of the ways these injuries occur are by motor vehicle accidents, four wheeler, bicycle, boating, rafting, falls, or other accidents at home, work, school, the casino and all other public places, and second party inflicted violence. Some of the more common medical illness related calls include heart attack and/or chest pain, stroke, diabetes, respiratory problems, high fever mainly in children, and a number of chronic illnesses. We also provide first aid services as time permits for area events such as school sports and several different Pow-Wows. This has been done on a volunteer basis. Ambulance stand-by services for events at the casino such as music festivals and the boxing events are covered on a paid basis.

In February of this year we trained for and began using the new Medications approved by the State of Wisconsin for use at the EMT-B level. We are now approved in the following skills / Medications. (1) Emergency Medical Treatment of Hypoglycemia With Glucose Monitoring and Administration of Glucagon, (2) Administration of Aspirin for Chest Pain Believed to be of Cardiac Origin, and (3) Administration of Nebulized Albuterol for the Emergency Medical Care of Severe Asthma.

For the reporting period Menominee Tribal Rescue Service has responded to 860 calls, encountering 889 patients of which 520 were transported to a medical facility for definitive care. The remainder of the patients were not transported for a variety of reasons including an injury or illness not requiring Ambulance transport or the patient refusing medical care or transport.

We currently have 21 EMTs, 3 are full time and 18 part time on – call. We continue the process of recruiting persons for the EMT basic class from the community as needed and when classes are available.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Department currently has nine staff positions. Four of the positions are registered nurses. We two transporters and provide transportation on a first come – first served basis for the clinic or for outside referrals. Last year there was 33,000 transport miles and with the addition of the new transporter we about doubled the amount of patients transport miles with approximately 60,000.

The Community Health Department contracts with the County to do public health services, which includes: immunizations, sexually transmitted disease follow-up, and other public health services. We also do injections and fill med boxes for the chronically mentally ill clients as well as providing tuberculin tests for their AODA Program. The nurses continued to supervise the Personal Care workers for which we bill the program on an hourly basis with the money going to the third party fund. The county has now hired a nurse in September 2002 and she will again be taking over the responsibility of the person care program.

The Community Health Department provides communicable disease surveillance to the community, provides walk-in immunizations for children and adults (including influenza vaccine), does walk-in blood pressure screenings, provides well child screenings, does tuberculin skin testing and provides skilled nursing visits to the community, including intravenous therapies.

One of the nurses provides jail health with routine visits to the jail on Tuesdays and Fridays. She provides nursing services to the prisoners and to the staff. One nurse is a Certified Diabetic Educator and works closely with the Diabetic Program in assisting with grant writing and other administrative aspects of the program. One of the nurses serves as the AIDS Coordinator, planning AIDS events and education for the clinic as well as providing care for AIDS/HIV clients.

CHNS STATISTICS

Diabetic Clinic	Year to Date
DM Clinic Pt's Seen	135
Regular DM Pt Contacts	268
Coordination Hours	1,724.5
Audiology	
Patient's Seen	188
No-Shows	62
School Screenings	769
HealthCheck	
Patient's Seen	404
No-Shows	130
Community Health	
CHN Home Visits	3,926
Immunizations Given	1,558
AIDS Coord Hours	348
Patient Transport Miles	59,252
# Patients Transported	573

PUBLIC HEALTH

Sixty-three (63) cases of chlamydia were reported compared to 72 cases last year. Fifteen (15) cases of gonorrhea were reported compared to four (4) in 2001. Six (6) new cases of herpes simplex type II were reported the same as last year.

No cases of tuberculosis were reported, as was the case last year.

Two (2) cases of blastomycosis were reported compared to two (2) cases last year.

Three (3) cases of hepatitis C were reported compared to one (1) case last year.

We continued to provide mandated State Public Health Services for the county such as immunizations, sexually transmitted disease follow-up, tuberculosis testing, and general follow-up on communicable diseases. We provide services for the chronically mentally ill clients giving injections and filling med boxes. We provide tuberculin skin

tests for the AODA Program. The nurses also provide supervision for the personal care workers in the community. The county has again hired a nurse to provide personal care supervision beginning in September of this year.

HEALTH PROMOTION / DISEASE PREVENTION PROGRAM

The Health Promotion-Disease Prevention Committee was involved in a number of projects this year. Along with the monetary contribution, many of the committee members contributed time in helping with events that were held.

HP/DP contributed supplies and prizes for Dental Health Month such as brushing timers, gift cards, and battery operated toothbrushes.

The Poker Walk/Run, Pow-Wow Run, Diabetic Relay, and Triathlon were all held over the summer months. HP/DP helped with miscellaneous supplies. Committee members helped on the day of the events also.

The HP/DP committee helped sponsor a "Baby Basics" class for new mothers.

AIDS ADVISORY BOARD

The AIDS Advisory Board meets quarterly with the Aids Task Force. Plans are to dissolve the Task Force in October 2002 while giving the 2 or 3 members who still attend occasionally an open invitation to attend the Advisory Board meetings.

The Menominee Tribal Clinic can be proud of their approach to HIV+ prevention and education. Approximately 200 HIV tests are performed annually; there are displays and information available at community events; educational presentations are available on request and we have established an excellent working relationship with Aids Resource Center of Wisconsin. The Empty Moccasin Memorial has been seen at many conferences and gatherings and continues to garner praise, and the World AIDS Day Walk has turned into an annual community event.

During the past year there has been more effort placed on working 1:1 with our HIV+ and AIDS afflicted patients. Patients are more willing to work with clinic staff and not as fearful of loss of confidentiality as they have been in previous years. This also demonstrated a definite need with some patients requiring considerably more assistance with compliance issues than others.

Future plans are to continue to provide the community with information to facilitate appropriate decision making; keep current on the many changing facets of the disease and its treatment and provide care and support for those patients and community members afflicted with HIV and AIDS.

WELLNESS

Community Programs Shawano Hospital awarded our program \$5,000 to purchase Nicotine Replacement Tools for our Smoking Cessation Program. \$4,000 was also awarded towards the purchase of equipment to groom cross-country ski trails. It is our hope that this will help to increase the number of people that are physically active during the winter months.

The Menominee Tribal Clinic Wellness and Diabetes Programs are participating in the Obesity Prevention Project, a joint effort between Bad River, Lac du Flambeau, Great Lakes Inter-Tribal Council and the University of Wisconsin's Department of Family Medicine. Currently we have screened 150 Menominee children from Tribal School and Keshena Primary School. This is an ongoing project that will provide funding for a total of 4 years. Funds will be used to increase awareness of Diabetes, as well as, educational programs that will focus on prevention issues.

The Wellness Department donated the sweet corn for the Community Sweet Corn Project. We worked along with Tom Boelter, Larry Linder, who performed the field work, and the Wilber family donated land.

Local Committees

As the Wellness Director, I represent the Menominee Tribal Clinic by serving on the following committees: The College of Menominee Nation Health Network Steering Committee, the Rural Health Network Committee and the Health Promotion/Disease Prevention Committee.

In addition to that, I am the Coordinator for the Community Health Plan Objectives Committee and the Menominee Tobacco Coalition. The Menominee Tobacco Coalition has joined efforts with Coalitions from Oneida Nation, Stockbridge-Munsee, Forest County Potawatomi, and Mole Lake, to form the Northeast Wisconsin Tribal Tobacco Coalition.

The Northeast Wisconsin Tribal Coalition sponsored a Youth Leadership Conference, which was attended by 40 youth from the participating tribes. Youth and Leaders participated in experiential learning events, as well as, learned and discussed the traditional use of tobacco amongst Native people.

State Committees

I currently serve as a member of the Great Lakes Inter-Tribal Council Epidemiology Committee, with whom we received the Great Lakes Native American Research Center for Health Grant.

The Menominee Wellness Department also has a partnership with other Wisconsin Tribes, The University of Madison, and the Mayo Clinic. Projects that we are currently involved in with this partnership are The Obesity Prevention Project, The Protective Effect of a Traditional Diet, Improving Native American Cancer Surveillance in Wisconsin, and Student Development where Wisconsin Native Youth are encouraged to attend college and participate in mentorships. These projects have been awarded funding for 4 years as well.

Community School Systems

As the Wellness Coordinator, I present weekly, 40 minute Wellness Presentations at Tribal School to Grades 4-8. This equals 80 students that are exposed to ongoing wellness education. I also provided presentations to the Menominee Highschool's Health Class and Athletic Teams on various health related topics.

I also participated in the Tribal School's Staff First Aid Inservice, in addition to, providing several presentations. Presentations were given to the Special Education Department, Parents, KPS Jump Rope for Heart Program, and to the Neopit and Keshena Head Start children and staff on Smoking Prevention & Healthy Heart topics.

The Annual Highschool Wellness Day hosted speakers Gerry RainingBird (keynote), Theda NewBreast and her daughter Amanda Old Crow. These speakers presented on the topics of tobacco prevention and personal relationships. Talks were ended with a special magic show presentation provided by The Rick Wilcox Theatre, followed by Wellness Day Buffalo Feast.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide various services to the Menominee Community. Some of these services are done in the clinic, such as one-on-one diabetes education that includes diet and exercise instruction. We also provide outside services such as home visits and volunteering at events in the community. The Diabetes Program is continually working to raise awareness of the disease with educational efforts in a variety of settings of all ages.

The Diabetes Committee meets on the third Friday of every other month. The committee consists of the Diabetes Nurse Educator, DM Coordinator, a Registered Dietician, an Optometrist, a Lab Technician, a MD and his nurse, a Community Health Nurse, the Medical Records Supervisor, a Health Promotion Educator and a representative from Administration.

The number of Diabetics on the registry has increased by 48% in the last 4 years. There are currently 514 patients on the Diabetic Registry. Information on these patients is updated continuously via computer. Chart audits are done every year and this information is used to identify areas that need improvement regarding patient care. This data is also used for grant reporting purposes.

The Diabetes Program has been involved in a variety of activities this past year. Field trips to the Shawano Dialysis Center for the 6th grade tribal school students were arranged; health screenings were done at various worksites and schools; and an evening DM Conference was held in Neopit in May. We will be offering another DM Conference on November 21st at the Menominee Casino.

Blood sugar screenings were held at the Pow-Wow and the Women's Health Fair. The Diabetes Program sponsored the Menominee Relay Walk for Diabetes in September and the Diabetes Tuesday Night Summer Walking Series. Four individuals ended with perfect attendance and were recognized. We had a higher participation rate in the walking series than last year. The Diabetes Program was also involved in the Menominee Poker Walk, Triathlon, Health Network Work Group Gardening Project, and the Menominee County Tobacco Coalition.

The Diabetes Program has also been involved with the Obesity Prevention Project, a joint effort with Dr. Alex Adams from UW Madison and our Diabetes and Wellness staff. Health screenings are being done on children in grades K-2 and will be followed for a period of at least 4 years. So far, we have screened children at Keshena Primary and the Menominee Tribal School. All those involved met in Lac du Flambeau on September 11th to discuss the data, results, and future goals and projects.

We have been very active in the school system. We assisted with the Summer Wellness Camp at Tribal School by providing healthy snacks and educational presentations on Diabetes, Physical Activity and Nutrition. The camp was quite successful and will be offered again next summer. These children had an hour of educational classes, as well as, 1.5 hours of structured physical activities. Some of these activities included biking, canoeing, and various team athletic sports. Another positive change in the schools that we were involved with is a change of the school menus. The menus have been reworked to decrease the amount of fat, calories and sugar that the children are eating.

W.I.C. PROGRAM

The Women, Infants, and Children Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. The WIC Program has provided childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation.

This year we increased the nutritional services to the community with the addition of a second Registered Dietitian. With the position being filled in mid-August, we have been able to provide more thorough counseling services to the WIC population. This is evident in the WIC monthly caseload setting near record levels in the first full months of the larger staff. Evidence is also seen in the improved Medical Nutrition Therapy Rates in the outpatient diabetes care.

Teenage parents are usually at nutritional risk, so we are continuing to target this population with our services; going directly into the schools to assist them with their increased care requirements. Unfortunately the budget cuts have caused the High School Nursery Program to discontinue, so we will be looking into other routes of meeting this population's needs.

The tribe continues to be a leader in the state regarding breastfeeding rates. Our Certified Lactation Educator (CLE) has successfully initiated a breast pump loan program with all 18 pumps being routinely checked out each month. She has also provided numerous breastfeeding promotions throughout the year including World Breastfeeding Week and a special Brunch for WIC moms and their children.

We have contracted with the state to screen our children for elevated Lead levels. This allowed the WIC Program to collaborate with the medical department to ensure proper screening intervals were being met. Although the reservation has seen low Lead level rates in the past, this program will lead to early detect and early intervention of elevated readings.

The WIC Project has collaborated with the UW-Madison Health System in the Childhood Obesity Prevention Study that is specifically aimed at Native American Populations. Chart audits were performed and we are looking at risk factors in our Menominee Youth that may predispose them to Diabetes and Obesity. Since intervention strategies need to be initiated in the home setting, the WIC Program will be a vital component in establishing parent education sessions to help decrease childhood risk factors.

Statistical Information (YTD)

➤ Caseload FY00	513
➤ Education Contacts	1456
➤ Breastfeeding Incidence	48%
➤ Smoking During Pregnancy	37%
➤ Alcohol During Pregnancy	1%

Financial Section

Recent government report showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. With the increase in 1 FTE Dietitian, we have stretched the dollars that we receive from the State WIC Program to its furthest level. Additional local funding is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

NUTRITION

Preventative Healthcare continues to be a focal point for the Tribal Clinic and the Nutrition Department continues to network with other departments as it strives toward its goals. The addition, this year, of a second Dietitian to the Clinic's Staff has been a great asset to the mission and goal's of the nutrition department. The department director will be spending more time and energy in meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have both increased in the past year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. Community screenings have produced earlier Type II Diabetes diagnosis and therefor earlier, more successful treatment of the disease. An annual highlight to community prevention has been the Diabetes Relay Walk that successfully saw 64 community members of various ages gather for the relay. Unfortunately the event was rained out, so the event was

rescheduled; originally there was over 120 signed up for the event. This event is a great time for friends and family to get together for a positive goal. Plans are already in the works for a bigger/more entertaining relay for next year.

The overall eating and cooking habits of the community were addressed in the past year. The Nutrition Program provided technical assistance to the MISD in revamping their meal delivery system. The district has established a "Team Nutrition" taskforce, which is a USDA/DPI nutrition program. In September and October the Nutrition Department worked diligently with USDA in Chicago and DPI in Madison to obtain, funding and staffing for a Native American classroom curriculum entitled WOLF: Work-Out Low Fat. Training for district and Tribal School Grade 1-4 teachers and Physical Education instructors was held on October 10th. Implementation of this curriculum will begin January 2003.

Work has continued with the UW-Madison Health System in providing data and strategic planning to their Childhood Obesity Prevention Project that focuses specifically on Native American Populations. The Nutrition Department continues to provide nutrition information to the general community in the form of nutrition newsletters, newspaper articles, diabetes 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 the school classrooms and by providing technical assistance with the school curriculum.

Statistical Information (YTD)

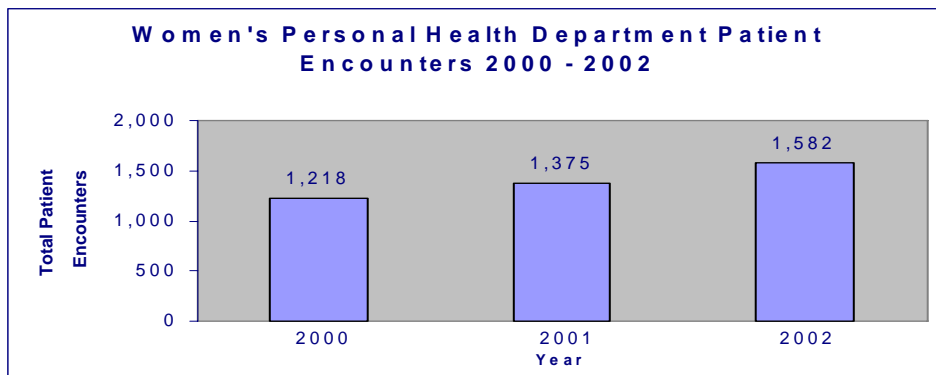
➤ Individual Client Visits:	243
➤ Diabetes	171
➤ Obesity	63
➤ Agency Contacts	560

Financial Section

The Nutrition Department has used its allocated Supplies /Training Aides and Materials budget of \$1,200.00. As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. A major concern for the upcoming years will be to provide adequate funding to meet salary and administrative needs. With the addition of a second dietitian, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished

WOMENS PERSONAL HEALTH

The Women's Personal Health 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 saw 1,582 clients this grant year. This was an increase of 207 since last year. These visits provided contraceptive services, pregnancy testing and OB preliminary visits. Prepared childbirth classes are held every 3 months/1 night /week for 4 weeks. The attendance at these classes has increased over the last few years. We have been averaging about 10-12 couples per set of classes. Last year we averaged 4-7 couples per class.

Another aspect of our program is the Wisconsin Women's Wellness Program. This provides mammogram referrals and follow up for women over 40.

Women's Personal Health Dept. continues to work with the CDC and offer free chlamydia urine testing.

In August we added a new position to our department, a Prenatal Care Nurse. Since we have always had a problem with a lack of prenatal care, this position will attempt to increase the number of OB visits by each pregnant woman. This will be accomplished through outreach and monthly visits to each pregnant woman to be sure they are

getting adequate prenatal care and there aren't services needed that they unable to obtain. She will be providing transportation to prenatal patients.

This department tries to keep up to date with the newest of contraception methods.

ADOLESCENT HEALTH

The Menominee Tribal Clinics Adolescent Health program provides educational workshops and information in our schools. The goals of the program are 1) to provide health education pertaining to abstinence, sexuality, contraceptives, STD's and teen pregnancy 2) to provide teens who do become pregnant with information that may: a) help them have a healthier pregnancy b) help them to learn about baby care basics and healthy parenting skills.

In the schools this past year Health and Sexuality information was provided in the 8th grade classes on a weekly basis. A teen information center was open to the students in 6th-8th grade every Thursday during their lunch hours. The focus was to introduce information on teen health. We not only focused on sexuality issues, but included all areas of health including the services the Menominee Tribal Clinic offers to promote good health. Topics included diabetes, fitness, weight loss, smoking, good dental care, etc.

The Menominee Tribal Clinics Adolescent Health department coordinates with the other youth serving agencies in the tribe to provide activities for our community youth. During the FY 2002 the activities which were funded by and/or co-funded by our department include a Halloween party, Breakfast with Santa, a Valentine dance, Family Day, Jr. High Lock-In, Jr. High "Doo-Day", 3-on-3 basketball tournament, Youth Olympics.

A presentation for young women who are entering puberty was provided. This same session was presented twice at the Woodland Boys and Girls Club and at the Jr. High School. Information on anatomy, puberty and menstruation is included.

The Baby Think It Over program was again provided to the 8th grade students. The results of this program are always a true eye opener for the youth.

The Choices program is designed to help young women ages 10-19 build self-esteem, make goals for their future, and learn about topics such as gender biases, career exploration, media influence, etc. During the summer months a group of 15 young women met once a week. A weekly Choices class includes a lesson or topic for the day, snacks and an activity.

RURAL HEALTH NETWORK PROGRAM

The Menominee Tribal Clinics Rural Health Network Department is in its second Implementation Year. The overall goal of the Menominee Health Network Implementation Project is to implement a formal health network in Menominee County/Nation to address preventive health needs. The project will focus on our community's awareness of the need for collaboration in all areas of community building, with specific goals and activities that build on the achievements of the one-year planning grant.

Organized the Collaborative Council and the Health Workgroup meetings, transcribes and sends out agendas for both groups.

Involved in the Seat Belt Safety Program with Joe Holl:

Collected traffic data with Joe Holl, Traffic Safety Officer. Data showed that 78% of people who drove do not wear their seatbelt. Out of that, 87% of their passengers are not buckled. Our children are at a 91% non-usage rate also.

Joe Holl and Rural Health worked together to get the Pakuahtaehonan signs ordered and posted in our communities.

Collaborated with Menominee Language and Culture Department, NAES College, and UW/Extension on a gardening booklet that covers garden now & long ago.

Worked with UW/Extension and the Diabetes Program to send out a mailing on how to care for their fruit trees that where distributed.

Arranged 2 radio spots for UW/Extension to talk about their Master Gardeners, and the Menominee Community Gardener.

Working with the Menominee Health Workgroup and Nancy Miller-Korth from Great Lakes Inter-Tribal Council to do an update of the projects already done in the Community Health Plan.

Coordinated with College of Menominee Nation's Woodland Wisdom program and UW Extension to do a canning class on September 14th, 2002 and October 5, 2002 at the Menominee Indian High School from 9:00 to 3:00 p.m.

BILLING

In January, we purchased and installed a new Exchange Server for the Clinic allowing organization wide Internet and Email capabilities. In addition, we purchased another module to the Medical Manager Software allowing us the capability of producing custom reports from the database in Medical Manager. Since January, there have been twelve custom reports written off this system.

The Business Manager has been designated as the individual responsible for ensuring that the Clinic come into compliance with the federal mandate known as HIPAA by drafting policies and procedures, filing compliance plan extensions, developing staff education sessions, and working with departments to meet the regulatory requirements. Compliance deadlines are fast approaching and we will become aggressive over the next three to four months to meet the April 14, 2003 compliance date for the Privacy Ruling. HIPAA is the Health Insurance Portability and Accountability Act (PL 104-191) that was passed in 1996 by Congress to reform the insurance market and simplify health care administrative processes. The administrative simplification part of HIPAA is the areas that we will be implementing over the next few years. Administrative simplification is aimed at reducing administrative costs and burdens in the health care industry by adopting and requiring the use of standardized, electronic transmission of administrative and financial data. There are numerous regulations that make up the administrative simplification part of HIPAA. The Department of Health and Human Services have finalized two thus far, the Transaction and Code Set Ruling and the Privacy Ruling. It is important to note that while this is a federal mandate, no federal funding has been made available for organizations to meet compliance.

For the reporting period October 2001 through September 2002, the Billing department processed \$7,173,560 in charges. Of this amount, \$1,728,538 is considered to be non-billable or non-revenue producing charges, leaving a billable amount of \$5,445,022. The amount adjusted off patient accounts after insurance payments, payment rejections, and other adjustments was \$2,331,165. Payments received from insurance and patient payments for the period was \$3,306,399. The beginning accounts receivable was \$1,331,177 with a period ending balance of \$1,138,635.

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 postsecondary 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.

CMN offers coursework for Associate Degrees and transfer to a four-year college:

- ❖ Natural Resources – Articulation (2+2) with UW-Stevens Point Nursing – Articulation (2+3) with Bellin College of Nursing, UW-Eau Claire & UW-Oshkosh
- ❖ Business Admin. – Articulation (2+2) with UW-Green Bay & Silver Lake College, Manitowoc, WI
- ❖ Early Childhood & Education –Articulation (2+2) with UW-Green Bay
- ❖ Social Work –Articulation (2+2) with UW-Green Bay
- ❖ Liberal Studies (General Ed.) –Articulation (2+2) with UW-Green Bay
- ❖ Computer Science – Articulation (2+2) with UW-Green Bay
- ❖ Sustainable Development – Articulation (2+2) with UW-Madison

CMN also offers Certificates and/or Associate Degrees in the following programs:

- ❖ Building Maintenance – 1 year Certificate
- ❖ Electrical – 1 Year Pre-Apprentice Certification
- ❖ Police Science –Articulation (1+1) with Fox Valley Technical College
- ❖ Microcomputer Specialist – 1 yr. Certificate or Associate Degree
- ❖ Carpentry – 1 yr. Pre-Apprentice Certification
- ❖ Accounting – 1 yr. Certificate or Associate Degree
- ❖ Sustainable Development – Associate Degree
- ❖ AODA - Certificate or Associate Degree
- ❖ Tribal Courts Paralegal – Associate Degree

CMN also provides specialized training and/or workshops for businesses/agencies as requested. The following are some examples offered this past year:

- ❖ CPR for Tribal employees and other community members
- ❖ Computer classes for the Senior Citizens
- ❖ TRANS Program that prepares individuals for employment in road construction
- ❖ Small Business Development Workshops
- ❖ Canning of fruits & vegetables
- ❖ Preparation & preservation of wild game

As a College we continually are striving for improvement. One way is by networking with other higher education personnel. CMN maintains active membership in the following collegiate organizations in the United States:

- ❖ American Indian College Fund (AICF)
- ❖ American Indian Higher Education Consortium (AIHEC) 33 Tribal Colleges.
- ❖ North Central Association of Colleges and Schools Commission on Institutions of Higher Education. Chicago (800) 621-7440 is our Accrediting agency (NCA)
- ❖ Wisconsin Association for Student Financial Aid Administrators (WASFAA)
- ❖ National Association for Student Financial Aid Administrators (NASFAA)
- ❖ National Association of College and University Business Officers (NACUBO)
- ❖ Central States Association of College and University Business Officers (CACUBO)
- ❖ American Association of Collegiate Registrars and Admissions Officers (AACRAO)
- ❖ American Association of Community Colleges (AACC)
- ❖ National Association of State Universities and Land-Grant Colleges (NASULGC)
- ❖ North Central Association of Two Year Community Colleges (NCATYCC)
- ❖ American Council on Education (ACE)

Among CMN's many accomplishments these past year are:

- ❖ Completion & Dedication of Shirley Daly Hall
- ❖ Graduated 33 students two with double majors
- ❖ Educated & placed 10 American Indian Women with UW-Eau Claire in Teaching
- ❖ Increased enrollment from 317 to 530 for Fall 2002
- ❖ Opened an Oneida site across from NWTC
- ❖ Developed a Tribal Courts Paralegal Program with the WI Tribal Judges Association
- ❖ Became the 5th largest employer on the Reservation with 108 employees
- ❖ Received grants for 2 more buildings: Student Union & Building Trades Workshop
- ❖ Received a grant to extend the sewer & water lines to the South
- ❖ Received a grant to remodel the lobby, stairwell, & heating of Glenn Miller Hall
- ❖ Planned with the Tribe for a roadway that will provide a safer entrance to the campus
- ❖ Completed extensive renovations to Glenn Miller Hall
- ❖ Completed annual financial audit with two findings—both technicalities due to our software program and zero findings in the Financial Aid Department

CMN impacts the community in the area of economic development. Currently CMN has 108 employees. These are 108 new jobs created since 1993 and we presently have 3 new positions posted. We also impact the community's economic development by meeting a \$108,000 payroll every two weeks. In addition, we impact economic development by serving students. For the 2001 - 2002 Academic Year, CMN disbursed financial aid and scholarships totaling \$1,246,226.06. CMN also brought in more than \$3 million in grants. This is money flowing into our community helping families live and contribute to the community while educating future generations. The education received will work to alleviate our social problems of violence, addictions, etc., and enable us to better provide for our children and elderly. The higher the educational level of people, the less health and social problems they experience. Also educated people live happier and more satisfying lives according to the research.

Some student comments received are:

- ❖ Introduction to Computer & Information Technology -Kurt Goodwill – The instructor goes through everything step by step, making it easier to learn the material.
- ❖ Student Success Strategies – Joan Sousek – The instructor made me realize how important college is and strategies to help make it through.
- ❖ Intro to Oral Communications – Brian Johnson – This course as taught by Brian Johnson is superb and I will vouch to anyone or persuade anyone to take this course.

- ❖ Intro. to Statistics - Khaled Boubenider – He is a very patient and helpful teacher to those who have a hard time, while challenging the faster students who understand the problems.
- ❖ Play & Creative Activities in Childhood -Sharon Fredericks – Yes, she is very informative, kind, respectful and knowledgeable.
- ❖ Blueprint Reading & Computer Applications - Orman Waukau Jr. – I think this is one of the best classes I ever had the privilege of being in.
- ❖ College English & Research - Cathy Caldwell – Cathy is an obviously talented English instructor who uses great examples to promote the students learning and retention of concepts.
- ❖ Introduction to Native American cultures -Dr. Katherine Hall – She’s very good and knowledgeable in what she does.
- ❖ Menominee Language I – Angela Loudbear – She takes the time to give people the special attention that they need to achieve in her class. She also has an effective style of teaching.

COMMUNITY DEVELOPMENT

Bernard Vigue, Director

The Community Development Department is composed of the following: Public Transit, Solid Waste & Recycling, Land Use, Economic Development, Menominee Business Center, Roads, and Facilities. Our total budget is approximately \$3,000,000 with the Tribe contributing approximately \$465,000.

The major projects administered were:

- Obtained funding for the Keshena Wastewater Treatment Plant (\$3,800,000). Construction of the treatment plant started
- Completion of over \$1,000,000 in roads projects (Red River Road, Camp 33 Road and County M).
- Completion of the installation of house numbers, rural fire number signage, and street signs
- Conducted business seminars for new entrepreneurs and for loggers
- Three new busses purchased for the Transit Department
- Closed down the Menominee Auto Service Center operations and consolidated tribal transportation at the Service Center
- Completed plans, specifications, and estimates to replace the Crow Settlement Bridge and Camp 24 bridge
- Indian Community Development Block Grant (ICDBG) obtained to aid in the development of business plans for entrepreneurs

Planned activities:

- Major Roads projects: Overlay Old South Branch Road, Moshawquit Public Beach Road, and LaMotte Lake Road. Construction of The College of Menominee Nation Road, Crow settlement & Camp 24 bridges, and a sidewalk with lighting along Hwy 47 (MISD to Casino)
- Major road improvements are planned for; Keshena Transfer site, East Line, Bass Lake, Joe Johnson, Our Children’s, and MTE mill access roads.
- Develop a business plan and obtain funding for the construction of a retail center
- Construction of additional bus parking facilities for the Transit Department
- Funding for an additional well in Keshena and lagoon renovation in Neopit. Construction of water extensions, sewer extensions, and water system looping in Keshena
- Construction of an addition to the present courthouse facility
- Completion of the study of the feasibility of an Arts & Crafts business
- Project management for the construction of additional classrooms and new roof at the Tribal School. Assistance with Maehnowesekiyah roofing project
- Purchase of GPS equipment to computerize Roads, Utilities, etc
- Investigate the distribution of natural gas service in Keshena

CONSERVATION/RIGHTS PROTECTION

Leon Fowler, Director

GOAL:

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

Financial Data:	Budgeted	Current	Projected	Balance
BIA Funds	\$ 317,621.00	\$ 0.00	\$317,621.00	\$ 0.00
Tribal Funds	\$ 160,000.00	\$ 166,067.88	\$192,000.00	\$ (-6,067.88)

See attached report

OUTPUTS:

	YTD
Water Resource Inventories	4
Fish Stocked	10,000
Reportable Incidents	456
Warnings Issued	16
Citations Issued	106
In-service Hours	167
Interagency Assists	46
Complaints Received	94

EXECUTIVE

This year ran somewhat smoothly from this perspective, but we were severely hampered by a computer crash of our computer which stores our reports and financial data and correspondence. We became involved with the DNR in a wolf pack transplant project this summer. We worked out fine details on that project, finding a suitable site and cage fabrication. A group, *Protectors of Wildlife* has paid \$ 2,600.00 for the specially made cage. We pulled together a staff meeting towards month's end to address some impending policy problems. Other things we did this year was to repair our roof which was paid for by insurance. Later in the year, we had more work done to repair another leak which was not covered by insurance. Again, we incurred exorbitant vehicle repair costs, but we received two more GSA vehicles in May which are to be replaced in a year. Again, this year, all enforcement personnel completed their annual in service training requirements

ENFORCEMENT

This was a busy year for enforcement personnel who issued more than one hundred citations and were involved in more than 450 reportable incidents most of the citations issued were alcohol related rafting incidents. Wardens completed a Hunter Safety Education this year which graduated more than fifty students from the reservation and some from Shawano County. Wardens also participated in the annual fish and game surveys and the wolf project mentioned below.

FISH AND WILDLIFE

This year the biologist worked on the chronic wasting disease issues and maintained contact with the DNR regarding the wolf project and the deer transport tagging issues. We were involved with procuring a donation from the Menominee Tribal Legislature to the Raptor Education Center of Antigo which takes in our sick or injured eagles, hawks and other birds. The biologist attended the Annual Native American Fish and Wildlife Society Conference in May. He remains active as a member of that board of directors.

ENVIRONMENTAL

There were numerous complaints received and investigated regarding solid waste violations in which citations were issued. A perplexing problem this year was the presence of abandoned vehicles on the reservation. Current laws only allow for solid waste and the junk car ordinance can only be enforced by the Tribal Police, yet the cost of removal is more than this department can endure. Work on these problems will continue into the next fiscal year. Much of our work in this area was with Environmental Services, Tribal Police and the Prosecutor.

EDUCATION

Virginia Nuske, Director

HIGHER EDUCATION

This Program provides financial need-based BIA/Tribal grants to eligible Menominee students seeking bachelors degrees. Eligibility for grants is determined by the financial aid office at the school the student plans to attend.

Services provided by the Tribal Education Department are:

1. Admissions and Financial Aid Application assistance
2. Education Counseling
3. Information and financial aid workshops
4. Financial aid and academic follow-up to determine eligibility for continued funding

Academic Year 2001-2002		FY 2002 Budget:	\$247,559.00
A. Number of new students	74	Expended	<u>246,142.42</u>
B. Number of active students	152	Balance	\$ 1,414.58
C. Number of graduates	11		

SUMMARY:

The good news is there was a 13% increase in Menominee's in higher education programs this year. The bad news is the grant funds did not increase proportionately.

ADULT VOCATIONAL TRAINING

This Program provides financial need-based BIA/Tribal grants to eligible Menominee students attending 1 – 2 year vocational/AA technical degree/diploma or certificate programs. Services provided to these students are the same as students in the higher education program.

Academic Year 2001-2002		FY 2002 Budget:	\$210,869.00
A. Number of new students	77	Expended	<u>209,869.00</u>
B. Number of active students	78	Balance	\$ 1,266.19
C. Number of completions	12		

SUMMARY:

There was a 24% increase in Menominee's in technical programs this year. The time frame for education and training in vocational/technical programs is ideal for individuals who are anxious to enter the job market.

ADULT EDUCATION

Full-time GED/HSED instruction is provided under this program. Limited funds allow for short term job-related training, courses or workshops for eligible Tribal employees.

Services provided are:

1. GED/HSED self-paced instruction, Monday – Friday.
2. Licensed GED/HSED Testing Site – schedules are posted

Academic Year 2001-2002		FY 2002 Budget:	\$42,576.00
A. GED/HSED Completions	17	Expended	<u>42,259.10</u>
B. A.E. Completions	34	Balance	\$ 316.90

SUMMARY:

The new GED/HSED tests were implemented in January 2002. The number of completions dropped over 50% as compared to last year.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440B8)

HIGHER EDUCATION:

The Tribal Education Director along with other Tribal Program Directors did a presentation for 48 MISD Sophomores who were studying the Tribal Constitution and By-laws. We were asked to respond to the question of "where does your program fit, under the Tribal Constitution and By-laws?" The W.I.E.A. Board had a Legislative Breakfast in Madison on February 20th. Seven Legislators and 1 Aide were in attendance. The topics addressed were the state budget cuts, Wisconsin Indian Grant and tribal gaming revenues.

The Tribal Education Director and Education Counselor met with high school seniors at MISD IN February regarding financial aid and admission applications for continuing education. In April, the Tribal Education Director accepted an appointment to the UWGB Chancellor's Council on Diversity. The initial focus of the council is retention of minority students at the university. It is noteworthy that of the 25 Jeanette Elmer Scholarships awarded for the 2002-2003 academic year, 14 will go to Menominee students.

ADULT VOCATIONAL TRAINING:

The increasing number of students in vocational/technical programs is positive. Close ties with the Native American Advisors in the multicultural programs at FVTC and NWTC help us when we work with students because we refer them to these advisors and know they have an individual who will assist them when they begin their programs.

ADULT EDUCATION:

There was an influx of students who tested out by the deadline of December 2001 before the new tests were to be implemented in January. Those who did not complete had to start all over in January. Because tests are now scored electronically in Oklahoma, students do not receive the results immediately and must wait until the Examiner gets them back. This usually takes a couple weeks.

We worked cooperatively with the Job Training Program when they set up a Certified Nursing Assistant Program in November. Of the 21 participants who completed the program, 8 students were under the A.E. Program. The speaker was a Tribal descendant who started out as a C.N.A. and went on to become an L.P.N. and now works at the Tribal Clinic.

We continue to work cooperatively with MISD regarding credit deficient seniors.

ELECTION COMMISSION

Davey Jean Peters

The Menominee Tribal Election Office re-opened, August 20, 2001. Nomination papers were available to eligible tribal members for the Tribal Legislature. The date for the Primary Tribal Legislature Election was November 14-15, 2001. Tribal members certified as "On Reservation" Candidates for the Tribal Legislature were:

Frieda Bergeon	Marilyn Warrington
Gary J. Besaw	Theodore "Tony" Warrington
Laurie Boivin	Edmund J. Waubanasum, Sr.
Llewellyn "Lew" Boyd	Anthony J. Waupochick, Sr.
Kenneth A. "Bum Bum" Fish	Ruth Waupoose
Albert J. Fowler	James C. Wayka
Barbara Frechette-Kelley	Peter A. White, Jr.
Rita Keshena	

The Election Commission certified the following as "Off Reservation" candidates:

Michael Chapman	Trilby Beauprey-McIntosh
Joan R. Delabreau	James L. Reiter

On the ballot also were two referendum questions:

Do you approve of a request from Menominee County to lease 10 acres of tribal land on Rte 85 to build roads maintenance shop? Yes – 797 No - 247

Do you approve of a request from Cell Com to lease 10 acres of tribal land to build a communication tower on Camp 4 hill? Yes – 707 No - 323

Voting results at the polls and absentee on November 14-15, 2001:

Neopit Fire Station	150
Keshena Tribal Offices	460
Absentee Returned	<u>592</u>
Total	1,202

The top six in the Primary Tribal Legislature Election were:

Gary J. Besaw	490	Joan R. Delabreau	388
Anthony J. Waupochick, Sr.	475	Laurie Boivin	351
Michael Chapman	413		

The following persons tied for the 6th place on the ballot:

Theodore "Tony" Warrington	342	Ruth Waupoose	7342
----------------------------	-----	---------------	------

The Tribal Election Commission held a recount and Theodore "Tony" Warrington gained one vote and will be in 6th place on the ballot for the January Election. The remaining candidate's votes went as follows:

James L. Reiter	320	Edmund J. Waubanasum, Sr.	235
Albert J. Fowler	311	Frieda Bergeon	191

Barbara Frechette-Kelley	287	Rita Keshena	187
Llewellyn "Lew" Boyd	266	Peter A. White	164
James C. Wayka	242	Marilyn Warrington	152
Kenneth A. "Bum Bum" Fish	239	Trilby Beauprey-McIntosh	120

The dates for the Final January Tribal Legislature Election were set for January 9-10, 2002. The winners in this election were:

Gary J. Besaw	704	Anthony J. Waupochick, Sr	611
Joan Delabreau	598		

The remaining votes went as follows:

Michael Chapman	514	Theodore "Tony" Warrington	418
Laurie Boivin	404		

Voting Results:

Neopit Fire Station	195
Keshena Tribal Offices	460
Absentee Ballots	856
Total	1,511

The total budget for the Tribal Election Commission was \$55,000.00

ENROLLMENT

Eileen Schultz, Director

Mission Statement: To keep the Enrollment Book updated as accurate as possible and to provide the ultimate available services to our Tribal members.

Services provided by this department:

*Certify enrolled members and descendants for all programs, this can be at least 1,000 plus per month.

*Certify students for all education programs, this can be a task because area Tribal schools, (this includes Menominee Tribal, as well as Oneida and Milwaukee Tribal Schools) are audited. Tribal membership, as well as Tribal decacyency must be verified by the BIA in order for the schools to receive specific funding.

*Family tree research for inquires: If this is requested by an out of area member or relative I send them to their local Mormon church (Church of Jesus Christ of Latter Day Saints). Our office has a listing for the churches located in Wisconsin, as well as those located nationally. If they can provide proof of Menominee blood I ask that they send the documents to our office for further research. We very seldom receive any follow up on these cases.

*Distribute applications for Enrollment, for the Regular Roll and the Ancillary Roll (this is for 1st and 2nd degree descendants).

For the 2001-2002 fiscal year we received 366 requests for enrollment applications. The fee for processing an application for regular Tribal membership is \$5.00, out of 257 requests for applications for regular enrollment 169 were returned and processed. As for the Ancillary roll, the processing fee is \$25.00 and out of 109 requests for applications for enrollment 107 were returned and processed.

The Enrollment Department monitors the status of Tribal membership and keeps an exact record of the total number of members. This fiscal year 49 of our Tribal members passed on and 20 members relinquished from our Tribe and went to another Indian Tribe.

Total current living members of the Menominee Tribe is: 8,093

ENVIRONMENTAL SERVICES

Gary Schuetteltz

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 Menominee. To further assure that the health needs of the Menominee People related 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. Work in conjunction with other Tribal Departments in planning and implementing programs for municipal sewage disposal, water systems, and solid waste disposal. 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.

ACCOMPLISHMENTS FY 2002

COMMUNITY INJURY PREVENTION

- 139 Child Safety Car Seats given out to parents of newborn children.
- Developed grant to provide GPS units to police to allow for precise mapping of motor vehicle crash sites. Use that information to create GIS maps of crash sites.
- Developed grant to provide Preliminary Breath Testers for police for evaluating youth drinking and driving.
- Assisted in passing Primary Seat Belt Law.

OTHER

- Submitted and received grant from EPA to conduct lead paint testing on homes on the Reservation. Project in process.
- Investigated several "white powder" incidents after the Anthrax scare. We have supplies to conduct initial investigation and sampling.
- Developed a revised Security Plan for the Tribal Clinic to address security issues.
- Submitted and received a Pre-disaster Mitigation Grant from FEMA that will be used to evaluate risks for the area and develop risk reduction plans.
- Developed a Terrorism Annex to the Local Emergency Management Plan.
- Developed a sampling procedure for bird collection for West Nile Virus. Thus far have not collected any samples.
- Worked with students from the College under a grant to inventory and develop a plan to clean up solid waste disposal sites in the forests.
- Leaking underground storage tank contamination at the County Highway shop remediated and declared clear.
- Working with State to develop regional Bioterrorism response groups. Funded by Federal Government.
- Staff conducted or facilitated numerous training for Tribal programs in such areas as Terrorism Awareness, hazardous materials spills, bloodborne pathogens, etc.

SURFACE WATER

- New Early Warning System installed on the Dam in Neopit.
- Work begun on developing Tribal Water Quality Standards. Several drafts have been submitted and revised thus far. Should be finalized and ready for public input shortly.
- EPA funded Nutrient Study of lakes on the Reservation is proceeding according to schedule.
- Conducted harvesting of wild rice around Neopit and Keshena and replanted seed to Little Rice Lake.
- Continue to monitor Fox River and participate in NRDA as a Trustee
- Continue sturgeon monitoring activities, including release of 21 adult sturgeon.
- Attempted to net larval sturgeon on Wolf River to determine if natural reproduction is occurring with no luck.
- Continue to monitor impacts of downstream hydroelectric dams, along with fish habitat improvements in those areas.
- Continue water quality analysis of streams on the Reservation.

GROUND/DRINKING WATER

- Test well in Zoar found to have low radioactivity levels and this location placed on IHS – SDS system for developing a new well site for Zoar.
- Continue to working with USGS on wellhead delineation. Additional wells drilled around Neopit and Keshena to gather additional data. When complete, USGS will have a groundwater model for the entire Reservation.

MINING

- With the closing of the Treaty Rights and Mining office because of budget cutbacks, we have absorbed the work on the proposed Crandon mining operation.
- Continue to monitor applications, attend meetings, review technical submissions, etc. concerned with this project.
- Work closely with other Tribes, Tribal departments, and other agencies on this project.

HAZARDOUS MATERIALS

- 9080 pounds of hazardous waste collected and disposed during the “Clean Sweep” collection.
- Staff supervised the removal of Wisconsin Central RR and bridges to assure that all solid and hazardous wastes were removed as per agreement.

AIR

- The air monitoring site is up and running since January. Weekly samples collected when available for acid rain and mercury.

GRANTS RECEIVED

• BIA Shawano Hydro	\$37,000
• BIA Water Resources including Neopit Dan	\$120,180
• EPA Environmental Justice for Clean Sweep	\$15,000
• EPA Lead Paint Assessment	\$75,000
• EPA General Assistance	\$153,333
• EPA 106 Surface Water	\$151,002
• EPA RCRA	\$35,000
• EPA Stream Study	\$15,909
• DOT Training	\$31,192
• CDC/State Bioterrorism Planning	\$6,083
• IHS Injury Prevention	\$9,035

The above grants received compliment existing grant funds received in prior year that may be for projects longer than one year. Some of the above listed grants may be for longer than one year and may not be on the same year as the Tribal fiscal year.

FAMILY PRESERVATION

Jennifer Gauthier, Director

Family Preservation and Support programs are focused around the following 5 Promises: caring adults, safe places, a healthy start, marketable skills, and opportunities to serve. Family Preservation and Support programs are voluntary, positive oriented, and focus on promoting youth development, accountability and leadership. Family Preservation & Support has developed our programs to meet the dynamic cultural and community issues particular to the Menominee people.

Our unique programming focuses on the specific needs of the individual through education, mentoring, youth advocacy, community service and community involvement, and culture. Further, Family Preservation & Support programs build on existing qualities in youth and their families and believe these efforts prevent them from becoming involved in the juvenile justice system and help them to become strong, healthy individuals.

A description of our diverse programming follows

Menominee Mentoring Program

The goal of the Menominee Mentoring Program is to reduce individual truancy rates of Menominee youth through a one on one mentoring relationship. The program has had exceptional success when compared to previous years but continues to struggle with the recruitment and retention of adult mentors. 23 adults were recruited this year with 3 completing mentor training. Thus far, 2 Menominee youth have been matched with a mentor.

Other program accomplishments include the creation of an extensive policies and procedures manual, mentor and mentee training, and implementation of a recruitment/promotion campaign. A few of the numerous issues covered by the policies and procedures manual include how background checks are conducted, information collected by the mentor and mentee, and how matches are made and maintained. Mentor and mentee training covers the entire policies and procedures manual, presents the truancy situation in our schools, the benefits of being a mentor, and cultural and other resource material that will enhance mentor relationships. The recruitment/promotion campaign has utilized print and radio media, posters, brochures, and newsletters to increase the number of adult volunteers.

Menominee Parenting Manual

Parenting was not as successful as other Family Preservation & Support components. Sessions planned had no attendance despite collaboration from other departments. As a result, for Fiscal Year 2003, parenting has been modified to address parents of teenagers and issues teens face.

Youth Advocacy

The Youth Advocate focus is to support Menominee youth and their families by advocating for youth and parents, educating, and connecting youth and families with additional services.

Through these services, the program aims to build stronger family units and provide youth with positive options and brighter futures. Most program participants work with the program voluntarily. The Youth Advocate tailors action plans with guidance from parents and youth to meet the youth and families goals through the appropriate resources. Collaboration with other youth serving agencies has been successful and is an additional benefit to youth and families.

The Youth Advocate also focuses on youth improvement by building from strengths and weaknesses and providing support in education, culture, and communication. Examples of the range of issues within the Youth Advocate program follow: 1.) assisting a young teen mother in furthering her higher education goals by providing college enrollment materials, contact material, and transportation, 2.) conflict resolution between 2 Menominee teens thereby preventing family dispute, 3.) with the permission of the parents, encouraged and helped youth to find resources to make traditional dance regalia, 4.) encouraged parental involvement in youth's school to address truancy issues and mediated peer conflicts, 5.) improved communication between a teen and parent, 6.) assisted parents with issue of age appropriate punishment.

The Youth Advocate is limited to working with 10 youth at one time and over the course of the past year worked with 21 youth with a total of 389 contacts.

Truancy Reduction:

Youth and parents are encouraged to be responsible for their actions. By participating in this program, youth gain knowledge through experiential learning. Youth who receive truancy tickets and do not attend school on a regular basis are considered for participation and must give up 16 hours of their time on 2 Saturday's at the Menominee Ropes and Challenge Course. Referrals take place every Tuesday evening at the Menominee Tribal Courts.

The potential use for this experiential learning encompasses recreational, educational, and therapeutic areas. Truancy clients will participate in the Menominee Ropes and Challenge Course which has indoor and outdoor components for year round use. The educational aspects of the Menominee Ropes and Challenge Course teaches youth leadership and team building skills and builds self-esteem while assisting them to set goals and believe in their ability to reach them. Truancy issues are addressed throughout the day where the 7 Grandfather teachings and other cultural mores are stressed. The Menominee Ropes and Challenge Course program has also been shown to develop leadership and positive self-image among those who participate though everyone's experience is different.

33 youth were referred to this program with 18 youth completing their court order. Most youth who completed the program improved attendance. Those that did not complete the program have been ordered to show cause and still must complete the Menominee Ropes and Challenge Course.

Alliance for Menominee Youth:

This project's focus is youth and adult involvement in the community through parent education, positive youth activities, community service, and cultural activities and programming. Through these, the project aims to ensure that all of our Menominee youth grow up in truly positive and nurturing environments. This project partners with the Menominee Tribal Police Department. Youth and adults involved in this project have participated in the following: planting a community garden, community clean ups, back to school community picnic, Menominee Culture Camp. Programming is dependent on volunteer participation and thus far, we have been successful in our efforts to meet the 5 Promises to Menominee youth.

FINANCE

Kathy Kaquatosh, Director

Finance is required to present fairly the Tribe's financial information through general accepted accounting principles. Finance assist program directors with fiscal responsibilities required of each contract/grant the Tribe receives.

Besides providing these services we worked very close with the Restructuring Committee and Budget & Finance Committee. The Administrative Team was reorganized and meets bi-weekly with the Chairman. Changes are being made to give better services to programs and to communicate more effectively with programs.

For FY 2002, the Tribal Government had \$52,xxx in expenditures. Listed below are the services provided by the contracts/grants the Tribe has received in FY 2002:

- Budget & Finance
- Community Development
- Enforcement & Resource Protection
- Governmental Affairs
- Health and Family
- Housing
- Labor, Education and Training

FOOD DISTRIBUTION

Pat Roberts, Director

Our program distributes Food Distribution food items and TEFAP Pantry food from USDA and other food items from food-drives organized by the Casino for our program. We deliver the food to the elderly, handicap, and others who lack transportation.

Participation was down in December of 2001, but other than December our participation has increased. For 2002 the total participation was 10,364, which is 1,332 more than last year.

The Prime Vendor Pilot Project was extended until June 2003. This is the project that has allowed us to order commercial food items through Reinhart's Foodservice. We only receive Bonus food items from USDA such as the Bison, Trail Mix, and Hams. This project was one of the results of the Food Distribution Reengineering that was accomplished in 1999. USDA is in the process of evaluating the project to see if it is cost effective and offers better customer service. The National Association of Food Distribution Programs will be in close contact with USDA regarding this project.

This past year we have issued frozen Ground Bison, and are currently issuing Frozen Bison Stew Meat. Next we will issue Hams. These are the bonus items that are not part of the regular food package.

Through the TEFAP program we received a small grant and with additional funding from USDA we were able to purchase an additional walk in freezer to hold all our frozen items. Without the extra freezer we would not be able to order all the frozen items available.

Our program accepts donated clothing and other items for sharing with all that need them.

GAMING COMMISSION

Lynette Miller, Director

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

- | | |
|---------------------------------------|---------------------------------|
| Duane Waukau- Chairman | Term expires August 2005 |
| Laurie Boivin-Vice Chairman | Term expires August 2003 |
| David A. Waupoose-Commissioner | Term expires August 2004 |
| Randal Chevalier-Commissioner | Term expires August 2004 |
| Pamala M. Alfonso-Commissioner | Term expires August 2003 |

Administration:

Some of the major accomplishments for the gaming commission this year have been: 1) two slot cheats caught scamming slot machines by a surveillance officer, the money they scammed was confiscated and the case has been turned over to the police department, 2) one table games cheat was caught through the help of the gaming operation employees, the money was confiscated and the case was turned over to the police department, 3) a patron stealing several cartons of cigarettes from the gift shop was caught by a surveillance officer, the cigarettes

were confiscated and the case was turned over to the police department, 4) one shoe with a cheating device attached to it was found by a hotel employee, the owner was identified and permanently barred.

A total of 42 individuals have been barred from the gaming facility through the month of October. Seventeen patrons were barred for misuse of the casino's bus coupons. Seven individuals were barred for possession/use of illegal substances at the facility. Twelve patrons were barred for acts of theft, one individual for criminal damage to property and one for disorderly/causing a disturbance. Barring periods rendered range from 90 days to 3 years. A total of four patrons have been permanently barred from the facility for use/possession of a cheating device.

A total of twenty two notices of noncompliance have been issued through the month of October. Ten deviations were issued, eleven reportable conditions, and no material weaknesses to date.

Two dispute hearings were conducted. No fines were issued. Six line staff's gaming licenses five Managers' gaming licenses were sanctioned. The departments involved include the cage cashiers, count team, gift shop cashier and slot personnel. A manager of one of the finance departments, gift shop manager, and acting slot manager were sanctioned.

Audit Department

The following mandated audits have been completed for this fiscal year: Bingo, Slot, Table, and Complimentary. The following three audits are still being worked on; the cage, the slots and the table audits. One non-mandated vault audit also was completed for this year. There have been five special **inquiries** performed, two of those became audits.

The over/short reports were completed for October 2001 through September 2002. The vault deposits for the casino & palace, cash machines, coin redemption and jackpot redemption machines have been reconciled and filed for October 2001 through September 2002.

The following has been reviewed and filed for October 2001 through September 2002: complimentary, slot audit forms, payables, and purchases. Delivery sheets and entertainment contracts have been reviewed for October 2001 through September 2002.

Background Investigations Department

The Background Investigation Department issues licenses for gaming employees which consist of three types of gaming licenses. The types are: conditional, temporary, and regular. The conditional license is issued to new employees who are eligible to work and whose employment is conditional pending an extensive background investigation. The temporary license is issued to employees by the Menominee Tribal Gaming Commissioners. These employees are working and have received approval from the Menominee Tribal Gaming Commissioners with the complete investigative report. These employees renew their license every two years. We have licensed 204 conditional employees, 69 temporary employees, 69 regular employees and 28 renewals for the fiscal year of 2002. Further licensing action consisted of 2 suspensions, 15 ineligible, and one revocation.

Investigations Department

The following are investigations from 10/01/2001- 09/30/2002. There were 67 investigative files opened for fiscal year 2001-2002 in the following categories: complaints (by employee or customer), suspicious activity (employee/customer), drug related, scams (coupon), cheating (slots/tables), property damage, theft (employee/customer), compliance (inspections), counterfeit (currency and coins), solicitation, and follow up for Law Enforcement Agencies. Of the cases mentioned, the following five cases were referred to Law Enforcement for prosecution; a) Criminal damage to property (Menominee County), b) Theft of property (Menominee Tribal), c) Two slot cheats for theft/burglary (Menominee County) and b) Table games cheat for theft (Menominee County). Other referrals were handled by the Gaming Commission, and the gaming operation Management.

Security Systems Department

The systems departments' main job is to install and maintain all the electronic security equipment for the Gaming Commission. Our three most time consuming jobs are; the Burle Camera System, the Corby Card Access Systems, and the Kobetron testing of slot machine Eproms. Cameras, monitors, and VCR's are the three major components of the camera system. In fiscal year 2002, we adjusted one hundred seventy-one cameras, replaced twenty-six, installed seventeen fixed cameras and installed four Pan/Tilt cameras.

Every employee is issued an access card, which allows us to restrict access to high security areas while giving general access to every employee. The systems department had to change, add, or delete corby accesses four hundred seventy-six times in 2002.

Kobetron testing verifies that the Eproms going into the gaming operation slot machines meet the National Indian Gaming Commission regulations. Approximately seven hundred forty-three slot machines were tested in 2002. Of the machines tested: one hundred fifty-nine of these were new installs, forty-nine were machine upgrades, and thirty-five were conversions.

Surveillance Department

The Surveillance Department is comprised of ten (10) employees who include one (1) Surveillance Manager, three (3) Lead Surveillance Officers and six (6) Senior Surveillance Officers. The Surveillance Department is staffed twenty – four (24) hours per day, seven (7) days a week, 365 days a year. The primary responsibility of the Surveillance Department is asset protection. This is accomplished by maintaining video surveillance on the entire gaming facility and reporting any illicit activity. During the fiscal year 2002 the Surveillance Department generated 1,538 incident reports. The incident reports generated by the Surveillance Department include, but are not limited to the following areas: disturbances, drugs, policy & regulatory violations, suspicious activity and thefts.

In closing, I would like to thank the Gaming Commissioners and the staff for their proactive approach and dedication to regulating the gaming operation. By responsibly fulfilling our mission, we ensure protection of tribal assets, along with preserving and protecting the integrity and honesty of our gaming operations.

GENERAL ASSISTANCE

Wayne Pecore, Director

The General Assistance is a program of financial assistance provided to eligible Indians based on their availability of income and resources. It provides funding to eligible Indians to cover essential needs such as food, clothing, shelter and utilities. An act of Congress in 1978 authorized the Secretary of the Interior to make grants to Indian Tribes in the establishment and operation of Indian child and family service programs. Policy was developed for General Assistance to provide services for eligible Indians designed to promote personal, economic and social stability, while working toward attainment of self-sufficiency.

Clients must be living on the reservation and be enrolled in federally recognized Tribe. Descendants are not eligible. It is a program of last resort and can not be used to duplicate, enhance or replace other programs. They must have exhausted all other available resources. College are not eligible, they are eligible for education grants. Clients in jail are not eligible their basic needs are being met. The applicant must agree to sign and provide all information that is required of them. The information needed is their Indian certification, a birth certificate or baptismal, their social security card and proof of residence on the Reservation. All recipients are required to register with the Job Service office. Every applicant has a right to a written notice within 30 days, not to exceed 45 days. They have a right to appeal any decision made by the Caseworker if they are denied or closed from the program. The request for a hearing must be made within 20 days of the date of the written notice.

All clients, unless medically exempt, are required to actively seek employment. They bring their job search papers every to Friday. Clients who refuse or otherwise fail to seek and accept available local employment are not eligible. If they quit their employment, with out good cause, they will not be eligible for 60 days.. They must comply with the work experience program 15 hours per week. They are placed on assigned jobsites, their time and activities are monitored. The goal of the program is to get them job ready.

We are a federally funded program. We get funds from the B.I.A. to administer and operate the program. Congress has enacted a cap on the level of funding Social Services can receive. Each year Congress has to approve these appropriations and it is then sent to the President for his approval. The only other funds we get are from the State. We contract with the State to administer the Food Stamp Employment and Training program. It is a 50/50 match program. We get reimbursed 50% of the cost to administer the WEP to food stamp clients. They must be enrolled in the FSET plan and we report their activities each month to the County and the Green Bay Regional Office. All clients must be able to seek employment.

This past year, 2002, we have been experiencing financial problems because of lack of funds. February of 2002 the Menominee Tribal Legislature members made a motion to change and reduce the monthly grant amount, which was effective March 1, 2002. Restriction to the program was also made at that time which pertained to the following. Limit participation to five (5) month maximum, except for those with medical conditions that prevented them from participating in the work program. Most of the exempt clients had problems that would prevent them from ever returning to work. These recipients were referred to S.S.I., Social Security or Veterans benefits. At one time we had fifteen (15) clients on our medical list. Today we have two left, which means that the other clients have eventually been approved for the other resource that they were referred to. This means a success for our program.

Clients that did not finish high school are referred to the GED class. We had six get their GED this year. We have a new program and five returned to high school.

QUARTERLY ANALYSIS OF FUNDS

	AVRG. CASE LOAD	COST
FIRST QUARTER	66	46,270
SECOND QUARTER	65	54,921
THIRD QUARTER	47	26,422
FORTH QUARTER	26	12,087
TOTAL	134,131	12,917

B. I. A. UNDUPLICATED CASE COUNT

<u>AGE</u>	<u>18-20</u>	<u>21-34</u>	<u>35-49</u>	<u>50-65</u>	<u>TOTAL</u>
UNEMPLOYABLE					
MALES	1	1	9	5	16
FEMALES	1	1	1	5	8
EMPLOYABLE					
MALES	45	30	34	12	121
FEMALES	12	11	25	4	52
TOTALS	59	43	69	26	197

B. I. A. EXPENDITURES

<u>Year</u>	<u>Administration</u>	<u>Grants</u>
1996	53,606	153,766
1997	78,319	139,820
1998	90,818	92,146
1999	92,523	114,784
2000	106,525	105,097
2001	94,624	125,964

HISTORIC PRESERVATION

David J. Grignon (Nahwahquaw), Director

The department is continuing its effort of bringing back our ancestor for reburial in accordance with the Native American Graves Protection and Repatriation Act (NAGPRA). To date, we brought back 68 of our ancestors and associated funerary objects and reburied them with traditional Menominee ceremonies here on the reservation. Tribal elder, Dewey Thunder, advises our department on ceremonial and spiritual aspects of the repatriation process. The department has pending repatriation requests for Menominee ancestors and associated funerary objects from the National Museum of American Indian, Smithsonian Institution and the State Historical Society and the reburial will take place this spring (2003).

MENOMINEE LANGUAGE REVITALIZATION

The department is implementing the second year of a grant the department received from the Administration for Native Americans (ANA) to preserve the Menominee language. The grant, Menominee Language Preservation Project, consists of training six tribal members to become certified Menominee language teachers. The trainees are working with Menominee native speakers and implementing the language into cultural projects. Some of the projects the language trainees have worked on are the maple sugar harvest, wild rice harvest, traditional medicinal plant harvest, Menominee youth culture camp and other cultural activities. The language trainees have also gave Menominee language presentations at the tribal daycare and at the Four Nations Elders picnic that was held at the Menominee Logging Museum this summer.

TRIBAL HISTORIC PRESERVATION OFFICE

The Historic Preservation Department has the official designation as a Tribal Historic Preservation Office (THPO) from the National Park Service. This enables the tribe to protect and preserve their own cultural resources on the reservation. The department receives a grant annually from the National Park Service to help pay for operation costs and for cultural projects. The THPO is a unique designation in Indian Country and 30 other tribes in the United States have this designation. The Menominee THPO is an active member of the National Tribal Historic Preservation Officers Association.

MENOMINEE CULTURAL MUSEUM

The department is continuing its effort to build a cultural museum. The Native American Graves Protection and Repatriation Act (NAGPRA) enables the tribe to repatriate sacred objects, unassociated funerary objects and objects of cultural patrimony from museums, however we need a environmentally controlled facility to house the

material. This year we received seed money from the Northwest NIIJII economic development initiative to conduct an archaeological survey on the grounds of the Menominee Logging Museum where the cultural museum will be located and to pay for technical assistance to help in the planning process.

SECTION 106 COMPLIANCE ISSUES

The department continues to monitor Section 106 compliance issues on and off the Menominee reservation (in ceded territory). Section 106 of the National Historic Preservation Act mandates tribal, federal and state agencies that use federal funds or need federal permits for a project to comply with Section 106. Currently, we “consult” with tribal and state entities, and federal agencies (Dept of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Emergency Management Agency, and the Indian Health Service) with compliance issues. In most instances, an archaeological survey must be completed before any “ground disturbing” activity can begin. The consultation process continues with on site review, meetings or letter correspondence.

MENOMINEE YOUTH CULTURE CAMP

This year's youth culture camp was held at Wayka Falls on August 11-16 and was coordinated by our department. Twenty eight Menominee youths ages 12-16 attended this year's camp and participated in Menominee cultural teachings, traditional games (lacrosse and bowl and dice), drumming and singing, Menominee language instruction, and traditional arts and crafts. The adult counselors did an outstanding job overseeing the youth at the camp and coordinating camp activities. This year one of the adult counselors received his Menominee name and a feast was held for the occasion. Parents of youth participants enjoyed a delicious traditional meal on “parent's night” and listened to camp participants presentations and participated in a traditional mini pow-wow.

STURGEON FEAST AND CELEBRATION POW-WOW

This year we decided to celebrate the return of the sturgeon with a pow-wow, so that more singers, dancers and community members could participate in the event. Two grand entries were held in the afternoon and evening and the feast was held at intermission. Prior to the pow-wow, eleven sturgeon were transported to the Chickenay Creek and a prayer was given by elder Lillian Nelson and an honor song was performed by the Jr. Deadgrass Society Drum in honor of the sturgeons return to the reservation.. During the pow-wow, several traditional dances were performed including the fish, swan and snake dance. Tribal elder, Dewey Thunder (Nebowit) was honored for his dedication to preserving Menominee culture and traditions. The pow-wow ended with a huge give-away from the Historic Preservation Staff for all who attended the pow-wow and feast. We will be looking forward to coordinating next year's event.

TRADITIONAL WILD RICE HARVEST

Once again, the department participated in the annual traditional wild rice harvest at the “rice beds” located on the West Branch of the Wolf River below Neopit. The department collaborated with Easter Shawanokasic, a teacher at the Menominee Indian School District, in coordinating this year's harvest. Ricing sticks were carved out of cedar and winnowing trays were made from birch bark under Easter's direction. Reservation community members and classes from the Menominee Tribal School and MISD participated in the harvest. The Menominee group from Chicago also harvested rice at a Keshena Falls. All of the rice was processed in the traditional way at the Logging Museum, except for the tribal school who processed the rice they harvested at their school.

TECHNICAL ASSISTANCE

The department continues to provide technical assistance to all tribal departments and other reservation entities. Students and teachers from the Menominee Tribal School and Menominee Indian School District and community members utilize our historical documents, historical photographs, and other historical and cultural resource and reference material we have in our office. We have also helped Menominee students who are attending higher education institutions off the reservation. We will continue to provide this service to the community.

LOGGING MUSEUM

The department continues to manage the Menominee Logging Museum. The museum is open for tours from May 1st through October 15th. The guided tour lasts approximately one hour through seven log building. We have visitors from throughout the United States and foreign countries. Many large school groups visit the museum as well as other interested groups. The Menominee Logging Museum has the world's largest collection of logging artifacts and is an important component of reservation tourism.

HOUSING HUD

Wendell Askinette, 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, Rehabilitation, Rental Assistance, Security, and Tax

Credit Program) and is staffed by 42 personnel who provide services to over 500 clients annually. Accomplishments, of the various programs, for this past year include the following:

DRUG ELIMINATION. The Drug Elimination Program’s approach toward the goal of eliminating drugs and violence from our community has continued to be collaborative in nature. We foster and support partnerships through Memorandums of Agreement and Service Agreements as well as through In-Kind commitment for programmatic objectives.

Our program provided Prevention, Intervention and Suppression (Security) services to the community. The Menominee Ropes & Challenge Course is a component of our Intervention Objective. The course has demonstrated effective outcomes with adolescent programming, especially in the areas of Truancy, AODA and Conflict Intervention. The Peacekeeper Program is a component of our Security Objective and continued working toward the goal of reducing interpersonal violence within the MTHD development areas.

The Drug Elimination Program is funded through the Indian Housing Drug Elimination Program Grant, Drug Free Communities Support Program Grant and the NAHASDA Block Grant. In conclusion, The Drug Elimination Program provided a combination of services that according to our reports reached close to 8000 community members. As well as our Reservation, our efforts extended into Shawano and Forest Counties this past year. Our Housing Officers assist the MTHD development areas in particular, but have patrolled the entire Menominee Indian Reservation upon request. We have therefore served a majority of the population within our community.

FINANCE. The Finance Department is assigned to the Housing Department for Tribal Finance and has personnel of four, which includes the Financial Supervisor, Financial Assistant, Receptionist, and Accounts Receivable Specialist. The Finance Division is responsible for the financial needs of all programs with Housing, which includes the set up and monitoring of all budgets. The duties of the Finance Division also includes assisting and managing the cash flow from 300 tenants with receipts, daily deposits reconciliation, purchase requisitions, billings, invoices, and revenue allocation. A new addition to this year, the Finance Division added Accounts Receivable Specialist position. This position is responsible for old debt collection and preparing the paperwork for Small Claims in Tribal Court.

HOUSING BUDGET FOR FY02 INCLUDED:

State Emergency Shelter Grant	\$ 54,893.00
State Emergency Subsidy Grant	\$ 10,000.00
Elderly 202 (WHEDA)	\$ 127,117.00
NAHASDA	\$2,585,358.00
Third Party Funds (rental receipts)	\$ 497,320.00
Indian Housing Drug Elimination	\$ 121,200.00
Drug Elimination (2 yr. grant)	\$ 291,600.00
Menominee Drug Free Communities (4 yr. grant)	\$ 461,460.00

HOUSING IMPROVEMENT PROGRAM (HIP). This program is federally funded through the Bureau of Indian Affairs (BIA), and is administered through the Federal Law – CFR, Part 256, and Housing. This program has three categories, which are:

Category A – Repairs to home that will remain substandard. We can spend up to \$2,500 on a home. The home can only be served one time, regardless of how many different families move into and out of that home.

Category B – Major repairs that will make the house “Standard”. We are allowed up to \$35,000 on repairs in this category. These repairs must meet the “Standard Conditions” as defined in 25 CFR. They could include heating systems, plumbing, renovations, electrical renovations and work on roofs, windows, doors, etc. The home must be in a standard condition when completed. We have three applicants under this category for a total of \$95,000.

Category C – New or replacement housing. Under this category we are able to buy a standard home or build a new home, for families that have no other means of getting a standard home on their own.

Applicants are selected through the BIA’s point system. Points are awarded based on total family income (up to 40 points). Aged person 55 and older receive one point per year (ea) over aged 54. The disabled person’s receive 20 points for being 100% disabled, or 10 points for being less than 10% disabled. Dependent children receive up to 5 points. Applicants must meet the income guidelines which are based on 125% of the poverty guidelines. The points are added up and ranked with the highest point getter being the number one applicant and the rest ranked below. For Fiscal Year 2002, we were able to build two new homes at a cost of \$120,000 each. Each is a handicapped accessible unit.

Indian Health Service. This program is federally funded through the Bemidji Area Office. Applicants must provide certified survey maps and a copy of their lease or deed to the property. Environmental clearances must be obtained before we can proceed with any work. These clearances include a written letter from the BIA's Archaeologist, the Tribe's Historical Preservation Officer and a letter from the U.S. Fish and Wildlife Service and the Tribe's Environment Services Office. These letters tell us that there are no artifacts or mounds on the site. Also if there is a food source for anything on the "Endangered Species" list growing on the lot, the lot could be not approved. These clearances, we have found do take time. We have waited up to 6-8 months in some cases.

Once the clearance is obtained, then we can start with getting perk tests, and lining up our contractors for the well drilling and septic/drain field construction. This past year we drilled eight wells, hooked up ten wells to homes. We also installed eight septic drain field systems and made the connections for one community and water system.

Elderly Assistance Program. This program is funded through the Tribe and assists enrolled Menominee members aged 55 and older with home repairs. Applicants must meet 125% of the poverty guidelines; however we do not count Social Security of S.S.I. towards total income. There is a \$5,000 cap under this program, as well as the Disabled Maintenance Program. Once a person reaches the \$5,000 cap they must sit out a year before they are eligible again.

Program funds are used for repairing/replacing of furnaces, plumbing repairs, roof repairs, windows, doors, insulation etc. We try to hold repairs to a minimum if possible to help more persons. During FY 2002 we assisted 58 of our elders with emergency type repairs.

Disabled Maintenance Program. This program is funded through the Tribe with the same guidelines as the Elderly Assistance Program. However, there is no age limit on this program. We assist with bathroom renovations to make it easier for the disabled to take better care of themselves. Work includes handicap toilets, showers, and ramps. For FY 2002 we assisted 17 persons with repairs.

Tribal Down payment Program. We were able to assist two of our Tribal members with grants to help them purchase homes outside of the reservation. We have had to stop the down payment program due to lack of funding.

NAHASDA Home Improvement Funding. This year we received some unspent NAHASDA funding from housing that was used for repairs. This money was spent on home renovations. Such as roofs, siding, windows, doors, septic/drain field systems, new furnaces, and water treatment facilities for elderly, plumbing repairs, handicap toilets and ramps. For FY 2002 we assisted 16 families with repairs.

HOUSING IMPROVEMENTS PROGRAMS FY 2002 BUDGETS:

BIA-HIP	\$350,886.77
I.H.S. Individual Sites	\$159,843.65
Tribal Elderly Assistance	\$ 75,000.00
Disabled Maintenance Program	\$ 33,964.00
Tribal Down payment Program	\$ 25,000.00
NAHASDA Home Improvement Funds	\$123,824.00
TOTAL:	\$768,518.42

LOAN PROGRAMS AND SERVICES. Loan Coordinator provides assistance to tribal members needing emergency home repairs in addition to assistance with home buying and mortgage financing.

Accomplishments:

- Processed 25 loans to tribal members under the Emergency Home Repair Loan Program.
- Provided home buying and mortgage financing assistance to 118 tribal members interested in purchasing a home, refinancing their mortgage, or performing home improvements. Initial inquiries were made either by phone or in person. Explanation of programs available for trust land financing was provided in addition to the steps required in obtaining a mortgage and purchasing a home. Follow up included referrals to USDA – Rural Development, obtaining and reviewing credit reports, addressing credit issues and assisting with the application process of lenders and/or programs.
- Under the Native American Conventional Lending Initiative – 5 tribal members received mortgages on trust land.
- Through the USDA – Rural Development, three tribal members received loans on trust lands. 1 home purchased under the 502 Direct Loan Program, 1 home purchased under the Rural Development Guaranteed Program and 1 home improvement loan under the 504 Program.
- Held credit seminar with 17 people attending.
- Held Rural Development homebuyer information session with 8 people attending.

MAINTENANCE. The primary objective of the Maintenance Department is to maintain decent, safe, and sanitary housing conditions for all homes currently under management by the Menominee Tribal Housing Department. Maintenance damages and/or needs are taken care of through a work order request system. Work orders are completed according to priority. This past year, the Maintenance staff processed 4,218 work orders. This is down from last year's 5,558 work orders.

Preventative maintenance played a big part in keeping down serious maintenance problems. Preventative maintenance includes cleaning, checking, lubricating and testing all furnaces and water heaters, ranges, refrigerators, boilers, circulation pumps and any mechanical inside or outside units. Smoke alarms and fire extinguishers are also checked during work order visits. In Nacotee Addition, water filters are changed every month and the water softeners are serviced by Culligan, this serves as preventive maintenance. The Nacotee Addition, Zoar Projects, and 202 Elderly have their septic systems pumped annually as a preventive maintenance function.

The summer youth program assisted with painting, cleaning, cutting lawns, etc., which allowed staff to focus on higher priority issues. This marked another successful year for the summer youth workers.

In addition to Routine Maintenance and Preventive Maintenance, the Maintenance Department provided Pest control services to the low rental program tenants. In FY 2002 maintenance had 385 work order requests for pest control, which 74 cancelled. We also offer pest control for Weso Apartments, which consisted of 144 work order requests done by Joes Pest Control.

The inspector has completed 137 annual and semi-annual inspections. The inspections were put on hold until further notice, per the Housing Director. There were 35 incidents of vandalism or forced entry to our units for 2001/2002 year. All incidents of vandalism have been video taped by inspector; also a work order is processed to document the incident. This is up by 7 from the previous year.

INVENTORY. The Inventory Department provides services to the Maintenance Department by making sure materials and supplies are kept at levels so the Maintenance / Rehab personnel can perform their duties. The total cost of Inventory as of 09/30/02 is \$149,735.61. The total number of items in stock is 69,533. The Inventory Department also provides a Tool Loan Closet for clients of the Menominee Tribal Housing Department. The Tool Loan Closet includes such items as lawn mowers, weed eaters, rakes, shovels, and chimney sweeps. There is a small deposit required for the use of the items. The deposit is refunded when the items are returned. The Tool Loan Closet accommodated 27 clients this year. This past year Inventory Procedures were written and have been implemented. These procedures keep the department structured. The Inventory Module for the HDS System has been put in place; having this link makes the Inventory Department efficient and accountable.

RESIDENT SERVICE DIVISION. The Services consists of 8 knowledgeable and professional staff members. We have one Clerical Assistant, one Occupancy Clerk, one Security Officer, four Housing Specialists and one Resident Services Manager. The Resident Services Division is responsible for the following programs: 202 Elderly, Low Rent Elderly, Low Income Rentals, Mutual Help, Tax Credit, Rental Assistance and the 515 Program. A brief outline of each program is provided below.

202 Elderly. This program was built under the 1937 Housing Act and consists of three buildings located on the reservation. There are a total of twenty apartments between these three buildings. The 202 program is funded with HUD sources and is available to the Tribe's qualified elderly population on a month-to-month lease. Part of the qualifications for this program is that the applicant be age 62 years of age or older. Currently and until March 2003 we are approved to offer this program to the near elderly, age 55 to 61 and to individuals that are handicapped. Rents for these units are based on a formula which is at 30% of adjusted income. There is a set minimum rent and a set ceiling rent for each unit which is established by HUD. All utilities are paid by the Housing Department.

Low Rent Elderly. This program is operated under NAHASDA and consists of five buildings located on the reservation. There are a total of twenty-two apartments between these five buildings. This program is available to the Tribe's qualified elderly population on a month-to-month lease. Part of this program's qualifications is that the applicant be age 62 years of age or older, or age 55 to 62 and handicapped. Rents for these units are based on a formula which is at 30% of adjusted income. There is a set minimum rent and ceiling rent is determined by bedroom size. All utilities are paid by the Housing Department.

Low Income Rentals. This program provides low income families affordable housing units located on the Menominee Reservation. Under this program we have 244 units. Rents are based on a formula which is at 30% of adjusted income and a utility allowance is given. There is a set minimum rent of \$25.00 and ceiling rents are also determined by bedroom size and housing project.

Mutual Help. The Mutual Help Program is a homeownership program for low income families with units that are located on the Menominee Reservation. At one time there were a total of 193 units, over the years a total of 130 units have been conveyed over to the homebuyer's. Of these 130 conveyed units, 20 have been conveyed this fiscal year alone. Currently we have a total of 64 remaining Mutual Help Units.

Tax Credit. This program is through the Federal Tax Credit Program and is a homeownership program. Currently we have a total of 19 units in this program all of which are located in Middle Village on the Reservation. Rents are based on a flat fair market rent established through WHEDA. To be considered for this program your income must meet the 30%, 40% or 50% total median area family income criteria.

Rental Assistance. The Rental Assistance program is funded by NAHASDA and can provide up to 46 qualified families with low incomes the opportunity to locate housing in the private sector within a 50 mile radius of the Housing Department. This program pays for a portion of the tenants rent according to their income and the tenant is responsible to pay the difference.

Section 515. The Section 515 program is new and is not yet in operation. The scheduled date for lease up is estimated for October 2002. The Section 515 program consists of three buildings. Each building has four apartments within it, one of which is a handicap accessible unit. Rents are established by WHEDA and are set at \$530.00 maximum and \$390.00 Minimum with a utility allowance of \$106.00. The Section 515 program is set up similar to the rental assistance program, WHEDA will pay for a portion of the tenants rent based on the tenants income and the tenant will be responsible for the remaining balance.

EMERGENCY HOMELESS SHELTER (EAGLES NEST). The Eagle's Nest Emergency Shelter provides temporary shelter and supportive services to individuals and families who find themselves in need of housing. We insure that those we serve have clean, safe and adequate shelter while they work to overcome the issues and barriers they face relative to permanent housing. We offer our services in a manner that supports and encourages the dignity and self worth of those in our programs.

In addition to the physical aspects of our program - a clean room, kitchen and laundry facilities, living area, play areas, food, personal items, clothing etc. – we also offer supportive services such as case management and referral to other Tribal and community agencies. In collaboration with other agencies we can assist people with finding solutions and support for such things as AODA problems, Mental Health concerns, Health care, Income assistance and employment or training opportunities. Encouragement and support allow people to resolve issues themselves and remain or in some cases become more independent. Staff work along side our residents to help them learn basic skills that may be new to them and will be necessary for them to move forward toward independent living.

In addition to these things we have some financial assistance that will allow us to help people with Security Deposit when moving into more permanent housing. While the funds are limited they can fill a gap when personal or other resources fall short.

Over the past year we accomplished a number of important objectives. First, we were able to add some additional staff. This was important in that it added to the security of the facility and also in our ability to provide services to those utilizing our program. We increased the staffing to 3FTE's by the third quarter of this year. While this was an improvement additional staffing is necessary and we have moved ahead by the end of the 4th quarter to add 1 additional FTE beginning in the New Year.

This accomplishment was important in that we have better support and coverage for our facility and it addresses some of the comments made by the residents of the program. In those comments they indicated that they felt additional staff should be on hand to assist them and to help. I think it provides a greater sense of security for residents if there is a staff member present.

Beginning the second quarter of this year we implemented a new Client Management system. This system, SERVICE POINT, links us with the State Department of Administration, Division of Housing and Intergovernmental Regulations. It is an internet based highly secure client database system. It allows for tracking of services and client information and also allows for case management record keeping etc. It also allows the state to access their required statistical reports automatically thus eliminating some of our reporting requirements.

Finally, we have begun development of a Transitional Housing program. Through the Housing Dept. we will have 2 or 3 units available for us to use for this longer term program. Often time's people utilizing the Emergency shelter have significant needs and issues that cannot adequately be addressed in the 45 day stay at the shelter. For these

families or individuals we will now have an additional option of offering them a longer term situation. The Transitional housing program will provide case management and support for families in need of longer term assistance. The families will identify specific goals and objectives to be accomplished in their Transitional program and will also participate in other activities such as budgeting, RENT SMART classes, etc. In addition to this they will pay some rent or program fees, based on their income and ability to pay. Our first unit will be available at the beginning of this next year and the first family is waiting to move in.

During this past year we provided services to 142 households. Our average household size over that period of time is 3.0. Given that, we have served approximately 426 people during this past year. According to our data; households served by month over the past year shows a higher need in the spring and summer. This could be attributed to families and friends doubling up during colder months but putting people out when it warms up.

HUMAN RESOURCES

Ben Kaquatosh, Director

Mission Statement

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 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 supply policies, benefits, training and development opportunities and employee recognition strategies that foster a spirit of success, knowledge, cooperation and satisfaction within all departments..*

The Human Resources Department as well as every other department within the Tribe were operating within stringent budget constraints. Some services were kept to an absolute minimum because of the budget and other resources were used to replace those services that were under budget limitations. During the year end process, many of the services and purchasing of office essentials were kept to just essentials..

Gross Payroll	FY2002 19,359,337.	FY2001 25,188,289.	FY2000 18,847,452.
	FY1999 17,350,658.	FY1998 15,638,425.	FY1997 13,676,895.

<u>Tribal Affiliation</u>	<u>09-30-02</u>	<u>09-30-01</u>	<u>09-30-00</u>	<u>09-30-99</u>
Menominee	451	478	537	500
Descendant	23	31	50	44
Other Tribe	24	19	35	30
Non-Indian	196	196	125	161
TOTAL	694	724	747	735

<u>Total Employed</u>	<u>09-30-02</u>	<u>09-30-01</u>	<u>09-30-00</u>	<u>09-30-99</u>
Regular Part Time	39	36	46	48
Temporary Part Time	10	9	13	33
Regular Full Time	391	559	688	654
Temp Full Time	4	12		
Contract	37	42		
On-Call	66	66		
Salaried	147			
TOTAL	694	724	747	735

<u>Gender</u>	<u>09-30-02</u>	<u>09-30-01</u>	<u>09-30-00</u>	<u>09-30-99</u>
Male	210	233	228	229
Female	484	491	519	506

<u>Hearings</u>	<u>09-30-02</u>	<u>09-30-01</u>	<u>09-30-00</u>	<u>09-30-99</u>
Complaints	0	9	6	16
Grievances	36	28	22	26
UC Hearings	16	7	8	9

<u>Positions Filled</u>	<u>09-30-02</u>	<u>09-30-01</u>	<u>09-30-00</u>	<u>09-30-99</u>
Mgrs/Supervisors	20	15	7	5
Tech/Professionals	77	64	46	41

Clerical	44	30	27	34
General	80	174	94	55
Separations				
Resignations	58	74	80	61
Terms/layoffs	124	122	84	100
Drug Testing	438	345	724	521
Random	196	176	346	445
EAP Tests	157	92	111	119
Reasonable Suspicion	10	12	9	5
Pre-Employment	36	19	258	52
Marijuana Positives	13	11	27	11
Cocaine Positives	8	8	12	8
Others	18	27		
EAP Referrals	33	25	39	30
Administrative	23	18	25	24
Self Referrals	2	7	14	6
Successful	8	8	16	15

Job Training Supportive Services

	FY2002	FY2001	FY2000	FY1999
	\$20,036.	\$19,525.	\$30,980.	\$22,649.

The job training and supportive services dollars sponsored several different training opportunities for eligible participants. Training was offered in the area of Food Service, Electrical, and the Certified Nursing Assistant Program. Many of those who were trained were hired within the tribal structure.

Training & Development

This past fiscal year, emphasis was placed on core courses that are of importance to management personnel. These workshops consisted of the following and were conducted throughout the year:

- Understanding Sexual Harassment
- Federal Labor Standards Act
- Understanding the Grievance Process
- The Tribal Legislator Workshop

There are other workshops that are in the development stage and are planned for next fiscal year.

INDIAN HEADSTART

Amy Waukau, Director

The Menominee Indian Head Start opened its doors for the 38th year of service to the Menominee community. For the program year 2002/03, 203 children are enrolled, with eleven children on the waiting list for the Dolores K. Boyd Center in Keshena. There are eight openings at the Neopit Center. There are 108 pre-kindergarten children that will be promoted and will leaving for kindergarten this spring. There are 95 three year olds enrolled. Of the total enrolled children 17% are identified early exceptional needs. The following is a break down of the children with disabilities:

- Significantly developmentally delayed/Speech & language – 6
- Speech & language/Early Childhood – 13
- Emotionally Disturbed – 1
- OHI/Significantly developed delayed – 2
- OHI/Speech & language – 1
- Speech & language - 6
- Referrals in process – 7

The Menominee Indian Head Start still holds a full partnership of memorandum of understanding and agreement with the Menominee Indian School District. The partnership agrees that all special education services to be provided at both Head Start locations the Neopit and Dolores K. Boyd Centers for children with disabilities. Children with disabilities are able to be with their age mate and non-disabled peers, to learn from them, in addition, are provided the extra help from the classroom and early exceptional education teachers. The Head Start program remains as a model inclusion program for children with disabilities because the children are offered the same learning opportunities as non-disabled peers. Families feel comfortable having their children in the Head Start classrooms and are impressed with the various special educational services and resources that the Menominee Indian School District and the Head Start provide together in partnership. The MISD provides 2.5 early exceptional

needs teachers, 2 speech/language teachers, 1 special education aide, and when needed, an occupational therapist, physical therapist and child psychologist.

The Menominee Indian Head Start program has been somewhat restructured and has adjusted to the financial demands of operating a 2.3 million dollar program. This past year, the program funding was not able to fully support the growing number of staff. The Head Start staff was realigned and unfortunately, some employees were laid off for the time being. Even though there are fewer employees, the direct delivery of services has not been jeopardized. If in the future the Head Start federal base funding increases, then there is a good chance the positions may be reopened.

For the 2002/03-program year there are currently 57 staff members. This includes: (1) director, (1) Administrative Assistant, (1) Education/Disabilities Manager, (1) Neopit Building Supervisor, (2) Family Service Managers – DKB Center, (1) Health/Family Service Manager – DKB Center, (1) Secretary – DKB Center, 18 classroom teachers – DKB Center, (1) Maintenance/Housekeeper, (2) cooks – DKB, (1) cook aid – DKB Center, (1) Family service manager – Neopit, (1) Parent Involvement/Family Service Manager – Neopit, (2) cooks – Neopit, (1) housekeeper, (8) classroom teachers, (5) bus drivers, (5) bus monitors and (5) substitute teachers.

The qualifications of the classroom teachers have improved greatly. This past year six teachers obtained their associates of arts degree from the College of Menominee Nation. Two teachers are registry certified, which is comparable to the Child Development Associate certificate (CDA). Eighteen of the teachers have obtained their CDA certificate and are continuing on with their AA degrees.

The Head Start program continues to work in partnership with the College of the Menominee Nation to assist the classroom teachers in obtaining the required credentials. The College has also been developing a two-year program for the family service managers. After the program is set up, it will become a requirement for the family service managers to obtain a two-year credential.

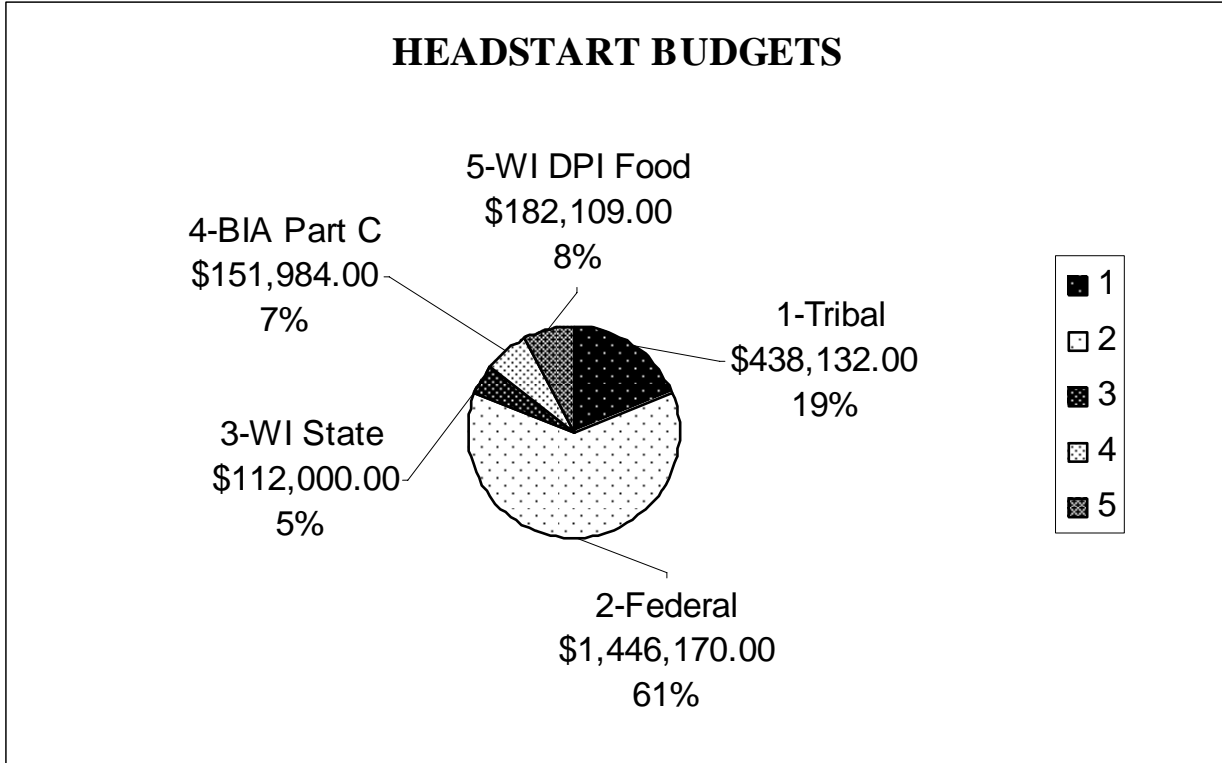
Within the past year, the Menominee Public Transit has assisted the program in transporting the Head Start children. The overall maintenance and routine care has improved by utilizing the transit garage and facility for the routine maintenance and care of the buses. They assist in providing the bus drivers and set up of the routes.

The Head Start staff and Policy Council will be conducting a full community needs assessment for the 2002/03-program year. This extensive project includes surveying staff, parents and community members on the needs of children, families and the community. Focus groups will be held, interviews conducted and surveys distributed and tallied. All the findings will be compiled and presented back to the Head Start Policy Council for approval. From this complex document, will derive the Head Start's long-term plans, goals and objectives for the next three-year cycle.

The Head Start staff and Policy Council is also preparing for the upcoming annual three-year review. The Head Start Bureau, American Indian Program Branch, and Region XI set up the review. The team of experienced and qualified members will come in and assess all aspects for the Head Start program from financial status to the Head Start curriculum and parent involvement.

The Menominee Indian Head Start receives funding from five sources:

HEADSTART BUDGETS



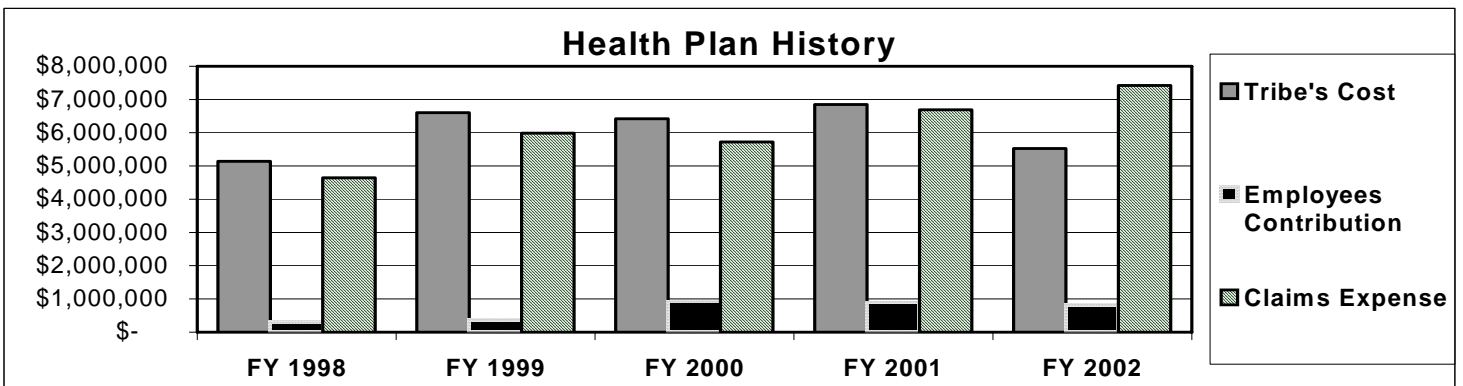
INSURANCE

Dan Maine, Director

The Insurance Department administers and manages the employee benefits, and the property and casualty insurance programs for the various Tribal operations: Tribal Government, Clinic, College, Gaming/Hotel, Tribal School, Maehnowesekiyah, and Menominee Supermarket. Employee benefits includes: medical including prescription drug plan, dental insurance, workers compensation, life insurance, 401K retirement plan. The Insurance Department also handles the Medical Relief Block Grant (G.A.P.) for indigent people and the burial benefits for all enrolled Menominee.

Health Plan

The Tribe's Health plan is a self-funded plan subject to the ERISA act. A self funded benefit program is one in



which we fund for the benefits and administration. If rates are adequately set, and we do not incur adverse experience, we retain any surpluses. Unfortunately, we had an adverse year in terms of claims. Our self-funded plan is one, which the employer takes responsibility for managing the plan. In addition the employer has the flexibility to modify the plan design. The advantage of a self-funded plan is that any benefit dollars not spent remain in an interest bearing account earning dollars to offset the cost of the benefit plan. Tribe paid **\$5,521,798** and the employees contributed **\$833,232** into the health fund which is approximately **13%** of the overall cost.

The expense associated with the Tribe's health plan includes administrative and claims expense. It is important to insure that the benefit plan is being administered according to its plan document. The administrative expense was **\$519,585** paid to the third party administrator, currently Claim Management Services (CMS) located in Green Bay, Wisconsin. The claims are paid out of the Tribe's funds.

During the period covering **10/01/01 – 09/30/02** the Menominee Indian Tribe had an average total of **838** employees covered under the health plan. The total paid for claims from the Tribe's fund for this period was **\$7,415,483**. The average paid claims for each employee and/or including family members per month was **\$866.41**. This compares with the prior year in which total employees averaged **887**, total paid claims were **\$6,636,007**, and the average paid claims per member per month were **\$623**.

Merck-Medco was our prescription drug vendor for the year. During the period of **10/01/01 – 09/30/02** the total paid for prescription was **\$634,186**. The total for administration fees was **\$15,162**.

The Tribe continued its preferred provider organization with Associates for Health Care since 1995. The Tribe pays an access fee to AHC each year this year the cost paid to AHC was **\$36,586** for the plan period **10/01/01 - 9/30/02**. This provided the Tribe with a managed care savings of **\$387,851**.

Life Insurance

Life Insurance is provided to all full-time employees at one times their salaries. Accidental Death and Dismemberment coverage is also provided at one times the salary. An employees spouse is covered at \$2000 and dependent children are covered at \$1000. The life insurance is a very good benefit at *no cost* to the employees and the dependent coverage is self-funded through the Tribe. As of **6/1/02** our group insurance carrier has been ***AIG/American General Assurance Company***, previous to AIG we had Fort Dearborn Life Insurance Company. Our rates went up on **6/1/02** to .22 per \$1000. From the period of **10/1/01 - 9/30/02** the total cost for life insurance coverage for all Tribal and Casino employees was **\$57,010.06**.

MRBG/GAP Medical Plan

The Tribe receives money from the State of Wisconsin for a Medical Relief Block Grant. This money is used to fund a health plan for those participating in the General Assistance Program. Due to the increase of reinsurance and administrative expenses, eligibility under the MRBG was amended **02/2002**, removing part-time workers and coverage was limited to GAP participants. For **10/01/01 – 09/30/02** the plan covered **170** participants throughout the year an average of **59** per month. The amount paid in claims was **\$144,051**. Due to the exhausted funds this fiscal year the plan was also funded by the Tribal Clinic's Contract Health Service, presently **\$50,595** with claims still pending. Administration cost of **\$60,865** was paid to C.M.S.

401K Retirement Plan

The asset manager of the Menominee Indian Tribe's retirement plan is Provident Mutual. Provident Mutual has the help of Selector K to manage the day to day operations. Pension Consultants Co., Inc. (PCC) acts as a Third Party Administrator for Provident Mutual. PCC writes our plan document and handle all amendments for our plan to make sure we stay in compliance with ERISA laws. They also make sure that all the monies match the amount we take out for employee and employer contributions and send to Selector K; as well as year end tax information. Shenk & Associates are an outside audit company that does our annual audit, to insure compliance with ERISA.

The entities in the Tribes 401k retirement fund include all Tribal employees and Casino employees. The College has a separate account. There are currently **606** participants in the 401k plan, compared to 896 last year. The Tribe's contributions total **\$168,676.38**. As of **9/30/02** our plan assets total **\$8,129,980.79**.

The plan's loan provision changed drastically during this past year. We started out with two loans per person, to two loans per plan year, to three loans per plan year. This brought us back to one loan per person to end the fiscal year.

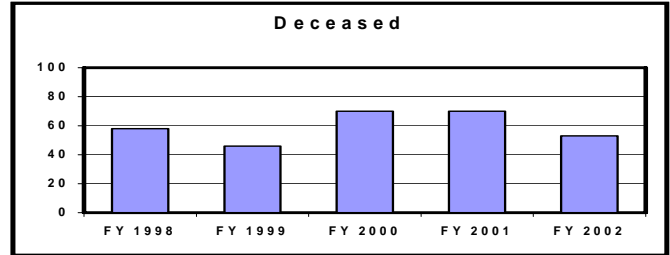
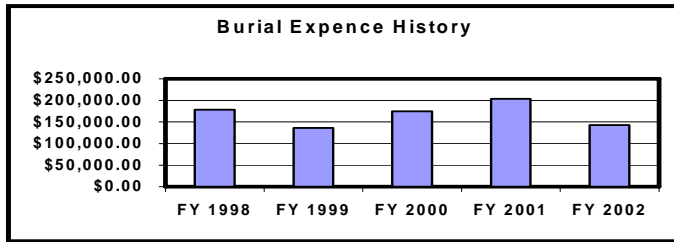
Selector K mails the quarterly statements directly to the employees. The participants continue to have twenty-four hour access to accounts through the Internet at www.selectork.com or through the Voice Response System at 1-800-753-3185 on the phone lines. Distributions still require filling out the forms through the Insurance Department.

Worker's Compensation Plan

The tribe continued the self-funded worker's compensation plan this fiscal year and Berkley Risk Management, Minneapolis, MN remained our third party administrator for the plan year. Medical claims were **\$93,644**, indemnity paid **\$28,303** and expenses paid **\$1,040**. Reserve account (what we expect to pay) was **\$35,755**. Total cost was **\$158,742**.

Burial Benefit

The burial insurance benefit is a self funded benefit, managed and administered completely by the Insurance staff. Under this benefit, a \$3,000 Burial assistance and a \$125 wake assistance benefit are provided to families of deceased tribal members. This year the benefit assisted 53 families providing \$142,913 of burial assistance. This was \$47,737 below budget. Wake assistance this year was \$3,628.



Property Insurance Coverage

Willis of Wisconsin was the insurance broker/agent for all Tribal property and casualty insurance including the Tribal government, Casino, and College. For the period 1-1-02 to 9-30-02 all coverage's were place with St. Paul Fire and Marine.

Tribe:

For the period 01/01/02 to 9/30/02 the annual premium was \$258,931.00 Coverage included property, general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability and commercial crime. During this period there are \$7,372 in reported losses, also during this time frame the consulting contract with Willis was terminated. They are still acting as our broker/agent.

Casino:

For the period 01/01/02 to 09/30/02 for the Menominee Casino is also insured with St. Paul Fire and Marine. Coverage includes property, general liability, inland marine, automobile, umbrella, boiler & machinery and commercial crime. The annual premium for the policy term was \$217,184. Recorded losses for this period of time are a total of \$34,632. Of this amount, \$15,007 is General Liability claims involving slips and falls at the Casino. An additional \$15,810 involves an Auto loss of which \$10,000 is still held as reserve.

Housing:

For the period 10-1-01 to 9-30-02 the Housing Authority's premium for the fiscal year was \$71,461. The Tribal Housing Insurance Program for tribal housing is through the Amerind Tribal Housing Program. This is a pooled program for property and liability coverage for tribal housing programs throughout Indian Country. Because it is a pooled program all the policies are issued on a calendar year basis for all participants. As a result the premiums shown are a pro-rata of premiums for two policy periods: 1-1-01 to 12-31-01 and 1-1-02 to 12-31-02.

SUMMARY AND GOALS

The Insurance department has gone through numerous changes in this past fiscal year. An Insurance Director/Risk Manager was hired to oversee the various Tribal and Casino insurance programs. The Insurance Department consists of Dan Maine, Insurance Director who reports to the Tribal Chairperson. The staff consists of four individuals: Sue Blaha, Deb Reiter, Edey Escalante, and Kathy Waukau. Sue and Debbie work primarily with the Casino, however all of the staff works with all employees concerning employee benefits, and property and casualty insurance issues.

Effective October 1, 2002, the health plan changes are: the probationary period for benefits was changed back to the first of the month following 60 days of employment, this was done to make it easier to hire new employees, and was the one change that was given positive feedback from the Casino, Clinic, and College. The drug deductible was changed to \$5 Generic and \$10 Brand from \$3 Generic and \$5 Brand. The employee contribution was raised to \$67 per pay period for Family coverage, and \$33 per pay period for Single. The Dental plan remained 100% employer paid.

Other changes that took place prior to the end of the fiscal year, that will impact benefits on a go forward basis were as follows: the Health and Dental plans were separated, so that each benefit stands on its own from a cost basis, the insurance department established rates on renewal to hopefully get both programs back to a surplus position, received information on regulations from the Office of Management and Budget that will allow us to carry forward benefit plan surpluses to account for Incurred but not reported Claims.

On a go forward basis the Insurance Department has established the following goals: Establish electronic enrollment of employees for benefits, so employees will be added on a real time basis for health and dental benefits, establish an insured/self insured program for Short Term and Long Term Disability, make sure all Insurance Department programs and procedures are in compliance with The Health Insurance Portability and Privacy Act, give employees a more diverse selection of investment funds in the 401K plan, work to reduce the number of loans under the 401K plan, and educating the plan participants that the 401K plan in reality is a retirement program, and lastly explore the feasibility of establishing a true Cafeteria Plan for the selection of employee benefits, so the employees have the ability to select the benefits most important to them.

INTERNAL AUDIT DEPARTMENT

Linda Zablocki

The Internal Audit Department was created back in 1996 as a response to the needs resulting from the increasing size and complexity of the Tribal organization.

Mission Statement

Our mission is to ensure that departments are effectively performing their obligations in helping the Menominee people which they serve.

We will:

- ⊕ *Focus on reviewing contracts and grants for compliance, financial review of Tribal activities and the review of program performance to assist management in the effective discharge of its responsibilities.*
- ⊕ *Treat all department personnel and public with respect.*
- ⊕ *Perform our audits in a supportive, honest, and trustworthy fashion.*
- ⊕ *Conduct investigations with the intent of protecting Tribal resources.*

The maintenance of internal and operating controls is the primary responsibility of the operating management of the Tribe. Internal Audit functions in a review capacity only and has no authority to enforce compliance with recommendations made. The review/audits made by Internal Audit do not relieve others in the organization of their responsibility to develop, establish, and maintain adequate internal controls.

From evaluating risks to analyzing operations, Internal Audit's job is to supply objective analyses, suggestions, and recommendations based on the results of their audits. Since it's inception in 1996, Internal Audit has been consulted on all aspects of the Tribe, including tribal programs, enterprises, and entities receiving tribal funding (Supermarket, Casino, Woodland Boys & Girls Club).

JOHNSON O'MALLEY

Pat Tourtillott, Director

The Menominee Johnson O'Malley program is operated on three (3) main goals: the Bureau of Indian Affairs as stated in P.L. 93-638, the Tribal goal and the JOM office goal. They are as follows: 1.) The main goal as stated by the Bureau of Indian Affairs is "To meet the specialized and unique educational needs of Indian students attending Public Schools on or near the Menominee Indian Reservation, who are three years of age 3 to grade 12 and have one-quarter (1/4) or more Indian blood". 2.) The main Tribal goal throughout the year is "To improve the median educational level of the Menominee people from 9.2 years to 11.9 years by offering programs that are supplemental to regular public educational programs and by providing financial assistance to those students who are unable to meet the extra incurred costs of obtaining a full educational experience in the system" and 3). The goal of the Menominee JOM office is "To provide the educational services that will have the maximum number of eligible participants". We will continue in F.Y. 03 to find ways of expanding the service output to the Menominee Community, and look into new ideas in dealing with the findings or our Needs Assessment, which was conducted in F.Y. 01.

Our Menominee Johnson O'Malley Program was selected this year's recipient of the National Johnson O'Malley Program Recognition award for 2000. Letters were received from the Bureau of Indian Affairs Director, Office of Indian Education Programs, William Mehojah, Jr. and Assistant Secretary – Indian Affairs, Washington, D.C. Recognition at the National level was very unexpected and heartfelt by all JOM committee and staff members.

In F.Y. 2002 the Menominee Johnson O'Malley program provided a total of 12,289 cumulative service units in the supplemental services programs and 182 service units in Parental Costs or Financial Assistance, with total of 12,471 service units provided.

In F.Y. 2002 we spent \$69,598.02 in administration cumulative expenses.

In the **Parental Cost** line item a total of 182 service units were provided in F.Y. 2002. Assistance for students in need of the parental cost program, which allows our students the opportunity to participate in the total school program as other Indian and non-Indian. Services we provided are: musical instrument rentals, supplies, student ACT testing fees, Senior cap & gown fees and other extra-curricular activity need. Students were able to attend the various academic/athletic camps such as: UWGB-pre-college, pre-college courses, soccer, baseball, and volleyball camps at various university campuses.

In Fiscal Year 2001 a total of \$9,088.84 was spent in cumulative expenses.

In the **Career Exploration** Cost Center, the main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work program. During the academic school year, in a joint effort with the Menominee Indian Jr/Sr High School, JTP and JOM we were able to take students to take students to a college fair in Green Bay. JTP and JOM programs provided workshops for the afterschool work program, with speakers from the community. During the summer we provided Interview Technique Training for all youth who applied for a summer job. With 20 slots from JOM and 40 available slots from JTP all youth were offered interview training and interviews. Those selected for the jobs were offered in-house orientation followed by a six-week work program. Based on the JOM Needs Assessment survey, a number of workshops were selected for all JOM and JTP summer youth work participants. These workshops were mandated that all youth attend. Workshops included: Role Models, Tobacco Use, Peer Pressure, ROPES Challenge Course, Law/How it effects our records, Law Abiding, Teen Dating and Menominee Wellness & Fitness. The workshops were community effort with several departments and agencies working together making this years work program very successful. Held a 25th Annual Senior Recognition Banquet for all Menominee Graduates within our area with donations to provide Menominee students not included in our area of service. Total service units provided in career exploration for FY 02 was 505.

In Fiscal Year 2002 we spent \$15,946.81 in cumulative expenses.

In the **Community Resource Centers** we serve three communities and have access to the following locations and provided the following service units: Keshena Public Library 1,437 cumulative service units, South Branch Community Building 1,188 cumulative service units, Arts & Crafts in Neopit Woodland Boys & Girls Club 461 service units. Keshena youth center 1,946 service units, South Branch Arts & Crafts 176 service units, and we began arts & crafts in the Zoar with 457 service units in Arts & Crafts. Total service units in Resource Centers are 5,774. In the centers students can participate in activities or get homework completed. The Arts & Crafts Program is an after school program that offers youth a safe place to go in the evening hours.

In Fiscal Year 2002 we spent \$18,457.51 in cumulative expenses.

In Fiscal Year 2002 the **Positive Youth Development** program provided a total of 6,010 cumulative service units to Indian students. Program service units are provided by various community gatherings, especially during the holiday seasons and the summer months. Also help sponsor youth dances, use of the activity room, fitness room, library, arts & crafts, after school program, JTPA after school workshops, R.O.P.E.S. Challenge Course, speakers, AODA projects and community events. Worked with the schools and other community programs to help sponsor trips as incentives, ski trips Middle School, Tribal School T-shirts, Gresham students Environment Camp, Chicago Trip-Educational, KPS After-School-supplies, Enrichment program supplies, Chemical Free Graduation, Tribal School Soccer T-shirts and assisted with Indigenous Games-Team Wisconsin in purchasing uniforms. Community events also include: 3 on 3 Basketball Tournament, Youth Olympics, Family Fun Day, Easter Egg Hunt, Halloween Dance, and Breakfast with Santa. We reallocate our resources to better serve the youth. In all our events we try to combine some of our monies with other departments and agencies to provide more youth programs.

In Fiscal Year 2002 we spent \$11,192.19 in cumulative expenses.

Johnson O'Malley Committee: Regular and special meetings were conducted throughout the year as per the JOM regulations.

In Fiscal Year 2002 we spent \$2,613.61 in cumulative expenses.

Our arts & crafts program is designed for after school activities and gives our youth a safe place to come and enjoy themselves as kids. Our Menominee youth need to learn as much as they can about our heritage and culture and how to become a contributing member of our community. In a needs assessment by our office the top three problems that are affecting our community were priorities mentioned by our families interviewed as: availability of

drugs & alcohol to ages (16 & under), Availability of drugs and alcohol in the community and violence among our youth and community. The JOM Committee recommended we attempt to overcome some of these problems by incorporating a culture component along with our program. Using culture as a tool of education to get students more involved in appreciating their community and families. The Arts & Crafts program currently provides services in the following centers: Keshena Recreation Center, South Branch Community building, Woodland Youth Boys & Girls Club in Neopit and Zoar. The program is well received in each community. Our only unmet need is not having enough program money to continue to serve the Menominee Youth.

In F.Y. 2002 we served a total of 3040 students in various communities, this number is up by 969 service units from F.Y. '01. Students participated in projects such as: beading, drawing, making dancing accessories, making drumsticks, dream catchers, etc. We purchased powwow tapes, videos, books and magazines that are being used at the centers. All parents are encouraged and welcome to come to the centers and work on projects with their children. Parents do come in with their children at times, but we need to work on more parent participation.

In F.Y. 2002 JOM and NAHASDA monies were combined to provide these services.

LANGUAGE & CULTURE COMMISSION

Rose Wayka

It is the mission of the Menominee Language & Culture Commission to reaffirm and fully implement all provisions of Menominee Tribal Ordinance 96-22. This mission will be accomplished by the promotion, protection, preservation and the enhancement of Menominee language, culture and traditions. Furthermore, the Menominee Language & Culture Commission will recognize all applicable federal, tribal and state laws, mandates and orders.

The Menominee Language & Culture Commission was established to provide and promote the revitalization of Menominee language, history, traditions and culture and learning opportunities for Menominee children and families to include the early childhood ages, adolescent, teens and throughout the 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 the people only as Menominee. There is no other body of people in the world who can be recognized as Menominee. The Menominee today are the descendants of the original people who are the ancestors of those who have existed in their homeland for thousands of years.

Traditional and cultural values should be instilled in tribal members so that each Menominee person, beginning with the youngest and continue throughout the adult years. By doing this, the Menominee Nation will be stronger culturally and spiritually by appreciating and enjoying all that the Creator has provided for us.

With the task of preserving Menominee Language and culture, a nine-member committee was established. By creating the Commission, whose members are appointed by the Tribal Chairperson, the Menominee identity can be kept for our children today and for the generations to come. As a Menominee, you can be proud of your language, history, traditions and culture by knowing these as individuals, families and as a people we can exist as Menominee for years to come.

The Commission Director and/or elder members became involved with many of the community agencies, tribal and education programs to assist with incorporating language and culture components into several respective agencies that involve the youth, teens and adults such as the following to name a few:

Menominee Language Learning

The language learning sessions have been ongoing and usually sessions are held on Monday evenings. These sessions have been faithfully attended by several community individuals and families including children who have a desire for learning language. Pre-selected materials are put together that the group may have an interest in wanting to learn to speak.

Menominee Clinic-Rural Health Network

With collaborative efforts of agencies such as: U.W. Extension, Communications Department, Historic Preservation, NAES College and Menominee Language & Culture Commission this group put together an information packet on healthy eating and the importance of family gardens.

Menominee Commission Elder's Pow-Wow

The highlight for the commission office is being able to put together the elder's pow-wow to celebrate the harvest season and coming together to enjoy the company of all those that are involved with this event. The Commission likes to have this coordinated with the school children.

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

Keith Tourtillott, Tribal Police Chief

Consistent with the Law Enforcement contract with the Bureau of Indian Affairs in conformance to the standards required by the 25 CFR, related federal, tribal, and associated rules the following law enforcement and detention services were provided.

The Tribal Police Department received a \$1,394,000 allocation from the tribe for the fiscal year. Financially, the department handled \$3,765,217.10 in total allocations. The Department of Justice through the COPS Program funded \$442,734 out of the Universal Hiring, \$75,889 out of MORE, \$80,981 out of Resources Grants. From the Office of Justice Programs the department received two separate grants through the Local Law Enforcement Block Grant totaling \$64,056.12. Alcohol Tobacco & Firearms funded \$25,000 through the GREAT Program. The Federal Office of Victim of Crime funded \$134,655 and the WI Victim of Crime funded a total of \$24,211. The state also provided grants totaling \$60,144. The Bureau of Indian Affairs funded \$1,380,070 for law enforcement services and \$83,477 for Highway Safety initiatives. Some of those grants were multi-year like Universal Hire and the Federal Victims of Crime.

Patrol operated with 4 units at night augmented by partners during peak crime periods and 3 units during the day. 3 Investigators make up the Investigation Division, which included juvenile activities. Support personnel are made up of a Master Sergeant, Evidence Technician, Records Manager, 2 clerks, Assistant Administrator, Captain, Crime Victim Coordinator, Community Service Officer and a Deputy Chief. Detention services are made up of an Administrator, Assistant Administrator, Inmate Coordinator, and 3 Cooks. Detention Officers work in teams of 4, 4 days on, and three days off. In all, the department managed 53 personnel including contractual.

According to the records from the Menominee Emergency Communications Center, the department responded to 11,280 service calls, averaging 940 calls a month. Of those 11,280 service calls, the population statistics from the Detention Facility indicates that 2,048 individuals were arrested. Of those individuals arrested, 32% were juveniles. Of the total arrested 39% were female and 61% male. In all, 82% of the calls for service are resolved without making an arrest.

The Detention facility reports serving 2,048 inmates. The average daily population was 41. At the time of booking 46% of the arrestees were intoxicated. 30% of the juvenile population are intoxicated at the time of booking.

With respect to detention services, the facility has been increasingly housing inmates beyond our carrying capacity and due to this increase we have been transferring inmates to Shawano as part of a Safe Keepers policy. On the average there have been approximately 5 inmates housed in Shawano per day. The estimated cost for this service is just over \$8,000. This condition has been caused by the Tribal Court's initiative to make past offenders responsible for the completion of their case dispositions.

With regards to the Hick's decision and the Extradition Ordinance, while only five (5) Extradition Warrants were issued, 21 Tribal members left to other jurisdictions on their own accord. The Extradition Ordinance does help to reduce the daily population and costs affiliated with housing inmates in Shawano.

With respect to arrests, the Patrol Division makes up 82% of all arrests. The remaining 18% are derived from Administration, Investigation, or other. It should be noted that Special Task Force initiatives are generally not processed through our department and therefore are not reflected within in our reporting system. The department's fleet, consisting of 22 vehicles, traveled a total 480,957 miles consuming 34,117.2 gallons of fuel over the course of the year.

This year our Cadet Program has been increased from 4 to 10 Cadets. They have been very helpful in areas where extra manpower is needed that do not involve any risk. The program has proven to be beneficial to the department and become a stepping stone for Cadets to move on into the service. As of yet, we have not experienced a transfer of one of the Cadets into the department for regular employment.

The Community Ride-Along Program had 12 participants this year including a few Legislative members. The program has been enhancing public relations based on the feed back forms filed by the participants.

Finally, the true test as to whether the initiatives implemented by law enforcement worked or not is the annual report of our crime index rate. The Uniform Crime Reporting (UCR) Program summarizes the crime data from 2000 against 2001 and compares the rate of change. **Overall the total index crime rate has reduced by 9.9%.** Specifically, the rate of violent crime has reduced by 4.4%. Additionally, property crime has decreased by 11.5%. The overall clearance rate is 41.2%, which is higher than both the statewide rate of 24.9% and our last year's rate of 34.4%.

This year marks the final year of my first elected term and in preparation I requested from the Wisconsin UCR Program a multi-year analysis of our Crime Index Rate since the beginning of my administration. The analysis was based on the calendar years 1999 through 2001. Violent Offenses has been reduced by 33% and Property Offenses has reduced by 10.8%. The overall crime index rate has dropped by **17.3%**.

In my first year's annual report, Menominee Emergency Communications Center dispatched 14,165 calls for service. This year MECC dispatched 11,280 calls totaling a 20% reduction from residents needing help from the community since the beginning of my administration. In 2001 WI UCR reported that the department had a total 272 major offenses perpetrated, the Records Division reports that as of September 30,2002 we experienced a total of 171 major offences to date. Based on UCR's report we can anticipate that we should have had 204. Calculating the differences and projecting out based on the present trend, we anticipate that our crime index rate should drop another 10 – 15% placing our total impact to crime at around 30% since 1999.

LIBRARY

The Menominee Tribal/County Library suffered the loss of its director, Sally Kitson, in December of 2001. The entire Menominee community lost a dedicated professional in the field of library services and in advancing the cause of literacy.

Since that time I, Michael Wilber, was hired as the new director in February of 2002. With the resignation of Karen Tomow in May of 2002 and in the face of drastic budget cuts, we are down to two full-time employees - Edana Tomow and I. The two of us can still maintain full library services with the hours we had previously.

However, with Karen's resignation and with Sally's tragic passing, we are no longer offering tax preparation service, which is not a typical library service. The library board decided it should be a priority that the library director pursue full librarian certification instead of devoting so much time to the tax service once provided by Sally and Karen. This will allow more efforts to be devoted to traditional library services, such as reference and general collection development, reading and outreach programs to promote library usage, public computer and internet access, and interlibrary loans.

Our primary goal at the Menominee Tribal/County Library is to provide a place for continual, life-long learning through free access to library materials. Our objectives to help us reach this goal include:

- Provide residents of the Menominee Indian Reservation/County access to library services. Objectives: 1. Lend reference/leisurely reading material. 2. Lend multi-media material. 3. Provide free access to computers with internet and Microsoft Office programs. 4. Provide fax, copy service for a fee.
- Serve as the Tribal and County access point for information resources needed by the residents. 1. Provide interlibrary loan for residents. 2. Provide internet assistance for those that are unfamiliar. 3. Provide research and reference assistance
- Serve as a facility for community educational experience and endeavors. 1. Provide tutoring and homework assistance. 2. Provide reading programs for youth and adults. 3. Provide quiet study area. 4. Provide free meeting room for programs and community groups.

We are the only area agency that provides free computer and high-speed internet access to the public. We currently have eight computers for such use. We also supply two computers with internet access for the South Branch Study Center. These are in constant use. The South Branch Study Center reports between 80 and 100 computer log-ins per month during the school year. The main library had 1,473 computer log-ins from May 2002 to September 2002. Computers and internet technology have been a great tool for education and intellectual exploration, and fit in nicely with our public library mission.

As of October 1, 2002, the library owns 9,114 items covering various media (books, audio books, video tapes, etc.). From January 1, 2002 to Sept. 30, 2002, 1,273 items were checked out and 42 renewals were made. There were also 53 uses of the library's meeting room during that time. Card holders for the Menominee Tribal/County Library measure at 1,916.

LICENSING AND PERMIT DEPARTMENT

Yvette Snow, Director

The Licensing and Permit Department (LP) is staffed with a full-time director and a part-time administrative assistant /secretary. Both departments decided to share an assistant/secretary to save money for the Tribe. The Tax Commissioner and L & P share the expenses of salary and fringe benefits. By sharing these expenses we saved \$30,000.

OCTOBER 2001 The Enrollment department came to LP Department requesting a copy of a customers tax exempt application, which had a wrong birth date on the card? The card was apprehended and given to the courts. A hearing was set. According to application the Date of Birth had been changed by the individual. This issue was discussed by both departments and a new procedure was adopted.

A department budget.xls was created for the LP department to help monitor the budget for all line items.

The WDOT has a new state budget that INCREASED TITLE FEES AS OF OCTOBER 1, 2001, to \$25.00.

NOVEMBER 2001 A motion to approve the new food handling rates. Discussion on the ATV's to have a reflective sticker and two (2) price quotes before a price change can be determined.

Seventy-eight high school sophomore students from MISD recently finished a clock of instruction on the Menominee Constitution and Bylaws while studying state and local governments. Ten officials and/or directors briefly describe their programs and describe how their programs relate to, support, promote, or enforce various aspects of the Tribal Constitution and Bylaws.

National highway traffic safety administration technical assessment team gave our LP Department a pre-assessment questionnaire and set up intervals for any questions to be asked.

DECEMBER 2001 Law & Order Committee made a motion to approve the new ATV stickers and rates.

A memorandum was sent to the Program Attorney's Office regarding relinquishment of an Enrolled Menominee Tribal Member and if they still have right's through Ordinance 99-01 Hunting and Fishing. A memorandum was sent back explaining they have no right's through Ordinance 99-01 and if we currently have any individuals in this category send them a copy of the letter and have them return their license.

Bad River came to LP department to observe our operation and see our agreement with the State.

JANUARY 2002 The LP department was selected to serve on a "cost of living adjustment and performance bases increase committee". A small team was developed to help establish and prioritize why the departments should receive increases. NO COLA OR MERIT INCREASE FOR FY 2002.

FEBRUARY 2002 A visit with three Legislators to discuss how this department operates and if the director's had a concerns to share with the council and to discuss new areas to be more profitable.

For the month of February there was a postage discrepancy. This was discussed with the Property Management Director and after reviewing all documentation it was decided to charge our department a smaller amount.

MARCH 2002 Article's was placed within the Tribal News to serve as reminder to the public.

APRIL 2002 The LP Department computers were connected to DSL. With DSL I thought the Modem could be disconnected and we would be able to use the DSL hookup. After discussing this with Madison it was mentioned that it would be best, easiest, cheapest and fastest to stay with our current modem.

Attended a seminar in Oconto Falls at the Community Memorial Hospital from 8:30 to 12:30 p.m. Was able to contribute 80% of input toward the topics and learn some new methods to practice.

Requested (2) summer youth workers to answer phone, microfilm and any other duties as needed.

MAY 2002 A memorandum was sent to MIS D.A.D. Manager regarding bar coding for tax exempt cards, because of the sales tax issues. This has temporarily been placed on the side until further notice.

The new handicap cards are available expiration is August 2007. Applications are available for customers to pick up to have their physicians complete and return with a fee of \$4.00. Enrollment has created an internal form for the LP department, Conservation, Police, Loan Fund, Education, Chairman's, Community Development, MTE, Forestry, Clinic and Courts to use for relinquishment.

Federal & Department identification cards are more and more of a demand for the departments.

Completed a projection for FY2003/2004 on Revenue sent to the Administrative Office.

Our office has summer hours that was approved by Administration.

JUNE 2002 A meeting was scheduled to help the departments understand the new technology plan for the Menominee Indian Tribe. This Technology plan will be beneficial to the LP department because we would have a direct hook up to the LEC department. No more waiting for disks to be delivered, as soon as information is entered this information will be saved and transferred to the LEC. The other question is how much will this cost? This was approved by the Legislature on July 25, 2002.

Attended a community meeting and received information pertaining Chronic Wasting Disease Control and received a letter from the State of Wisconsin. All Information was posted for the public.

JULY 2002 This month was a very trying month because our database was experiencing memory loss. MIS had tried everything possible to stop this memory loss, which would stop and start again. This issue was discussed with both departments and decided to have MIS programmer write a new database for our Licensing program.

MIS had XP Upgrades for our department two computers were completed immediately. The third computer needed to have a special order for the XP to work with the special software (card five) that was created for our identification cards.

A memorandum was sent to the Chairman's Office requesting to stop all purchases of Collector's plates. Requested to create an eBay account for Collector plates to be sold to highest bidder, for more money.

AUGUST 2002 Sent out letters for two NSF checks, customers responded immediately and paperwork is all completed.

The monthly report has changed. A meeting was scheduled and disks were given to each department. This disk has information about money status which is closely monitored by Finance and Administration. The department status report is to be submitted by the 15th of each month.

Memorandum to Tribal Administrator explaining how Accounts Receivable works in our LP department.

SEPTEMBER 2002 Worked on a title for a 78 Chevrolet that the Tribe wants to obtain. Gave all paperwork and information to Procurement.

Created a new form for internal billing for the Tribe, which will be effective as of 10-1-2002.

Attended a Legislator meeting to see how much money was allocated our department, we are cut which reduces the Assistant to half time, we will share with the Tax Commissioner's Office the salary & fringes.

A memo was sent from Administrator office asking to submit FY 03 staffing plan to HR by September 30th. Please address where the layoffs affected your department. If there are anticipated layoffs for your office, in the future. Some options that departments could look into to save money are listed below:

- * Temporarily reduce hours to 32 hours per week (no vacation time used) (Selected by Dept.)
- * Temporarily layoff clerical staff
- * Request voluntary layoff (these employees should meet with Human Resources to find out about benefits)
- * Temporarily have employees alternate weeks worked (Selected by Dept.)

Sent a memo Finance for creating an eBay seller's account on collector plates for sale to highest bidder.

STATISTIC DATA

Permits Vehicles

Hunting Licenses	133
Fishing Licenses	128
H/F Identification	165
Tax Exempt	779
Descendent-Identification	52
Dog Tags	20
Construction Permits	48
Tobacco Permits	12
Rafting Permits	2
Minnowing Permits	1
Firework Permits	5
Bingo Operation Permit	1
All-Terrain Vehicle Registration	12
Kayak Wrist Bands	105
Kayak Wrist Bands Returned	(61)
Sanitation Permit	7
Department Identification Cards	3
Federal Identifications Cards	18
Total	1430

Personalized	249
Car	1,506
Truck	663
Motorcycle	25
Mobile Home	17
Trailer	19
Municipal	108
Veteran	90
Handicap	113
Collector	4
TOTAL	2794
of the total amount of 2794 the following service were conducted.	
Title	1,079
Liens	220
Replacement Title	43
County/State Tax Fee	3
Plate Transfer	295
Disabled Card	36
Duplicated plate	23
Delinquent Fee	529
Total	2228

LOAN FUND

Tom Litzow, Director

The staff of the Menominee Loan Department manages four lending programs; the Menominee Loan Fund, the CDBG/HUD Revolving Loan Fund, the Menominee Revolving Loan Fund, and the Housing Down payment Loan Fund. The Department is located in the Tribal Office Building and 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 2002 fiscal year ended September 30, 2002 1493 new loans were approved and processed through this fund to eligible members for a total amount of \$1,229,312.42. As of the end of the fiscal year there were 1960 loans outstanding with a total principal balance of \$1,284,260.63.

Qualified applicants often questions why they can not be approved for larger loans by the Menominee Loan Committee. The answer is that in our efforts to treat each applicant equitably, while approving about 1500 loans per year, the capital available can not support larger loans.

CDBG/HUD Revolving Loan Fund- This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 21 new loans were approved and processed through this fund during the fiscal year 2002 for a total amount of \$105,000.00. As of the close of the fiscal year there were 107 loans outstanding under this program for a total amount of \$275,119.52.

Menominee Revolving Loan Fund- This program provides a means for eligible members to obtain financing for business purposes. Applications for loans from this fund are restricted to businesses located within the boundaries of the Menominee Reservation. During the 2002 fiscal year, there were four new loan packages approved and processed through this fund for a total credit of \$103,234.61. As of the close of the fiscal year there were 32 business loans outstanding in the aggregate amount of \$594,956.30.

Housing Down payment Loan Program- This program provides a means for eligible members to obtain financing for the down payment required by a permanent lender for the purpose of purchasing a single family residence. During the fiscal year ended September 30, 2002, there were five new loans approved and processed through this fund for a total amount of \$19,300.00. As of the close of the fiscal year there were 17 loans outstanding for a total amount of \$40,315.86.

As of the fiscal year end, assets under management of the Menominee Loan Department total \$2,506,711.14.

MAEHNOWESEKIYAH TREATMENT CENTER

Wellness Court

The Wellness Court which is designed to divert non-violent, alcohol/drug-related individuals out of the criminal justice system into treatment was implemented this year. It continues to demand a lot of cooperation and hard work between several agencies, but has been working with referrals since July 2002. To date 12 individuals have been referred to the treatment center through the Wellness Court Program.

Adolescent Treatment Services

This program provides outpatient treatment services to youth who have AODA problems, dual diagnosis, and are at risk of further involvement with the criminal justice system. For FY 2002, 56 youth were given assessment and 54 received services from this agency. Male clients numbered 82% and female clients 18%. Over the course of this year outpatient services to youth were developed and intensified. The AODA treatment group meets Monday and Wednesday evenings. The Life Skills group meets on Thursday. The needs of the youth for intensive treatment led to the enactment of these program changes. Overall, there were 98 youth group sessions in this fiscal year. Intervention classes were also facilitated at the Menominee High School through the "Second Chance Group" and this group continued throughout the school year. A teaching lodge was built to increase cultural and traditional activities in the treatment program.

Outpatient Services

A total of 300 referrals were made to Maehnowesekiyah during FY 2002. A total of 212 new referrals were provided assessments. The no-show rate for clients referred was 30% no-show for the year. Referrals were made from several sources: 39% Menominee Tribal Court, 6% County, 9% probation, 10% Employee Assistance, 25% self, and 11% other. The majority of referrals (52%) are alcohol, drug, mental health, or a combination of the three treatment areas. Adolescents referred for treatment comprised 26% of our population this year, with the balance of clients being Domestic Violence victims and perpetrators. Roughly 47% of persons referred do not have insurance.

Services continue to be provided to victims of domestic violence. Assessment, individual sessions, and support groups are offered on site. This service area will be expanding in FY 2003 to include a DV Specialist, DV Advocate, and DV Shelter Aide. Services continue to be provided to Perpetrators in the way of assessment, group sessions, individual sessions and case management. They participate in a 10-week program.

The Treatment Center continues to contract with the Tribe, the Menominee Casino-Bingo-Hotel, and Menominee Tribal Enterprises to provide employee urinalysis collection and testing.

The Treatment Center continues to offer Family Therapy, Psychological, and Psychiatric services through the provision of contractual agreements. The services of these trained individuals greatly increases our ability to provide quality services to our client population.

Residential Programs

The Women & Children Residential Program served 26 women and their 25 children during the FY 2002. The program was successful in reuniting 7 children with 4 mothers while the mother was in treatment. Number of admissions was down from last year due to the CSAT grant ending. Court ordered referrals are now required to pay for services. This has limited the number of successful admissions. Daycare services were coordinated with the W-2 program for payment for children admitted with their mother. Currently, there are no daycare services available on-site and no children have been admitted with the parent since September 02. Clients have responded favorably to being admitted with their children in treatment with them.

The Co-Ed Residential Facility served 19 adults during the FY2002. Statistical data indicate that the percentage of clients completing the program was 58% with 48 % being admitted into outpatient aftercare. The length of stay has changed from the mandatory 90-day stay to between 30-90 days dependent upon the referral source and available funding. The residential programs continue to offer a wide variety of treatment, support, educational, and culturally related activities/services.

Prevention

There were 530 youth served by the Prevention Department, which is made up of the T.R.A.I.L.S. and Adolescent Health Programs. The TRAILS program held 92 group sessions throughout the year, which included education, support, leisure time activities and ADL skills. Intervention classes at the Menominee Indian Middle School continue to provide structured programming to students. A total of 209 unduplicated students participated in these activities and 87 groups were held. Special events that the department participated in included: AODA Awareness Week, Head Start Family Fun Days, Summer Youth Olympics and the 3-on-3 Basketball Tournament. A total of 790 community members registered during these events. The Prevention Department is the key organizer for the Elder Christmas celebration, which registered 217 participants 12-01.

Parenting and In-Home Services

Both Parenting I and II sessions were offered during the progra year. The curriculum continues to be based on the Menominee Parenting and the Positive Indian Parenting Programs. Individual services are available to parents in need of additional support. In-Home services are provided by a number of treatment staff. Support, education, brief counseling, referral and collaboration with other providers is offered through In-Home visits.

MAINTENANCE

Marlin Waupoose, Director

The Maintenance Department is responsible for the preservation and upkeep of several tribal buildings that include Headquarters, Gordon Dickie Center, Program Attorney, Law Enforcement, Clinic, Library, and Recreation Center. Maintenance and Housekeeping staff are provided for each facility through this department with the exception of clinic housekeeping staff. The Maintenance Department staffing includes Maintenance Manager, Office Manager, Maintenance/Groundskeeper, Receptionist/Secretary (2 part time), Heating/Cooling Technician, Maintenance/Housekeeper, 3 General Maintenance Workers and 8 Housekeepers (part time).

The Law Enforcement maintenance budget is funded through the BIA. Indian Health Service provides maintenance funds for the clinic through 2 programs. All other buildings (Headquarters, FIC, Program Attorney, Recreation and Library) are funded through space rent, which is calculated by the square foot (sf). The Headquarters, FIC, Program Attorney Building, and Library Occupants pay \$10.25 per square foot. The Recreation Department pays \$8.00 per square foot.

Headquarters: MIS modified the Maintenance Work Order System database. The database has given us a more effective management tool. It also allows our department to track work orders and staff efficiency. Work orders for

tribal departments can now be requested through the Tribal Office Receptionists' Station. Large-scale renovations that occurred during the past year included carpet replacement on the main floor. Receptionist/Mailroom area has been expanded so new mailboxes can be installed. The mailboxes will be secured on both sides (maintains confidentiality). Florescent light ballast replacement is ongoing. This initiative is making the lighting more efficient by using less energy. The receptionist position was changed to two part time positions. One position is funded through tribal funds and the other is subsidized through the JTPA Program. This was done to reduce the fringe benefit cost. Accommodations have been completed for moving one of MIS' computer HUB's from the boiler room to underneath the steps (more secure). Installed some placement rugs to reduce the wear and tear in the Headquarters boardroom. The parking lot was re-stripped.

Gordon Dickie Center (FIC): Replaced the programmable thermostats that were always going into setback. Placement rugs were purchased to reduce the wear and tear at the entryways. Florescent light ballast replacement is ongoing. This initiative is making the lighting more efficient by using less energy. The parking lot was re-stripped.

Program Attorney Building: A new partition wall was constructed to make two offices. Florescent light ballast replacement is ongoing. This initiative is making the lighting more efficient by using less energy. The parking lot was re-stripped.

Law Enforcement Center (LEC): Florescent light ballast replacement is ongoing. This initiative is making the lighting more efficient by using less energy. New cameras were installed. A deep fryer was purchased and installed. A new gas range was purchased and installed. The fire alarm panel was replaced. The flat roof was replaced. Some roof drains were upgraded. The BIA performed a safety inspection. The BIA switched over to FMIS computer system. Several windows in the jail area were replaced. The air handling units were cleaned. The Maintenance Work Order System database was installed on the LEC file server. . The database has given us a more effective management tool. It also allows our department to track work orders and staff efficiency. Work orders for the Law Enforcement Center can now be requested by accessing the Maintenance Database on the LEC computer file server. The parking lot was re-stripped. Some additional signs will be installed.

Clinic: The Indian Health Service does periodic Building Assessment Studies, which generates a list of recommendations on building maintenance and repair. The flooring in the dental department was replaced. There was a partial roof replacement completed. The x-ray lab was remodeled. All parking lots were restriped. Florescent light ballast replacement is ongoing. This initiative is making the lighting more efficient by using less energy. MIS modified the Maintenance Work Order System database. The database has given us a more effective management tool. It also allows our department to track work orders and staff efficiency. Work orders for the clinic can now be requested through the Administrative Secretary's office.

Library: Vandalism continues being a problem. Roof maintenance (shingle patching) was completed twice. Routine maintenance and housekeeping were performed as scheduled.

Recreation Center: Vandalism continues being a problem. Roof shingles were replaced as they were destroyed. Discussion was held on a camera upgrade. No action has been taken. Routine maintenance and housekeeping were performed as scheduled.

The Maintenance department continues providing service to other tribal facilities including Historic Preservation, Tribal School, CBRF, Maehnowesekiyah, Headstart, Daycare, Senior Centers, Conservation, Food Distribution, and the Transportation Center. Services provided include snow removal, maintenance of HVAC, plumbing and electrical systems.

The Maintenance Department has experienced some limited turnover, most notably, is the retirement of Mr. Richard "Dick" Dodge as maintenance manager. Dick provided the Menominee Tribe with many, many good years of service. The staff thanks him and wishes him the best in his retirement years. Also, the department would like to welcome Marlin "Manzie" Waupoose as the new maintenance manager. Manzie brings over twenty years maintenance, construction, administrative, and business experience to his new position. Welcome aboard Manzie!

MANAGEMENT INFORMATION SERVICE

Annette Cook, Director

The Management Information Systems (MIS) Department is an internal services department within the Menominee Tribal structure that is funded 100% by the Indirect Cost Pool. The Department has been in existence since November 1985 providing computer, programming, and training support services to Tribal Departments.

MISSION STATEMENT

The MIS Department, consisting of the following teams: Programming, Training and Administrative/Service, provides overall computer services, assistance and consultation to all Departments and Agencies paying into the Indirect Cost Pool.

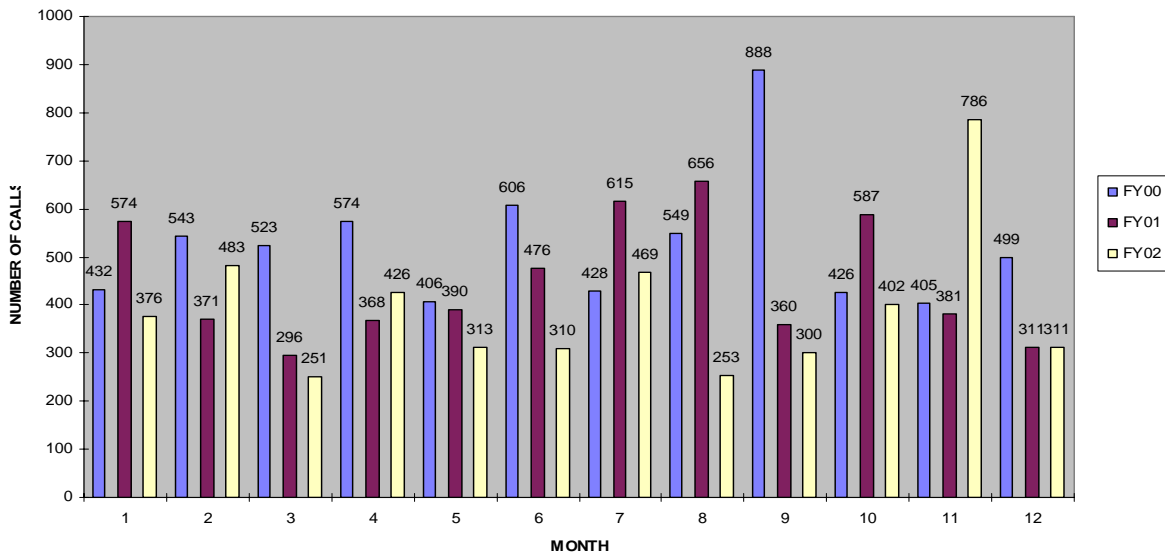
- The Programming Team shall research, recommend, and/or create programming solutions to automate Departmental and Tribal processes and shall also support those solutions along with upgrading and modifying as necessary to meet changing needs and standards; and
- The Training Team shall provide classroom instruction to educate, enhance and upgrade Tribal employees' knowledge in all facets of computer programs available throughout the Tribal structure; and
- The Administrative/Service Team shall install, maintain, and support all computer-related hardware and software and shall assist employees' in resolving computer use issues to increase the productivity of employee's utilizing information technology within the Tribal structure.

STATISTICS

Department-wide the amount of requests for assistance that is being called into the Help Desk has decreased over the last two years. This decline can be attributed to several factors that include on-site Technicians being hired by the Tribal Clinic and Tribal School; new equipment being installed at several of the larger sites; and employee computer training initiatives.

	<u>9/30/02</u>	<u>9/30/01</u>	<u>9/30/00</u>
Total Number of Service Calls	4680	5385	6279
% Increase / (Decrease)	(13%)	(14%)	19%

MIS SERVICE CALL HISTORY



PROGRAMMING TEAM

Due to Fiscal Year 2002 budget cuts, the position of Web Programmer was eliminated from the Department. As a result, very little updates have been done to the Menominee website during this timeframe. The Human Resources Department has been updating their Jobs page as this is a major recruitment tool for the organization.

MIS assisted the Child Support Department in putting together hardware and software quotes for a system that will be used to track all child support case information. This grant application also included a Programmer that will be responsible for developing a database that will track all aspects of a child support case. We were notified of grant approval in June at which time we began the ordering and installation process for all approved equipment. The recruitment process for the Programmer took a bit longer than originally planned as this position required specific qualifications that included experience in a client-server n-tier programming language.

TRAINING TEAM

During the first part of Fiscal Year 2002, Trainer Annette Tourtillott left the department to take a position at the College. The training position was subsequently filled by Wayne Waupoose who is doing an excellent job in

revamping the entire training aspect for the department. Wayne has begun working with Human Resources and department heads to formulate a training program that will be specific to each position within the organization.

ADMINISTRATIVE/SERVICE TEAM

Although Help Desk requests have declined by 13% this fiscal year, the MIS Department has been very busy on several major projects. The entire network structure within the Tribal Office and FIC Building was replaced to allow for an expansion of services that includes Internet access, external email, and network anti-virus protection.

The network structure was also replaced at the Law Enforcement Center using grant monies. This is the initial phase of a major project at this site in which the final goal will be to automate the entire complex from initial call for assistance to final case disposition. The MIS Department has also assisted with several grant proposals for this project; however grant notification is not expected until sometime in November, 2002.

At the request of Chairman Waukau, the MIS Department put together a Technology Plan for the organization. This plan was submitted to the Menominee Tribal Legislature and was subsequently approved on July 25, 2002. At the request of several departments, the plan included criteria for plan exemption; of which the Tribal Clinic and Tribal School was approved for plan exemption. Unfortunately, due to the Tribe's current financial condition, Phase One of the plan was partially implemented and Phase Two of the plan will not be implemented at this time.

MENOMINEE NATION NEWS

MISSION STATEMENT

To become the leading provider in disseminating pertinent information that may affect our tribal membership, whether it is environmentally, economically, or socially. In addition, local news coverage of social events that take place with elders and youth in our community are focused on, on a regular basis.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a bi-monthly paper to inform tribal members of any changes and updates within our community. A bi-monthly publication has been printed since January 1, 1989. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason they are unable to provide coverage, they follow up with the coordinator of the event, or suggest that they take some pictures and submit information on the event, to provide some coverage in the Menominee Nation News. We are not informed many times of some of the events or situations that occur.

ANNUAL BUDGET

The annual budget for Menominee Nation News was set at \$186,465.00. According to a budget report dated October 11, 2002, the departments' actual expenses for fiscal year 2002 amounted to \$159,764.35. This is a total savings of \$26,700.65 for the year.

REVENUE

The annual income goal for FY 2002 was set at \$69,607.40. As per a budget report dated October 11, 2002 a total of \$52,741.14 was received. This is \$16,886.26 below the projected revenue. Please note there has been more income received for FY 2002 in October 2002, but those figures were not included in the report. Some of the accounts may have paid but were not recorded as such. There is still more income expected to be received for fiscal year 2002. The four areas where revenue is generated include subscriptions, sales, advertising, and other.

SUBSCRIPTION: The subscription income projection was set at \$15,940.00. As of October 11, 2002 a total of \$8,794.00 was received. The subscription income was below the projected revenue by \$7,146.00. The annual subscription rate is \$28.00 3rd class individual rate, \$34.00 for Business/Organizations, and \$38.00 for 1st class individual rate. Included in the 3rd class mailings are the individual 3rd class and business/organizations. We have eliminated newspaper exchange with other Native publications to help eliminate some postage expenses.

SALES: The sales income projection was set at \$15,540.00. As per a budget report dated October 11, 2002 a total of \$11,832.10 was received. The sales revenue received was below the projected revenue by \$3,707.90. We currently have thirty (30) distribution sites. This includes eleven (11) sites in Keshena with two (2) being complimentary sites for the Elders, five (5) sites in Neopit with two (2) being complimentary sites for the Elders, one (1) site in Gresham, one (1) site in Bowler, three (3) in Stockbridge, eight (8) in Shawano, and one (1) in Milwaukee.

ADVERTISING: The advertising income projection was set at \$38,127.40. As per a budget report dated October 11, 2002 a total of \$31,655.04 was received. The income was below the projected revenue by \$6,472.36. We

have an established list of clientele with a variety of area businesses. Being a member of the Wisconsin Newspaper Association we are provided advertisements when businesses want to reach a certain demographic region in the state. If we are in the target area, representatives from WNA are in contact with us for ad placements. Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed and in an effort to decrease the number of past-due accounts. The majority of our customers prefer to be billed on a monthly basis. This was the forth full year the Menominee Nation News has operated under the current billing procedures with the individual tribal programs. There is still reluctance on tribal programs to advertise. As an added incentive to the tribal programs, we offer a 15% discount for advertising, provided the material is submitted by the established deadline. We still have some departments and businesses that insist on submitting advertisements late and free of charge by submitting ad information as articles.

OTHER: This is the third year Menominee Nation News has held this revenue listing. We began to offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We have had a positive response to this service. We also receive money for NSF checks that are returned. Revenue generated through postage costs, and NSF checks amounted to \$460.00 as per a budget report dated October 11, 2002. There was no revenue projection set for this listing.

DEPARTMENTAL STAFF CHANGES

There have been some staff changes since the last report. On October 1, 2001 the Menominee Nation News Department was placed under the supervision of the Communications Director, Mr. David Jonesy Miller. Ms. Devan Miller, who was the Acting Director, was placed in an Office Manager position. Mrs. Roxanna BigFire, Reporter, no longer works for the Menominee Nation News department effective September 19, 2002.

During the fiscal year 2002 Menominee Nation News employed five (5) full time employees. They include: the Director of Communications, Office Manager, two (2) reporters, and one (1) Layout/Design Technician. The lengths of employment are as follows: Devan Miller, Office Manager, (2/19/99-present); Llona Tucker-May, Reporter, (03/08/99-present); Roxanna BigFire, Reporter, (07/23/01-09/19/02); and Steven Price, Layout/Design Technician, (09/24/01-present).

OTHER

The Menominee Nation News front page graphic changed with the first issue in January 2002. The graphic was designed by the Layout/Design Technician, Mr. Steven Price. We have received many compliments on the new graphic. Many people have also told us how much better the paper is looking, be it the layout, graphics, etc. It seems many people are pleased with the new look and feel of the paper, as is the staff. The staff at Menominee Nation News is proud of the accomplishments they have made.

PRINTING

Menominee Nation News has been a bi-monthly publication since January 1, 1989. Twenty-four issues were published during the fiscal year 2002. The first issue in November 2001 was mailed to each tribal member 18 years of age and older, informing them of the Annual General Council. This is in addition to our subscription mailing, not to include the papers sold at the distribution sites.

In past years and for the first few months of fiscal year 2002, Menominee Nation News was printed by Triangle Press in Shawano, WI. Starting with the January 29, 2002 issue and to the present, Menominee Nation News is being printed by Waupaca Publishing Company in Waupaca, WI. Towards the end of fiscal year 2001 and the beginning of 2002, the newspaper was printed black and white, because of the cost at Triangle Press. There was a need to change publishers because of the price and product being produced. Waupaca Publishing Company allows color printing at a lower rate. Since that time, Menominee Nation News is able to offer color advertisements, happy ads, memorials, etc. We have seen a positive response to this service. Since the inception of the new publisher, the Menominee Nation News has been distributed on schedule.

The monthly accounts payable breakdown of printing charges incurred for FY 2002 are as follows:
The printing charges vary from month to month. A major factor in the monthly cost fluctuation is based on the number of pages produced, and the number of color pages.

<u>Print Dates</u>	<u># of pages/color</u>	<u># of copies</u>	<u>Charges</u>	<u>Monthly Sub-Total</u>
October 09, 2001	24/0	1,800	\$606.20	
October 22, 2001	20/0	1,800	\$534.11	\$1,140.31
November 07 2001	24/0	8,500	\$1,169.54	
November 26, 2001	16/0	1,800	\$462.02	\$1,631.56
December 13, 2001	20/3	1,800	\$669.11	
December 22, 2001	16/0	1,800	\$462.02	\$1,131.13
January 16, 2002	24/0	1,800	\$606.20	

January 29, 2002	20/4	1,800	\$575.00	\$1,181.20
February 11, 2002	16/4	1,800	\$530.00	
February 25, 2002	20/4	1,800	\$575.00	\$1,105.00
March 11, 2002	20/4	1,800	\$575.00	
March 25, 2002	20/4	1,800	\$575.00	\$1,150.00
April 08, 2002	20/3	1,800	\$575.00	
April 22, 2002	20/4	1,800	\$575.00	\$1,150.00
May 06, 2002	20/8	1,800	\$670.00	
May 20, 2002	28/8	1,800	\$750.00	\$1,420.00
June 10, 2002	28/8	1,800	\$750.00	
June 24, 2002	24/8	1,800	\$710.00	\$1,460.00
July 15, 2002	24/4	1,800	\$615.00	
July 29, 2002	20/4	1,800	\$575.00	\$1,190.00
August 12, 2002	20/8	1,800	\$670.00	
August 26, 2002	16/4	1,800	\$530.00	1,200.00
September 9, 2002	20/4	1,800	\$575.00	
September 23, 2002	16/4	1,800	\$530.00	<u>\$1,105.00</u>
TOTALS:	496/90	49,900		<u>\$14,864.20</u>

MENOMINEE NATION POW WOW

STEPHANIE AWONOHOPAY

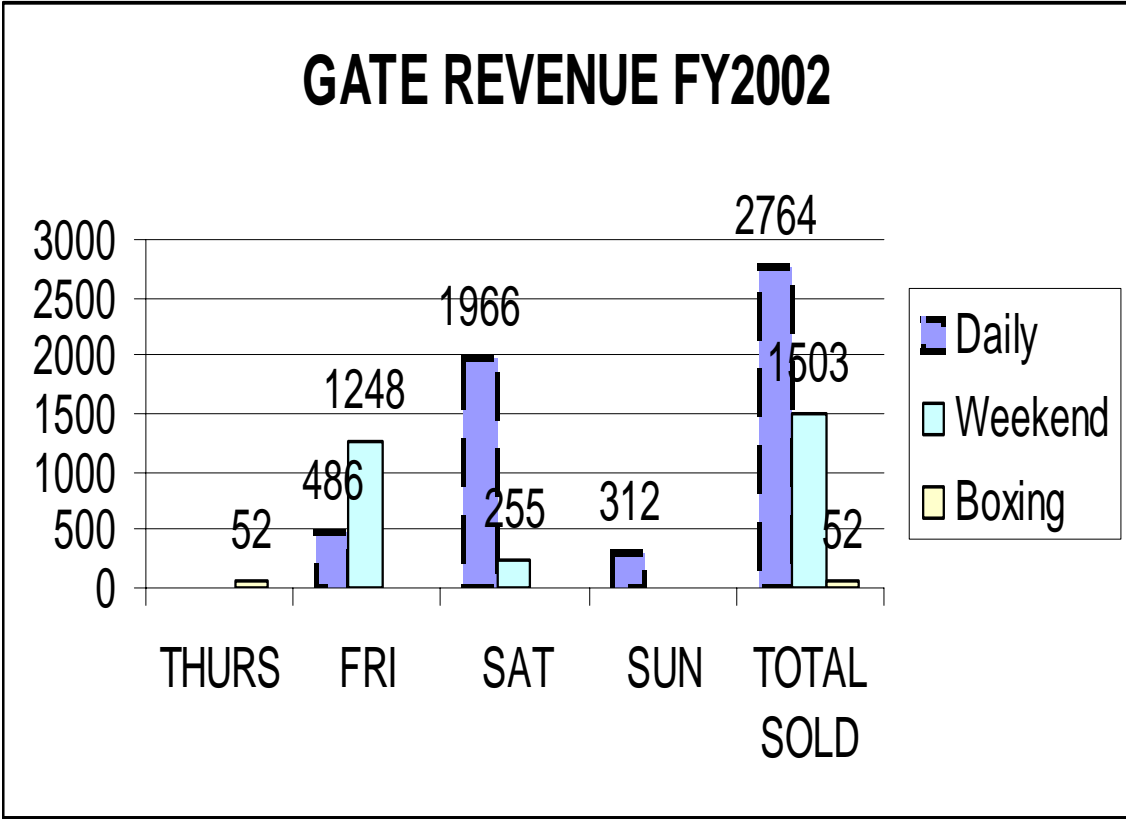
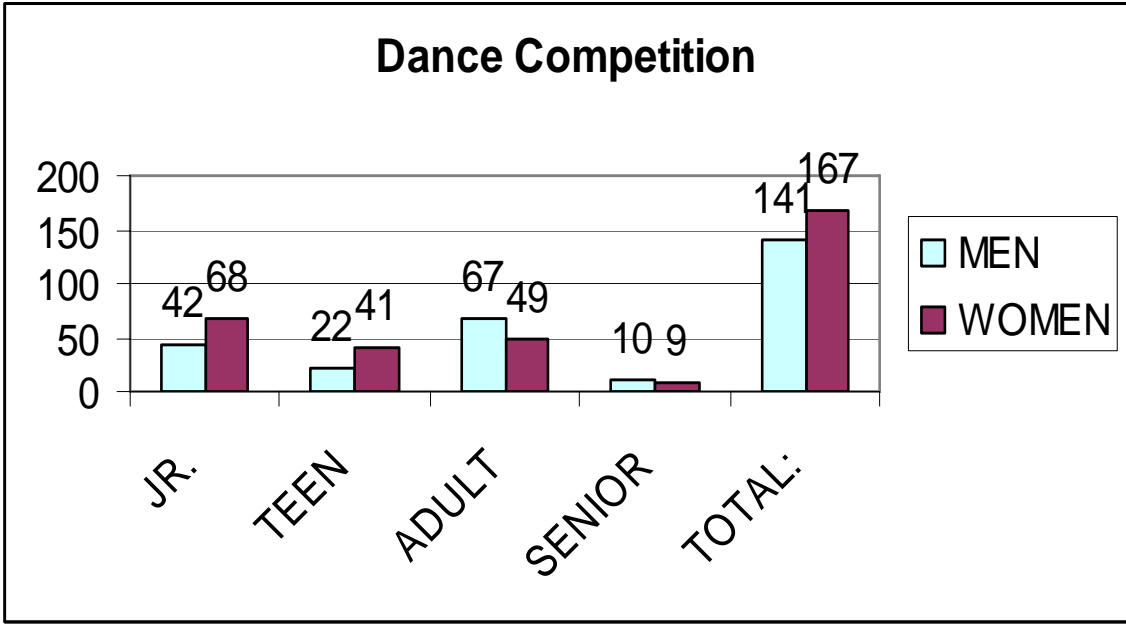
The Tribe hosted the Menominee Nation Contest Pow-Wow August 2-4, 2002. With cooperating weather, the event was a huge success. Gates sales were up from last year. Total income generated for FY02 was \$54,095.80 and total expenses for FY02 were \$74,347.41.

INCOME GENERATED:

Pow-Wow (Gate)	\$30,136.75
Sponsorship	\$ 9,250.00
Vendor	\$13,303.00
Fundraiser	\$ 1,406.05
TOTAL INCOME FY02:	<u>\$54,095.80</u>

ACTUAL EXPENSE BREAKDOWN:

Travel-mileage reimbursement	\$ 210.61
Meeting & Related	\$ 2,000.00
Supplies-Tabulation, gate, banners, flowers	\$ 1,426.97
Postage	\$ 11.24
Printing & Photocopies	\$ 217.36
Advertising	\$ 710.80
Dance Contest-Prize money, includes tiny tots	\$35,845.00
Drum Contest-Prize money	\$11,500.00
Princess Contest – Traveling crown & banner	\$ 900.00
Host Drum-Payment & 6 hotel rooms	\$ 4,508.00
Contractual Services-Judges, arena workers, etc.	\$ 3,900.00
Electrical Services	\$ 0.00
Security – Golf carts	\$ 720.00
Sanitation – cleaning crew & portable toilets	\$ 2,233.95
Entertainment-feast, fundraiser supplies, stand supplies	\$ 1,497.47
Sound System	\$ 2,000.00
<u>Indirect Cost</u>	<u>\$ 6,429.73</u>
TOTAL EXPENSES FY02:	<u>\$74,111.13</u>



MENOMINEE TRIBAL SCHOOL

Donna Powless

The Menominee Tribal School continues to serve the Menominee community students. Students receive the following gifts of knowledge:

- Reading, Writing, and Arithmetic
- Study Skills, Library skills, and time management strategies
- Menominee Language skills
- Treating each other with dignity and respect
- Learning traditional values and ceremonies

- Pride in themselves
- Appreciation of their parents, grandparents, and people who love them
- Sportsmanship, teamwork, and athletic skills
- Self Confidence

There are 245 students attending the Menominee Tribal School in grades Kindergarten through the eighth grades. We have 27 fully certified teachers of which 50% are Native Americans. The support staff (bus drivers, cooks, clerical and teacher-aides) are 93% from the Menominee Tribe. Staff development is occurring for all staff members to improve their performance levels on all aspects that touch a child. The philosophy at the Menominee Tribal School is that all staff members are teachers and that we are continuously teaching children in the manner that we treat each other and how we treat the children.

As a culture-based school, each child has Menominee Language and Culture class everyday. The students in kindergarten through fifth grade have a 35-minute daily class; in 6-8 grades it is a core 45-minute period each day. Students grow from learning nouns to making full sentences. The culture is ALIVE AND WELL at the Menominee Tribal School, by students learning mannerisms that are associated with respectful people. The curriculum is based on the seasons as our elders have guided us and students learn the words that correspond to ricing, gathering, hunting, storytelling, and maple sugar camp.

A Diabetes Prevention Program is in full swing this year. ALL students walk 15 minutes daily and have a weekly health class in grades K – 8 to discuss healthy living issues. Middle school students have a choice of salad every day. No pop machines are in the school. Students may choose juice, water, or lemonade. The Dietician at the Tribal Clinic approves food menus and processed food is kept to a minimum.

Each middle school student must complete an average of 1 hour of community service per month in order to graduate or to be promoted to the next grade level. Students clean windows, rake leaves, shovel snow, assist in spring cleaning, have younger buddies in school, paint the boo bus, give clothing/coats, and whatever they see as “giving to others”.

Each classroom teacher gives the opportunity to their students to have public presentations in the form of plays, presentations, or demonstrations. This is to provide additional methods for students to build their confidence in themselves. Students in all grades are ready to share “Poetry Breaks”, songs, memorizations, or other acts that demonstrate their academic success.

The Outdoor Education programming is growing. We have been given mountain bikes, canoes, and snowshoes from the Menominee Tribal Clinic. These are used for physical education, and special expeditions that the student’s earn. All safety equipment is utilized with students to further stress the importance of safety.

Parent Involvement is a must at tribal school. Through policy approved by the legislature, each parent must volunteer 4 times through the school year. Prizes are awarded at the end of the year. Parents are a key component at school we honor them every chance we get. Parents help cook, help in classrooms, help on field trips, eat with their children, or just “hang out” at the school.

The Menominee Tribal School is truly a school of the community.

NAES COLLEGE

Karen Washinawatok,

Q. What do the initials NAES stand for?

NAES stands for Native American Educational Services, Inc.

Q. How long has NAES College been in the Menominee community?

NAES College has been located on the Menominee Reservation since 1989. A central focus of NAES is community renewal.

Q. What is the mission of NAES College?

The mission of NAES is to educate new leaders for Native American communities. Native leaders with the knowledge and skill to create a policy framework in which the uniqueness of the Native world can flourish and contribute to the strength of the American society.

Q. Is NAES accredited?

Yes, NAES College is fully accredited by the Commission on Institutions of Higher Education of the North Central Association. This agency accredits all colleges and universities in the United States. NAES is accredited as a four-year baccalaureate program.

Q. What degree does NAES College offer?

NAES College graduates earn a Bachelor of Arts degree in Public Policy.

Q. Does NAES College accept transfer credits from other colleges and technical schools?

Yes, NAES accepts up to sixty (60) credits provided they are 100+ course numbers and resulted in passing grades. NAES also accepts up to 36 credits of Credits for Prior Learning (CPL's). A CPL proposal is submitted during the student's first semester. If the document is completed and accepted, the CPL's are equivalent to three semesters of coursework.

Q. What kind of work will a B.A. in Public Policy enable a graduate to pursue?

A Public Policy degree prepares a graduate to work in tribal government and as administrators of tribal programs. It also enables a student to apply to the graduate program of their choice; a dream many of the NAES graduates have fulfilled. Many students come to NAES with limited confidence that they will succeed in college and surpass their original educational goals. Thirty percent of NAES alumni have received professional or advanced degrees in fields such as law, public health and education. Most had incomes below poverty level when they entered NAES; most of them are now employed and have incomes that far exceed poverty-level wages, ranging from \$30,000 to \$80,000+ allowing them to provide well for their families and meet community obligations.

Q. How many have graduated from NAES College?

As of spring 2002, NAES has graduated 230, 96% of whom are from Native Nations. The Menominee Campus has graduated 23, 18 being members of the Menominee Nation.

Q. When are the classes held?

All NAES classes are evenings and some are scheduled on Saturdays.

Q. What is the average student population age?

Students range in age from 8 to 52 with the average student at age 37.

Q. How can I register for classes and begin attending classes?

Students are always welcome to come in and begin the admission process at any time. As soon as the application process is completed, the student may begin the following semester. Early registration is encouraged but not always practical for students due to personal situations.

CONCLUSION

NAES College serves adult learners, persons who are actively engaged in Native American communities and who integrate their work as students with issues affecting the community. As a result of this involvement, the impact of students and graduates extends far beyond individuals enrolled in the NAES degree program; their work has made a substantial contribution toward increasing the quality of life, not just for their own families, but for the community as well.

PROBATION/PAROLE

William Beauprey, Director

Consistent with applicable Tribal Laws regulating the Probation/Parole department under the Tribal Probation/Parole Ordinance 94-01, and Tribal Ordinance 79-14, 1-2-15 Tribal Judiciary and Interim Law and Order Code.

Our department is still looking forward to the expansion at the Menominee Tribal Courts, as we will be moving there when it's completed.

SERVICES: This department monitors individuals who are placed here by court order, in lieu of jail time. The Probation/Parole department staff meets with each client on a one-on-one basis (at present we are monitoring 123 individuals an increase of 41% compared to last year) to make sure they are complying with their court orders. The court orders usually have the client doing some sort of counseling at a facility of their choice. We also try to assist our clients by helping them gain employment and assist the client in getting their GED/HSED. The Probation/Parole department works well, with help from other departments/agencies who have the same goals, to get these individuals back on track and remain alcohol and drug free, with the hope of less violence in the community.

STATISTICS: This past year we supervised at total of 166 probation clients, which is an increase of 13% from last year, and 2 parolees. Each month the amount of client case loads have been between 56 and 123. As usual the main charges for our clients are Disorderly Conduct, Battery, and Assault these charges are mostly domestic violence related. This year we had a high amount of clients charged with possession, a few of them are juveniles. There was a total of 48 revocations this past year usually for committing the same crime that they were put on probation for along with alcohol use, which is a violation on it's own. A total of 31 were released for successfully completing their court orders. We had a total of 24 clients that were court ordered to obtain a GED/HSED, so far 14 have completed and is also an increase of 86%. We had to extend probation time for 22 of our clients due to all or part of their court order not being complete. There was a total of 11 Apprehension and Detentions issued this past year, this is a decrease from last year by about 56%. This year we had a high number of juveniles put on Probation who were waved into adult court, the total number of them for this past year is 26 another increase of 77% from last year.

Every Tuesday there are initial appearances at court and either myself or my assistant sit in on these to keep track of those individuals who are put on Probation/Parole/Wellness Court. This past year the department staff completed 79 Pre-sentence Investigations for the Courts/Prosecutor's Office, we increased in this area also by 11%. There were a total of 159 jail visits, the increase here is 40% and 113 court appearances, the increase here is 9%.

All in all there is an increase in workload for each of the Probation Officers in the department in all areas.

Presently the Wellness/Drug Court Program has had 22 referrals with nine active participants; three residential, two primary day treatment and four in AODA Education and one revoked from the program due to non-compliance. The Drug Court Team meets weekly for staffing of clients and attends Wellness Drug Court. The Probation Department is still without the administrative aid position which is budgeted in the Drug Court Grant. When this position is filled it would free up my time to better supervise our increasing clientele. We are entering our Third and final year of the grant, however, still spending year one monies until then the safety our community and rehabilitation of our clientele is jeopardized.

Ordinance 01-12, Sex Offender Registration and Notification Program. I have met several times with Tribal Officer Mary Escalante on our Tribal Offenders which I have three on the present caseload and discussed the difficulties of such an ordinance due to so many different agencies and no Registration and Notification Commission seated. Once it is up and running this group of clientele will require maximum supervision. Most of the work to date has been done by Officer Escalante such as; creating files, signing up clients and tracking the state offender's movement on the reservation.

GED/HSED/Literacy Committee, this committee was formed out of necessity due to the number of referrals from the courts to several programs regarding GED/HSED mandates. The courts were made aware of the limitations of the programs. It was the consensus of the group that communication and information sharing was needed to better address this issue. We first met January 23, 2002 and have continued to meet each month. We are working on ways to improve working relationships in order to better assist the individuals who are in need of education opportunities and what avenues we can look at in order to make a smoother transition for the people who we work with.

ACCOMPLISHMENTS: The Director and assistant are members of the American Correctional Association, American Probation & Parole Association, the Domestic Violence work groups, Wellness/Drug Court Team Member, GED/HSED committee and the Director is a BIA officer with full arrest powers.

PROSECUTOR

William Kussel

Duties and Responsibilities. The primary objective of the Prosecutor's Office is to provide judicial services to the residents of the Menominee Indian Reservation, through the prosecution of both civil an criminal violations of Menominee Tribal Law, pursuant to Menominee Tribal Ordinance 79-14, Interim Law and Order Code. In order for the Tribal Prosecutor to fulfill its judicial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims the following must be met: (1) to process an estimated 1500 cases on adult/juvenile criminal and civil matters to be filed with the court for prosecution; (2) to comply with the due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs. 1301-1302); (3) to maintain both civil and criminal files to include final disposition; (4) to represent the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeal process; (5) to attend necessary training; (6) to assist the Menominee Tribal Police Department.

Accountability: Ensures that the duties of the Office of the Tribal Prosecutor are performed and ensures that the prosecutorial services are provided in a fair, just and effective manner.

General Goal and Policy: It is my office goal and policy to enforce the laws on the Menominee Indian Reservation through fair, efficient and effective criminal and civil prosecution of law violators. This is necessary to protect the personal safety of individuals residing on the Reservation, to protect the domestic tranquility, to foster successful economic interests, to protect property interests and to maintain the public order.

It is my goal to protect the interests of the victims of crime while ensuring that the constitutional rights of the violators of the law are maintained and observed. My objective is to deter individuals from committing or recommitting criminal acts; this is done through the deterrence of punishment, counseling where necessary, restitution to the victims and public service where appropriate. The goal is and should be the rehabilitation of the offender so that the individual conforms his or her behaviors into the legitimate expectations of the Reservation and society at large. I am not afraid to try new things to accomplish these goals; I am a good listener and am always open to suggestions from the community for working towards these ends.

Finally, I believe those that enforce the laws must obey those laws. A public prosecutor must lead by example. It is my policy and goal to conduct the duties of this office with the highest levels of honest and integrity. This is something I believe the public has right to expect.

2001-2002 Statistical Summary: The Prosecutor's Office made 5,503 appearances in Tribal Court on a variety of criminal and civil prosecutions during this reporting period. During this time period a total of 478 adult criminal charges were prosecuted by the office. Of the 478 charges, 99 were domestic violence related. The top crimes prosecuted by this officer were: Battery, Assault, Disorderly Conduct, Escape, Resisting or Obstructing Officers, Malicious Mischief, Controlled Substance and Operating a Motor Vehicle While Under the Influence of Intoxicants. The rest of the 478 adult charges were for a variety of other tribal crimes. The adult criminal conviction rate for non-domestic violence offenses was 93% in favor of the prosecution. For domestic violence matters, the conviction rate was 88%.

A total of 164 juvenile delinquency/ordinance violations were prosecuted by this office. The top three offenses prosecuted by this office were: Malicious Mischief, Resisting or Obstructing Officers and Theft. The conviction rate for all juvenile matters was 72% in favor of the prosecution.

The office prosecuted 1,305 civil ordinance violations over the year. The top three offenses were: Traffic violations, Underage Drinking and Curfew. The conviction rate on civil ordinance violations was 88% in favor of prosecution.

66 alcohol/ mental commitments and 29 matters involving child welfare were prosecuted by this office.

Mentionable Accomplishments: In June of this year, the Menominee Tribal Prosecutor's Office in conjunction with the Tribal Courts, the Probation-Parole Office and Maehnowesekiyah Treatment Facility were able to enroll its first clients into the Menominee Tribe's Wellness Alternate Sanctions Program, also known as "Drug Court." This federally funded program works to help treat individuals who are first or second time offenders who have committed a non-violent crime where illegal drugs or alcohol played a major part in the crime (Please note that OWI's are excluded from the program). Those individuals who are eligible for the program have an eligible drug or alcohol related criminal complaint filed by the Prosecutor and pending in Tribal Court. If the individual meets the enrollment requirements, the Tribal Prosecutor may formally recommend the individual, with the individual's consent to the Drug Court Team for evaluation and possible acceptance in the program. If accepted into the program the individual will need to sign a deferred prosecution agreement whereby they agree to plead "guilty" or "no contest" to the charges in Tribal Court. The court holds in abeyance the acceptance of the plea and allows the individual to enter the drug court program. During the program the individual will receive appropriate drug and/or alcohol counseling and/or treatment as indicated by his or her assessment. Those individuals who successfully complete the program will have their criminal charges dismissed and will have no record of a drug or alcohol related record. Failure to comply with the treatment program may result in sanctions being imposed; serious violations may result in the termination of the deferred prosecution agreement and the referral back to the criminal courts for the acceptance of their plea and sentencing. This is an exciting and beneficial program aimed at treating a serious health and societal problem on the Reservation and throughout North America. I have great hope and expectations for this program's continued success.

Staffing. During 2001 to 2002 the Prosecutor's Office was staffed by four full-time people. This included Prosecutor Andrew J. Pyatskowitz, Assistant Prosecutor Brian R. Johnson and Secretaries Lisa Lyons and Janet Roney. Wm. F. Kussel Jr. was appointed by the Menominee Tribal Legislature in April 2002 to replace former Prosecutor Andrew J. Pyatskowitz in that position.

PROPERTY MANAGEMENT/PROCUREMENT

Brett Hoffman, Director

The PMA Department is staffed by Brett Hoffman - Director, Tonya Kitson –Procurement Officer and Lisa Hauser – Procurement/Inventory Officer.

The Property Management and Acquisition (PMA) Department provides for the review and approval of purchases of the Tribe, equipment inventories, transfers and disposals, 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 six area photocopy machines, internal billing system for supplies, photocopies, postage, telephone and propane gas, and obtaining Federal Excess Property for programs.

The negotiation of the propane gas for the Tribe's programs was re-established at \$.749 per gallon for Fiscal Year 2003. This is the final year of a five year agreement with Menominee Gas, Incorporated. We pre-purchased 175,000 gallons of propane at \$131,085. The programs will be repaying the Tribe through the internal billing system at a rate of \$.76 per gallon.

Competitive Bid Negotiations were executed on the following projects: Tribal Jail Re-roofing project, Keshena Wastewater Facility Improvement Engineering project, Tribal School Modular Addition re-bid, Camp 33 and Red River Road project, HIP Scattered Sites project, Keshena Bridge Rehabilitation projects, Neopit Lagoon project, Maehnowesekiyah Re-roofing project, and Keshena Sewer and Water Extension projects.

During Fiscal Year 2002, The PMA Department obtained \$356,611.05 worth of equipment free from the Federal Excess Property program. This includes obtaining four vehicles, a sweeper, a steam cleaner, various tools and small supplies.

The Menominee Mobile Operation Headquarters vehicle (MMOH) was put into use on its first emergency mission by the Law Enforcement Department. MMOH was transferred to the control of the Law Enforcement Department to streamline its implementation.

The Fiscal Year 2002 Indirect Cost budget for the department was established at \$147,850.00. Actual operating expenses for the year were \$131,617.04.

The PMA Department generated \$25,800.00 in the sale of old equipment during Fiscal Year 2002.

RECREATION

Duane Waukau, Director

The Menominee Tribal Recreation Department is committed to improve the quality of life among all residents of the Menominee Reservation. This is accomplished by providing and promoting in a responsive manner a leisure service system that includes well-maintained parks and public areas as well as well as a variety of recreational programs and special events.

Personnel:

Duane Waukau, Park & Recreation Director
Lisa Caldwell, Youth Center/Activity Coordinator
Kateri Waupochick, Youth Monitor-Weekends

Jamie Corn, Secretary
Pershing Frechette, On-Call
Myrna Warrington, Golf & Swimming Instructor

Total youth served for Fiscal Year 2002 was 13,824.

Total adults served for Fiscal Year 2002 was 4,844.

Budget Allocation for F.Y. 2002

Youth Center	\$147,654
Park Maintenance	\$ 73,731
Keshena/Neopit Boxing Club	\$ 19,452

The Youth Center is open from 6 a.m. through 9 p.m., Monday through Fridays. Saturday and Sunday we are open Noon till 8 p.m.

Youth Center Activities include:

Monthly Dances, Pool Tournaments, Dance Classes, Baking Cookies for the Elderly, Visiting homes of the elderly, Singing Christmas songs, High School Alternative School Fitness Room Classes, Nintendo 64 signouts, Foosball, X-Box, Air Hockey & Juke Box.

Program Activities include:

Community Halloween Parties at the Youth Center, South Branch and Zoar Communities. Nightly Open Gym at the Menominee High School and Menominee Tribal School. Community Christmas breakfast at Keshena Primary School, Neopit Community Center and South Branch Center. Swimming at the Shawano Recreation Center-every other tuesday neopit youth, every other thursday Keshena and South Branch youth. Co-sponsored 3 on 3 tournament, Community Easter Egg Hunt at the Keshena Fairgrounds, Family Fun Day at the Keshena Primary School. Sponsored trip to Rainbow Falls in Plover, WI. Toys for Tots committee. Sponsored T.C.J. Baseball for age's 14-16 years old. Sponsored T.C.J. Team Double Elimination Baseball Tournament. Provided athletic equipment, insurance, league fees and van usage for Keshena and Neopit Little Leagues. Sponsored Summer Golf Programs-Beginners at the Shawano Lake Golf Course, Intermediate at Pine Hills, Gresham, WI. Youth Olympics at Menominee Nation Powwow. Co-sponsored Punt, Pass & Kick with Knights of Columbus. Renovated Neopit Little League Field and Keshena Recreation Field. Sponsored Gatorade Punt, Pass & Kick Program. Attended the North American Indigenous Games in Winnipeg, Canada on July 26 through August 2, 2002. Coached baseball team and chaperoned. 50 Menominee youth athlete's medals received were three gold medals-boxers, one silver medal-women's basketball, one bronze medal-men's basketball, one bronze medal-women's basketball, two bronze medal-baseball, one gold medal-baseball and one bronze medal-volleyball. Also participated in golf, track and field and cross-country. Attended several meetings with 11 tribes to finalize plans for coaching, chaperoning, transportation, fund-raising, warm-up suits, uniforms for athletes. It was a very good experience for our youth for the opening ceremonies, participation in events and creating new friends with all indigenous people in Canada.

The Menominee Park and Recreation Department maintains sixteen parks and athletic fields for the Tribe. They include: Neopit 1.)Little League Field 2.)Park Pavilion 3.)Middle School Athletic Field 4.)Dog Town Park - Zoar 5.)Downtown Field 6.)Firestation Playground - South Branch 7.)Sliding Hill across from Firestation 8.)Nacotee Addition park Area 9.)Sliding Hill - Keshena 10.)Pavilion 11.)Recreation Baseball Field 12.)Recreation Field-Little League 13.)Fairgrounds 14.)Blacksmith Park 15.)Wa-toh-sa-Legend Lake 16.)Commot Lane-Sliding Hill.

Maintenance includes cleanup, cutting grass, grooming, preparing, electrical, porta pots, weeding, seeding from April to October each year.

#	Department/Program/Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partners
1	Youth Center: Activity Room	\$ 5,000	No	Yes	No	Grades K-6	M-F3:00-9:00; S&S 1:00-9:00	Recreation Center	Tribal	None
2	Pool Tournament	\$200	No	Yes	No	Grades 7-12	M-F 3:00-9:00; S&S 1:00-9:00	Recreation Center	Tribal	None
3	Open Gym	\$ 500	No	Yes	Yes	Grades 7-12	M,W,Th.6:00-9:00; Sun. 5:00-7:00	High School/ Tribal School	Tribal	MISD
4	Monthly Dances	\$ 500	No	Yes	No	Grades K-6	Holidays/Fridays 6:00-10:00	Recreation	Tribal	None
5	“ “	“ “	No	Yes	“ “	Grades 7-12	Holidays/Fridays 6:00-10:00	Recreation	Tribal	None
6	Swimming	\$ 1500	No	Yes	No	Grades 4-8	Tues. & Thurs. 6:00-8:00	Shawano Recreation	Tribal	None
7	Free Throw Contest	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in January	H.S. Field	Tribal	Knights of Columbus
8	Punt, Pass & Kick	\$ 100	No	Yes	Yes	Grades 4-12	Saturday in September	H.S. Field	Tribal	Knights of Columbus
9	Fitness Center	\$ 2,000	No	Yes	No	Ages 12-18	Various times	Recreation	Tribal	None
10	Halloween	\$ 700	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
11	Family Fun Day	\$ 200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth organizations
12	3 on 3 Tournament	\$ 500	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	“ “
13	Youth Olympics	\$ 300	No	Yes	Yes	All Youth	August	“ “	Tribal	JTPA & JOM
14	Santa Visit	\$ 1,200	No	Yes	Yes	Community	December	“ “	Tribal	JOM & Housing
15	Easter Egg Hunt	\$ 600	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM
16	Trip: Rainbow Falls	\$ 500	No	Yes	No	Grades 4 to 8	June-August	Plover, WI	Tribal	None
17	TCJ Baseball	\$ 3,000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	“ “
18	T-Ball Program	\$ 1,000	No	Yes	No	Ages 6, 7 & 8	June-August	“ “	Tribal	“ “
19	Golf Program: Beginners	\$ 1,000	No	Yes	No	Grades 1 to 6	June-August	“ “	Tribal	“ “
20	Golf Program: Intermediate	\$ 1,000	No	Yes	No	Jr. High	June-August	S.B./Neopit/ Keshena	Tribal	“ “
21	Elders Cookie Baking	\$ 250	No	Yes	No	Grades 1 to 8	December	Elder Ctr./CBRF	Tribal	“ “
22	Singing Christmas Songs	\$ 100	No	Yes	No	Grades 1 to 8	December, presumably	Rest Homes/ CBRF	Tribal	“ “
23	Little League	\$ 2,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
24	Maehnowesekiyah	\$ -	No	Yes	Yes	Ages 9 to 12	Once per week	Recreation	Tribal	Maehnowesekiyah
25	Skiing Trip	\$ 200	No	Yes	Yes	Grade 7	February	Ski Brule	Tribal	MISD-Middle School
26	NAIG	\$ 4000	No	Yes	No	Ages 12 to 21	July 28-August 4	Green Bay/ Oshkosh	Tribal	Community
27	Camp: Baseball	\$ 100	No	Yes	No	“ “	“ “	“ “	Tribal	“ “
28	Camp: Football	\$ 100	No	Yes	No	“ “	“ “	“ “	Tribal	“ “
29	Camp: Volleyball	\$ 100	No	Yes	No	“ “	“ “	“ “	Tribal	“ “
30	Renovation	\$ 15,818	No	Yes	No	Youth	July	Paddo Field Schoolview Field	Tribal	Recreation
31	Gatorade Punt, Pass & Kick	\$ 100	No	Yes	No	Ages 5 to 14	September	High School	Tribal	Recreation

SOCIAL SERVICES

Mary Husby, Director

Staff for the Menominee Tribal Social Services Department, funded under the BIA contract, consist of the Director, Child Welfare Assistant and 3 Social Workers. A fourth social worker for Kinship Care is funded by the Wisconsin Department of Health and Family Services and tribal funds. . Additionally, the Tribal Day Care Center was under the supervision of this department until 09/19/02 when it was removed from the responsibility of this department by motion of the Tribal Legislature. Thirty-two day care staff members are funded under other state, tribal or federal grants. Some of these grants are administered by Menominee Tribal Social Services such as Child Care Development Funds, State Day Care Funds and B.I.A. Child Welfare Assistance funds. In addition, fees collected from enrollees assist in meeting operational costs along with a tribal supplement and funding from county agencies for day care services provided to their clients.

In our Child Support unit, we have 1 Child Support Manager, 4 Child Support Specialists, a Child Support Clerk, an Account Clerk and an Attorney who does child support work and Indian Child Welfare Act legal work. Staff were funded by the Wisconsin Department of Workforce Development until 04/01/02 when this department received direct funding from the Federal Child Support Enforcement Office in Washington, D.C. Tribal funds are used to meet the cash match requirements.

Financial Section: The Menominee Indian Tribe of Wisconsin received a contract from the B.I.A. in the amount of \$297,769.97 for FY2002 for its Social Services Department. Of this amount, \$79,461 was designated for Child Welfare assistance. \$23,113 of the budget was designated for indirect costs. \$56,697 of program funds was designated for activities under the Indian Child Welfare Act Program and \$125,741 was designated for Social Services administration. In addition we had \$12,757.97 in carry-over funds in Child Welfare assistance. Supplemental funding from the Tribe was required for Social Services to continue operations from March through September, 2002. We targeted Child Welfare Assistance funds for Respite day care services and foster care.

Narrative and Statistical Section: In our 638 contract with the BIA for Social Services, Indian Child Welfare Act funds are included as one block grant since these funds are no longer competitive funds. As mentioned previously, \$56,697 was identified for use in our Indian Child Welfare Act program.

These funds, along with tribal funds, allow us to provide counseling services and court intervention services to children and their families who were involved in child custody proceedings as defined in the Indian Child Welfare Act. One social worker, along with support costs, was funded with this specific allocation.

Program Accomplishments:

A. **Social Services:** During fiscal year 2002 Tribal Social Services provided services to 116 new cases. This total did not reflect the 80 cases which were carried over from FY'01 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 196 cases in FY'2002.

The new case referrals for the year represented the following types of cases: 99 new Indian Child Welfare Act cases, 7 enrollment assistance cases and 3 child welfare assistance cases (foster care and day care). 2 court study cases, 1 information and referral case and 1 family counseling case and 3 cases for advocacy services. There were 27 cases for legal services which were provided by the attorney assigned to our program for Child Support and Indian Child Welfare Act cases. These services were provided with Tribal Funds. The enrollment assistance cases involve individuals who have been adopted in the past and require assistance in securing information from closed adoption records. Of the 7 cases requesting assistance for enrollment, 1 case failed to complete the process/application. 2 cases are pending. 2 cases were enrolled with the Menominee Indian Tribe. 1 case was enrolled with another Tribe and 1 case was eligible for the Ancillary Menominee Roll. Case closures for the year totaled 135 cases.

Part of the work plan for FY'02 called for a variety of agreements to be negotiated with the state and counties to allow for social services resources available to those entities to be utilized by the Tribe. These agreements were negotiated with representatives of those agencies in conjunction with the Program Attorney or Social Services Attorney. Agreements in place included: An Adoption Agreement

with the State of Wisconsin, Department of Health and Family Services, and a Correctional Agreement with the Wisconsin Department of Corrections, Division of Juvenile Correction which allows for youth committed by Tribal Court to be placed at State correctional facilities. Another agreement in place with Menominee and Shawano Counties includes Act 161, which provides for county foster care funds to be used to pay for the costs of foster care ordered by Tribal Court. The agreements also define roles and responsibilities between Tribal Social Services,

Menominee County Human Services and Shawano County Social Services. The agreements also allow the counties to provide involuntary services on behalf of Menominee Children. Another agreement, which was negotiated, concerned the funding for the Tribal Child Support Agency. In June 1999, the Cooperative Agreement with the Wisconsin Department of Workforce Development and the Tribe officially established this agency and the funding to provide for its operation. The Cooperative Agreement was re-established and approved by the Tribe on 09/21/00 and again in 2001. The Cooperative Agreement ended on 04/01/02 when the Tribe received direct federal funding. We are currently negotiating a Service Agreement with the Wisconsin Dept. of Workforce Development to allow us access to the State's KIDS System. The last contract that was entered into by the Tribe and the Wisconsin Department of Health and Family Services concerned the Kinship Care Program. This program provides financial benefits to eligible recipients caring for minor relatives. The program received funding for benefit payments in the amount of \$ 345,720 and \$24,261 for assessment costs. The Tribe supplemented the program for administrative costs above the \$24,261. Services were provided to 156 families in FY'02. As of 09/30/02, 83 families were receiving assistance for 122 children.

Another component in our work plan for the year was to provide adoption services. We facilitated placement of 4 children for adoption. 1 case was finalized in Tribal Court. In 3 other cases, they were finalized in County Circuit Courts.

Another project specified for Tribal Social Services included the preparation and submittal of an application to Wisconsin Department of Health and Family Services for supplemental funding for the Tribe's Respite Day Care Project. The department prepared an application for Child Day Care funds and Child Welfare funds. We were able to secure funding in the amount of \$54,616 for this project. 11 children were served in this program during the year representing 1537 days of day care services.

During the year the department prepared one application for the receipt of Child Care and Development funding from the Federal Department of Health and Human Services. We received an award of \$265,840 to be used for day care services for low-income families who are employed or involved in a job-training program or educational program leading to employment. An average of 105 children per month received child care assistance provided by the Child Care Development Funds. This represented services to 90 families for FY'02. Total children served for the year was 156 and 84% of these children are receiving services because their parents were working.

In addition to the above accomplishments, this department coordinated the activities of the Child Protection Team. This group is comprised of the community agencies involved with child protection matters, including the U.S. Attorney and the F.B.I. 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 providing a two-day training event on Forensic Interviewing for Menominee Tribal/County agencies. 38 individuals participated in this training. Another accomplishment for the Team was the development of a Protocol to be used in sexual assault exams for individuals over 12 years. The team also developed an informal notification system to inform school administrators of convicted sexual offenders in the community. Last of all the CPT has begun a community awareness campaign to address the high rate of sexually active teens and the increasing incidents of sexually transmitted diseases.

During FY'01, we were assigned the task of managing the Judgment Funds Program/Individual Indian Monies Program based upon revisions made to 25 C.F.R., Part 20. This included developing Policies and Procedures for processing applications, and developing a distribution plan for a client's use of these funds. Appropriate documents are forwarded to the B.I.A. and the Office of Trust Funds Management for their approval of the release of funds as described in the distribution plan. During the year, 29 applications were requested and 21 were returned. 1 was referred to Probate and 6 were to assist account holders turning 18 years of age. 10 were approved and 2 were denied. 2 applications are pending as of 09/30/02. This program is an unfunded mandate.

B. Indian Child Welfare: The Menominee Indian Tribe designated \$ 56,697 of its BIA Social Services funding for Indian Child Welfare Act activities. The work plan for the year specified that the department provide counseling/intervention services to 55 Menominee youth and their families who were involved in court proceedings as identified under the Indian Child Welfare Act. During the course of the year we were able to provide services to 63 of the 106 cases referred to the Tribe. Some of these cases were new referrals (99) and in 7 other cases they were carried over from FY'01. In the remaining 43 cases, contact at the end of the fiscal year only occurred with the agencies involved as in most of those 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 in the scope of work under the contract provided that we would intervene and participate in 100 court proceedings involving ICWA cases. We made 96 court appearances on behalf of cases.

The third objective in this program was to provide a parent education component. This was to be accomplished through a Parent Education seminar to be offered at the Tribal Day Care Center in conjunction with the Family Preservation and Support Office. Unfortunately this did not occur due to the problems that office was experiencing in recruiting trainers.

The Indian Child Welfare Act Program funded one full time social worker position for the year. 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.

Special Needs: Menominee Tribal Social Services administers the Special Needs Program. This program is totally supported with Tribal Funds and funds the Emergency Catastrophic Program. This program assists individuals in extreme situations when no other assistance is available or after all efforts to secure assistance 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. This year, because of funding limitations, we prioritized services for medical related emergencies and those related to such catastrophes such as fires. We served 124 families in these categories. 43 applications were denied for a total of 167 applications processed.

Conclusion: The last year has been a very challenging yet productive year for us. It was also a year devoted to increasing changes in social services on all levels. The involvement of the complex child support program is but one example as well as shifting federal policy related to time elements for children in foster care. Funding and resources adequate to meet this department's needs continue to be serious and significant issues as well as unfunded mandates such as activities associated with I.I.M. Accounts. Without Tribal funding, we would have closed our office by mid-year. Therefore, we are gravely concerned about the Tribe's current financial status and the crisis mode that affects us and our ability to provide quality services to children and families.

However, with a small committed staff, we were able to accomplish most of our objectives and have continued to examine ways to enhance our services, strengthen our current programs and to expand into "uncharted" areas. In the new year, we will be pushed to continue to build our expertise in all of these areas and to examine more creative ways to stretch our resources. We look forward to the challenges and opportunities which await us in the new year.

Menominee Tribal Day Care Center

The Menominee Tribal Day Care Center was established in October of 1988 and is operated by the Menominee Indian Tribe of Wisconsin. We are a year round facility, which is open from 6:30 a.m. to 5:15 p.m. The day care is state licensed by the Wisconsin Department of Health and Family Services to provide care for up to 136 children: infants ages six (6) weeks old through twelve (12) years old. In November of 1998, the Menominee Tribal Day Care center became the first Tribal day care in Wisconsin to achieve National Accreditation status by the National Association for the Education of Young Children (NAEYC) programs. The purpose of NAEYC is to improve the quality of child care and education provided for young children in group programs in the United States. On August 1, 2002, we expanded our services to include Early Head Start for children six (6) weeks of age through two years old. A total of 45 low income children and pregnant women are projected to be served during the program year. We provide a safe and developmentally enriching environment which promotes the physical, cognitive, social, and emotional growth of infants and toddlers, and prepares them for future growth and development with the supervision of trained child care workers who are qualified by the State of Wisconsin Department of Health and Family services and NAEYC standards. Our goal is to support parents, both mothers and fathers, in their role as primary caregivers and educators of their children, and families in meeting personal goals and achieving self-sufficiency as a family unit.

The day care/Early Head Start program receive funding from State, Federal, and local agencies listed below:

- ❖ State Child Welfare
- ❖ State Day Care
- ❖ Governor's Excellence Grant
- ❖ Locally-Matched State Grant
- ❖ USDA Food Program
- ❖ Early Head Start
- ❖ BIA

Our site utilizes funds to enhance the quality of child care services for the children and families we serve. We offer services to increase language development, teach Menominee Language, stimulate the sense of touch and increase visual senses. We have contracted employees that provide music enrichment and art for our program.

The Locally-Match grant has provided funding for child care workers to receive early childhood education classed though the College of the Menominee. We have had a total of 35 people earn their Infant and Toddler Credential this past fiscal year! We also offer parent and community training to educate families on topics relating to early childhood development, health, age appropriate activities, etc.

MENOMINEE TRIBAL CHILD SUPPORT AGENCY

The Menominee Tribal Child Support Agency (MTCSA) submitted a Federal Grant application for direct federal funding for child support on October 30, 2001 for FY 2002, October 1, 2001 through September 30, 2002. On June 14, 2002, Menominee Indian Tribe received an approved award letter for six (6) months for direct federal funding at 90% federal share for the Child Support Enforcement Tribal program in the amount of \$341,853.00. Menominee Indian Tribe had to match 10% of the over all budget of \$379,837.00. The Tribal match was \$37,984.00. This award ran from April 1, 2002 through September 30, 2002. On August 9, 2002 the Child Support Enforcement Tribal program submitted a request for federal funds for FY 2003 at 90% federal share in the amount of \$771, 753, 10% Menominee Indian Tribe in the amount of \$64,105.00 cash match and \$21,651 for an in-kind match for a total budget of \$857,509.00. A contract has been issued in that amount. Since the direct federal funding, Menominee has negotiated a service agreement with the WI Department of Workforce Development-Child Support to cover the period April 1, 2002 through September 30, 2002 for the purpose of utilizing the State KIDS Child Support computer system. That agreement will continue for FY 2003.

The Child Support Agency provides services to persons seeking a new court action to establish paternity, child support, modification of existing arrears, medical support, or to secure enforcement of Tribal Divorce child support orders. We also pursue enforcement of Tribal Court Ordered child support issued within twenty (20) years of the current date.

The MTCSA will assist individuals through the process of establishing paternity, or child support, and/or medical 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 proper service on the parties and attorney services at the court hearings on behalf of the child/ren. MTCSA provides 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 substantially. MTCSA assists other agencies and states to enforce child support matters when the non-custodial parent resides within the geographical boundaries of Menominee Reservation/County.

The MTCSA uses the same computer program as the Menominee Tribal Finance Department to receipt in child support payments and post to specific child support financial accounts. MTCSA then completes a manual transmittal and deposit form and delivers to the Menominee Tribal Finance Department. MTFD then disburses these payments to the custodial parent and or to the Wisconsin Trustfund in the form of a check. The cases in the Tribal Child Support computer data system (MINDS) are those Tribal Court cases that pertain to child support matters. These particular cases are not entered into the State KIDS computer data system if they are a stand-alone case. These are cases in which the parties have never been on any type of State assistance such as W-2 money payment, foster care, kinship care, medical assistance, food stamps or any other referral that may come to the Child Support Agency from the Economic Support Agency. Another example would be if the non-custodial parent does not have another case in the State KIDS computer system. An example of this type of case would be where the non-custodial parent does not support any other children.

The MTCSA has, and still continues to receive training for the State KIDS computer data system and the Tribe's FUNDWARE system. This training will be on going as the program progresses and evolves. The MTCSA along with MITW-MIS Department, continue to develop and tweak the Tribal Computer system which is named Menominee Indian Nation Data System (MINDS). The goal for Tribes is to develop a computer database system to link with each other for non-custodial parent information and case information. Through the direct Federal Funding, the MIS has had the opportunity of hiring a program specialist just for the purpose of further development of the Child Support computer program.

The current status of the Menominee Tribal Child Support Agency is as follows: we have approximately 1,436 child support cases. Court actions for enforcement/establishment from October 1, 2001 to September 30, 2002 consist of orders established – 281, orders to show cause – 50, warrants – 75, commitments – 27, paternity (genetic test) - 22, paternity established or acknowledged - 172, Filiation – 5, acceptance of change of venue – 12, new cases – 533, reviews – 187, foreign income withholding orders – 110, and cases out to other jurisdictions for enforcement – 87 cases received from another jurisdiction for enforcement - 8.

The Menominee Tribal Court currently allows four (4) hours twice a month for child support issues. Occasionally the court has allowed four (4) hours three (3) times a month for child support issues. The Menominee Tribal Court currently allows two (2) hours a month for paternity cases. We have a desperate need to have increased availability of court time in order to handle the backlog of cases which has developed.

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 calls are accepted by the caseworkers during the following times: Monday afternoon, anytime, Tuesday, 3:30 p.m. – 4:30 p.m., **Wednesday, NO CALLS**, Thursday, 3:30 – 4:30 p.m., and Friday morning, anytime. Child support and paternity appointments are scheduled on Tuesday and Thursday between the hours of 9:00 a.m. and 3:00 p.m. Telephone number 799-5290. This schedule was developed after the Menominee Tribal Child Support Agency came to the conclusion that in order to offer better service to our clients, we must allow the caseworkers appropriate time for case management. Thus, we established this schedule.

SOUTH BRANCH COMMUNITY

Margaret Snow, President

Nine years later In the early 90's

A bit of History ...

Inception

Organizational Meeting October 1992

By- Laws Adopted June 21, 1993

1992-1993 First President – Tribal Legislator, Margaret Rose Snow

It's no secret that I'm rather proud of this, this is where and when my political career started,

With the inception of South Branch Community Organization being first President of the South Branch Community Organization which brought me into the Menominee Tribal Legislature, (3) Consecutive terms. Many memories, oh yes, the South Branch Community Center (S.B.C.C.) is in use and will be going in full circle before this year is over. Many hours of hard work and effort were put into the foundation of the building and organization it is fruitful to my soul to watch us grow.

We the SBCC will be in our best dressed in our full regalia coming to our full circle November 9th 2002 celebrating our culture, our first "Harvest Moon Traditional Pow-wow".

We receive a grant of \$ 10, 000.00 from the Tribe for financial status regarding the maintenance of the building, plus rental of the building, and fund-raisers, etc.

Services provided to the community are:

J.O.M. : Arts n Crafts: Monday – Thursday an employee over sees and assists in the Library and grand –room hours change to accommodate the students during school and summer months.

Ageing Division: Lunch is delivered each day (weather permitting) from the Neopit Senior Center to the South Branch Community Center (some call meals on wheels) the elders come to the Center approximately 10:30 A.M.-12:30P.M. To socializing and eat.

Fitness Center: The Community continues to use the fitness facilities.

Maehnowesekiyah: T.R.A.I.L.S. (Testing Realities and Investigating Life Styles)

This program utilizes the center monthly they help teach our community youth about the ill effects of drug and alcohol use. The program has an arts and crafts coordinator in which many of the children enjoy they also provide transportation which makes this special for the children who don't have transportation to the center.

Community Services: A Grant Writer was hired to help the Center with locating, setting up and writing new grants which will help to make our center more self sufficient.

Rental of building:

Musical festivities

Powwow

Funerals

Banquets

Legislative meetings

Community meetings

Seasonal Gatherings

Community Functions

Youth Meetings

Alcohol Anonymous meetings

TAX COMMISSIONER

Roberta Reiter, Director

The position of the Tax Commissioner was first held by one employee in 1983. After 1992 the Tax Commissioner's Office was staffed with fulltime positions i.e., Tax Commissioner and administrative assistant. Since 2001 and 2002 the License & Permits and Tax Commissioner have been sharing a administrative assistant Karla Johnson to keep cost down. The office monitors and enforces tribal regulatory permits, ordinances, licenses and payment of tribal taxes and is responsible for the refunds:

CIGARETTE REFUNDS

Indian Tribe's Claim for Wisconsin 70% Cigarette Tax Refund

Claim CT-001 is completed monthly with total number of tax-paid single cigarettes sold on the Menominee Reservation.

Cigarette Tax 30%

Claim for refund pursuant to section 139.325 of the Wisconsin Statutes is completed quarterly.

TOBACCO REFUNDS

Indian Tribe's Claim for Wisconsin 50% Tobacco Products Tax Refund

Claim TT-001 is completed quarterly with the total tobacco products taxes paid on products purchased on Menominee Reservation.

Tobacco Products Tax 50%

Claim for Refund Pursuant to section 139.805 of the Wisconsin Statutes is completed quarterly.

GAS TAX REFUND

All Tribal departments are required to submit gas usage monthly for all Tribal vehicles. The refund is completed on a yearly basis.

The Ordinances that are enforced include:

No. 79-04	Cigarette
No. 80-13	Rafting
No. 82-10	Tribal Preference
No. 82-19	Use Tax on Construction Material
No. 82-22	Construction Material Purchased from MTE
No. 83-03	Fireworks
No. 94-15	Hotel Room Tax

The amount budgeted for the Tax Commissioner's Office operation was \$67,000.

Total Expenditures were \$64,033.92.

The Tax Commissioner's Tax Revenue projection for the 2002 fiscal year was estimated at \$390,000.00.

Lodging Tax	\$ 64,619.48
Gas Tax Refund.....	\$ 30,250.70
Fireworks	\$ 450.00
Construction Tax Income.....	\$ 16,920.78
Cigarette Income	<u>\$247,122.43</u>
Total	\$359,363.39

TRIBAL JUDICIARY

Joe Martin, Chief Justice

No report turned in.

TRIBAL ADMINISTRATOR

TRIBAL UTILITY

Dave Corn, Director

The Menominee Tribal Utilities Department provides sewer, water and septic service to all people within the Reservation boundaries. The utility also provides and services the electrical in Middle Village.

Middle Village

64 Residential sewer, water, electric
6 Commercial sewer, water, electric
6 Commercial electric only

Neopit

210 Residential sewer and water
21 Commercial sewer and water

Keshena

305 Residential sewer and water
54 Commercial sewer and water

Zoar

23 Residential water
4 Commercial water

Trailer Court

17 Residential water

Redwing

21 Residential water

Administration: The Menominee Tribal Utility Department consists of a Director, Office Administrator, and (3) Certified Utility Operators.

The Neopit Lagoon Project was put on hold until the spring of 2003. This project will include cleaning, relining and upgrading the present lagoon. This project will be funded by the Indian Health Service (I.H.S.), E.P.A. and the Menominee Tribal Utility.

Projects:

The new Keshena Wastewater Treatment Plant was started on 8/26/02. The completion date is October 2003.

Indian Health Service (I.H.S.) is installing a water main loop by the Fire station in Keshena (\$75,000.00). This will begin this fall (2002).

The Menominee Tribal Utility is doing two water main loops and one sewer extension (\$225,000.00). This will begin this fall (2002).

Replacement of two lift stations and a force main.

Upgrading the Middle Village Wastewater Treatment Plant this fall (2002).

WOODLAND YOUTH SERVICES

Laurie Reiter, Interim Director

The Woodland Boys & Girls Club had a very difficult fiscal year starting with no Manager for the first few months. The Board of Directors met with no quorums but members, Marci Zhuckkahosee, Roger McPherson & Twila Peters held on and looked for someone to help the club. They should be commended for this since the club was about to lose their 501C3 status and the club would have had to be permanently closed.

Although the club was closed to the children from November 2001 to February 2002, the office was being reorganized. Many dollars of funding were not accessed in time, but the club managed to keep its status, get the reimbursements it needed and in January 2002, a New Board of Directors was organized. These members consisted of Chairman, Ron Corn, Vice-Chairman, Wendell Askenette, Secretary-Treasurer, Sharon Waukau and Board Members, Roger McPherson, Twila Peters, Marci Zhuckkahosee, Dale Kaquatosh, Wilmer Peters, Gary Besaw, Linda Caldwell and Duane Waukau.

With this newly developed board of directors, the interim Manager was able to get very constructive and knowledgeable guidance as to what the club needed to survive. The board members all volunteered to supervise the kids in the evenings throughout the entire month of February so the club could be open and the manager finally received enough funding to hire a new staff. The Club officially opened with paid staff on March 20, 2002.

Since then, the kids have been involved with numerous activities such as arts & crafts, memorial day, dances, swimming trips, camp outs, pizza parties, reading, computers, family fun days, summer Olympics, movies and other celebrations. The club management has collaborated with a number of programs available on the reservation that provide youth services. Maehnowesekiyah brings their staff for art projects and programs, recreation provides arts & crafts, Family Preservation brings a wonderful story hour for the kids. We also are involved with the Neopit Little League, Boys Scouts, Certified Babysitters, the Summer Foods Program and more.

This past summer we were honored to work with JTP, Stacie O'kimosh and JOM Director, Pat Tourtillott in providing the kids between the ages of 14 – 18 with a very educational and productive season. Every Wednesday the kids reported to the Boys & Girls Club where they were presented with numerous educational programs focusing on Drug Prevention, Tribal Law, the effects of alcohol, wellness, etc. It was a full day of education for each youth.

The kids have been provided with a variety of activities throughout the year, but now the club will be attempting to take a new approach. In order to be in compliance with the grant agencies, more structured programs must be implemented. The club management and staff must develop close relationships with the schools and certain kid's productivity and behavior must be tracked. So far, the schools staff members have been very receptive to the needs of Woodland and are willing to take part in helping give the best opportunities to our kids. This is very important in the operations of a Boys & Girls Club.

The Board of Directors and staff are very optimistic that our club will soon be operating the way it should be and our kids will be getting all the benefits they deserve. From a financial standpoint, the Club will always need more money. Our funds for FY 01-02 came from the following agencies:

\$ 25,000.00	Corporate National Services
\$ 25,000.00	Bureau of Justice
\$ 8,000.00	Quick Smart – Phillip Morris Grant
\$ 42,500.00	Menominee Tribe of Wisconsin
\$ 2,750.00	Edna McConnell Grant
\$ 375.00	Targeted Outreach
<u>\$ 2,280.00</u>	<u>Targeted Outreach – additional allocation</u>
\$ 105,905.00	Total---